

Sustainable Schüller

Our values
Our actions
Our obligation

schüller.



Contents

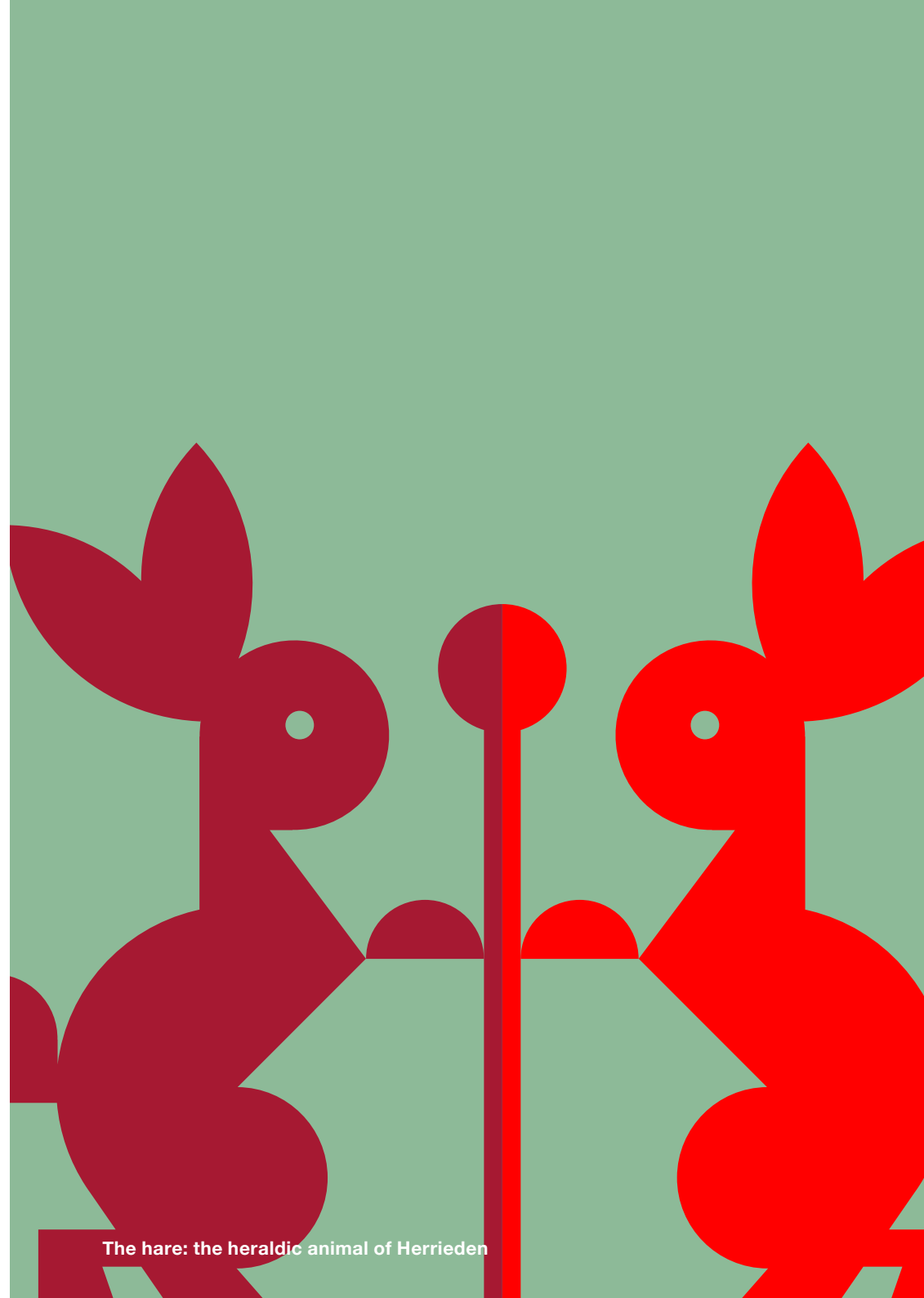


The 'stork gate' in Herrieden

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➔ What's important to us

Staying true to ourselves, our home town – Herrieden in Franconia – and its people, for whom we are a reliable employer.



Foreword by the company managers

‘On a journey. Our responsibility. Our future.’

This motto symbolises Schüller Möbelwerk KG’s commitment to sustainability. Fearlessly tackling new challenges and continuously evolving – that’s what drives us on and plays a significant role in our company’s success. We are purposefully striding towards the future, growing with each new experience. After all, the principle ‘economy doesn’t work without ecology’ has been firmly anchored in the company’s DNA as one of our core beliefs since the company was founded in 1966.

On account of their longevity, kitchens have always been considered sustainable products. But that alone is not enough for us. We see sustainability as a concept that is present along the entire value chain, whereby company management, ecology and social responsibility form the three main pillars of its foundations. That’s why in our day-to-day thinking and actions, we strive to facilitate and implement resource-saving, socially acceptable and ethical solutions and innovations. Through systematic opportunity and risk management, we integrate sustainability into our company in a structured manner. This brings many benefits both internally and externally for the company.

The optimisation of processes not only saves resources but also reduces waste and energy consumption. As well as increasing economic efficiency, it facilitates innovations that improve the quality and sustainability of our products. By integrating sustainable practices into our work processes, we are securing the sustainability of Schüller Möbelwerk KG. This enables us to gain credibility and trust among our retail partners, suppliers and private customers, which in turn strengthens our image and reputation in the long term.

At the end of the day, all of these measures count towards our main goal, which is also gaining in importance for more and more individuals: to preserve our environment for the region and, above all, for future generations – our children and grandchildren.



Markus Schüller



Max Heller



Manfred Niederauer

We do more than just build kitchens. Going above and beyond is our daily endeavour. For us, kitchens are not just products but the history and future of our company.



Manfred Niederauer, Max Heller, Markus Schüller

That's us!



- Company history and development ◀
- Company structure ◀
- Our values ◀
- Risk management and compliance ◀
- Products, customers, markets and suppliers ◀
- Our brands ◀
- Quality management ◀
- Certificates and awards ◀

What makes Schüller Schüller!

Markus Schüller

→ CEO



What do you understand by sustainability in kitchen manufacturing?

Since Schüller Möbelwerk KG was founded, the focus has always been on producing kitchens. We have continuously worked on improving our kitchen components in terms of quality, price–performance, functionality, individuality, ergonomics and design. Thanks to their long service life, kitchens can be considered sustainable products. This means that replacement purchases and the associated use of resources are reduced. Today, sustainability goes much deeper. That's why we are already thinking about the right materials to use during the product development stage. We manufacture well-designed furniture components with a high proportion of recyclable materials whose components can be reintegrated to the value chain. In addition, we strive to save resources when using raw materials.

What external influences are relevant to the company and sustainability and how do you react to them?

We have seen plenty of external influences since 2020: the COVID-19 crisis, raw material shortages, high inflation, high interest rates, the war in Ukraine and the accompanying energy crisis, significant increases in construction costs and a subsequent decline in orders and completions. To a large extent, we have tackled the challenge of the skilled labour shortage by purposefully providing vocational training to young people: we are currently training 125 apprentices in 15 different professions. We also host four students in dual study programmes. To proactively become more independent, we have installed one of the largest photovoltaic system in Bavaria on the roof of our new building in Herrieden to generate renewable energy. However, that's still not enough for us. Other environmental and climate protection measures include green roofs and a sophisticated compressed air management system, to name just a few.

Feel at home



Facts and figures

1
company site

€758.8 M
in turnover 2023

59 years
of company history

125
apprentices

2,327
employees

57
nationalities at work

184,000 m²
production area

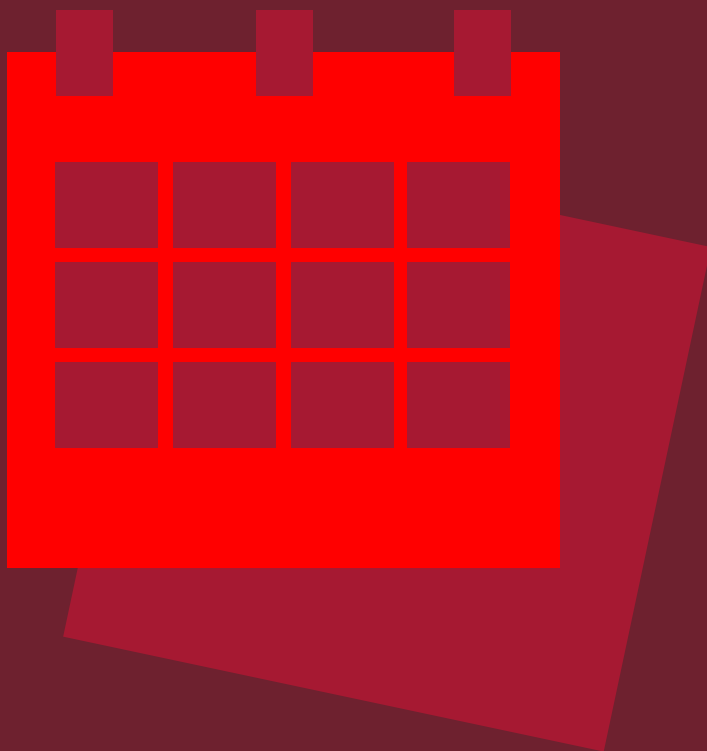
32.7%
export share 2023

230,000 m²
green spaces and
compensation areas

74
HGVs in our
company fleet

→ Chapter 01

Company history and development



Fortune favours the brave!

Die Schüller Möbelwerk KG ist ein traditionsreiches, unabhängiges Familienunternehmen mit Produktionsstandort und Sitz der Unternehmenszentrale im mittelfränkischen Herrieden, einer kleinen Stadt im Freistaat Bayern.

→ Our success story

Our success story started in 1966, when **Otto Schüller** founded the company and started to produce kitchen cupboards for the national market with the help of 25 employees. By 1971, series production of the first built-in kitchens was well underway and the sales market had expanded to Europe. From the very beginning, Schüller has stood for **top quality, individuality and suitability for everyday use**. Putting our heart and soul into creating premium, long-lasting products transformed our courage into success. To us, a kitchen is more than just a product: it is the past and future of our company.

→ Staying true to ourselves

Staying true to ourselves does not just apply to us as a company but is also a nod to our home town – Herrieden in Franconia – and its inhabitants, for whom we are a reliable employer. But what really makes us who we are is the fact that, **as an independent family business, credibility and commitment are a part of our day-to-day life** for all of those who work for and alongside us.

1966 Otto Schüller founds today's Schüller Möbelwerk KG



1990–1998 Construction of new production halls and an office building



Sustainable Schüller 2025

History

1966 ➔ Otto Schüller founds today's Schüller Möbelwerk KG

1971 ➔ **Series production** of individual kitchen units starts and the **first fitted kitchens** are designed and produced

1981–1984 ➔ Production of 15 ranges with **60 different fronts**, **5 carcass designs** and **450 basic models**

Construction of the **first high-bay warehouse**

1990–1998 ➔ Construction of new **production halls** and an **office building**

2000 ➔ Construction of the **Schüller exhibition centre |s|a|c.** with training and communication rooms

2001 ➔ Introduction of the **premium brand next125**

2002–2005 ➔ Construction of a **second high-bay warehouse** and start-up of the **fully automated logistics centre**

New construction of the surface department with a lacquer store and waste air cleaning system

2003 ➔ Management of the company **handed over to the next generation:** Markus Schüller, Max Heller, Manfred Niederauer

2004 ➔ **ISO 9001:2000 certification**

2006–2007 ➔ **Acquisition and renovation of the house4kitchen exhibition building** in Löhne for presentations and training

2008–2009 ➔ Construction of the **third high-bay warehouse**

Launch of the new **grid-based kitchens** of the quality brand Schüller with three systems

2010–2012 Successful **PEFC certification**

Expansion of the production area

2012–2013 Construction of a new **office building** and gutting and **redevelopment of the existing one**

2013 Expansion of the surface and lacquer processing facilities, focusing on staining and lacquering with **water-based lacquers**

2014 System expansion with the **introduction of the handleless kitchen**

2015 Construction of a new **boiler system** with a 12 MW heat output

Construction of new **production halls** and a **connecting bridge** to the offices

2017 Construction of a new technology building with **in-company training and learning centre |s||c.**

2019 Introduction of the **84.5 cm carcass height** and the **Optimus drawer/pull-out system**

Expansion of our production area, starting with the **construction of a car park**

2020–2021 **Expanded production area** put into operation

Completion of the car park with 1,860 spaces for cars

Successful certification enabling us to use the label **'Made in Germany'**

2023 Installation of a 4.6 MWp **photovoltaic system**

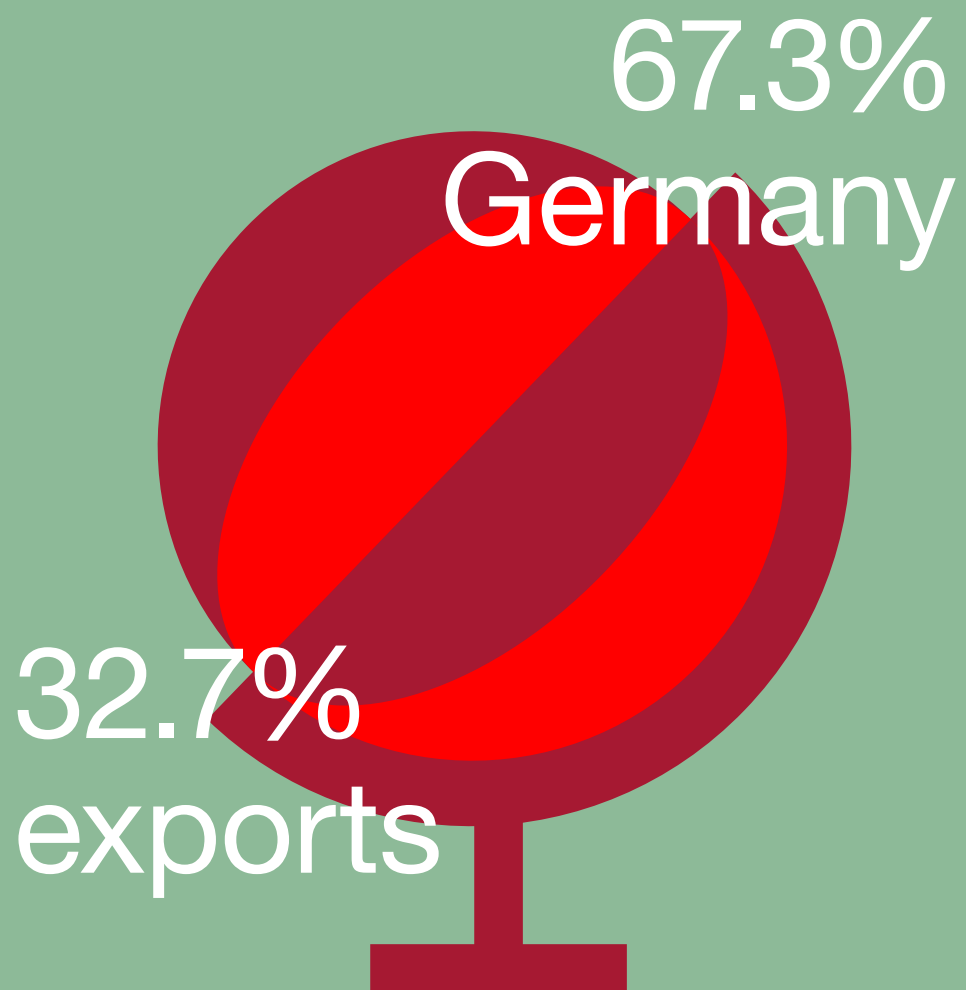
Installation of **electric vehicle charging points**

2012–2013 Construction of a new office building and gutting and redevelopment of the existing one



2020 Completion of the car park with 1,860 spaces for cars





Export percentage 2023
based on turnover

Nestled in nature, surrounded by meadows and woodland

That's what Schüller looks like today. Economy combined with ecology leads to sustainable growth and forms the basis for our forward-looking company decisions. Our actions are shaped by our responsibility for the future and strengthened by the thinking of a family company spanning generations. The path is laid out, the vision is clear: healthy growth and strategic expansion of the company at the Herrieden site, paired with the dynamic, worldwide marketing of our products. But in everything that we do, one thing takes priority above all else: being a reliable, innovative partner for our customers.

Today, Schüller Möbelwerk KG is not only one of the leading companies in the German kitchen furniture sector but also one of the top 20 employees in Middle Franconia with 2,327 employees, including 125 apprentices. With a production output of around 170,000 kitchens a year, Schüller Möbelwerk KG delivers to more than 40 countries in addition to its home market of Germany.

In the 2023 business year, Schüller Möbelwerk KG achieved a total turnover of 758.8 million euros. The international net turnover amounted to 248.3 million euros, with exports accounting for 32.7% of total turnover. Exports are mainly focused on Europe, followed by the Middle East and Asia. Our ten key international sales markets are Austria, Belgium, the Czech Republic, France, Great Britain, Italy, Luxembourg, the Netherlands, Slovenia and Switzerland. We place particular importance on the specific requirements of each market, adhering to our quality promise 'Made in Germany'.

*Source 1, page 139

Company structure



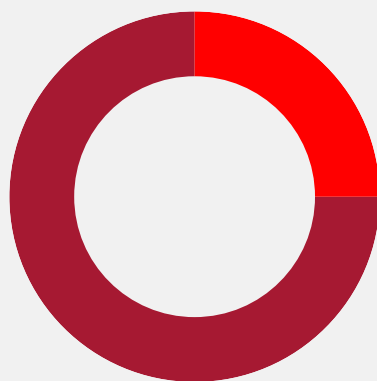
Family company: passion, responsibility, independence

Constructing high-quality kitchens means much more than simply manufacturing them. It requires the seamless interplay of procurement, production, logistics, organisation, marketing and sales. These areas of expertise come together in our ‘family company’ to make us unique and highly efficient when it comes to acting quickly and being innovative. Short decision-making channels and reaction times, as well as proximity to our customers and employees are extremely important to us.

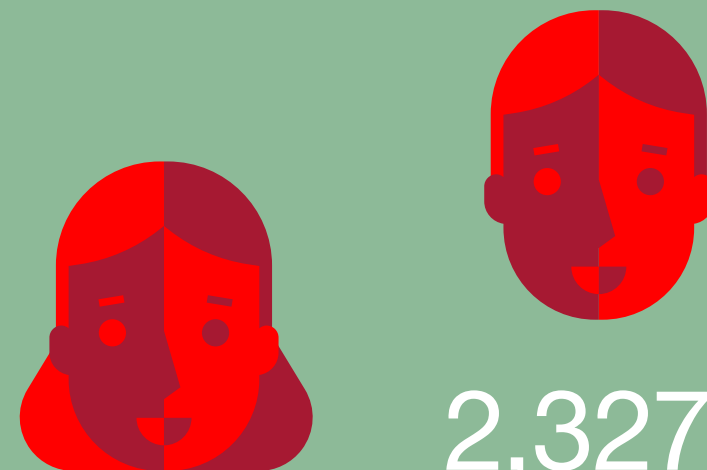
The company Schüller Möbelwerk KG has been under family ownership ever since it was founded. The partners include Markus Schüller, Doris Schüller-Heller and Barbara Niederauer – the children of the company's founder Otto Schüller. Our organisation follows a clearly structured straight-line system, which is divided into different areas of activity. At the top is the company management, consisting of Markus Schüller, the managing partner, and company managers Max Heller and Manfred Niederauer. Each company manager is responsible for specific departments of the company and performs their managerial role independently. They set company targets and define the strategic focus of Schüller Möbelwerk KG. In addition, they monitor the implementation of the company strategy, which also includes the issue of sustainability, taking into account the shareholders' interests to achieve responsible and sustainable company management.

Our clearly structured functional straight-line system enables information, delegation and reporting channels as well as controlling and supervisory roles to be precisely defined. The advisory board, consisting of four external members, supports and advises the company managers and partners when important decisions need to be made. With their specific expertise, the board members contribute to discussions on strategy and further development, without intervening in operational areas.

Employee structure according to gender 2024



■ Female: 583 employees
■ Male: 1,744 employees



2,327

employees



Top 20
employers
with the highest
employment in
Middle Franconia

→ Chapter 01

Our values



Our understanding of sustainability

We see sustainable company development and sustainable company growth as a commitment to satisfying our current needs without jeopardising future generations. Our whole understanding of sustainability is based on economic, ecological and social dimensions.

→ Our commitment to sustainable development

In everything that we do, nature, ecological balance and the wellbeing of our employees and society as a whole are at the heart of our thinking. From early on, we developed an appreciation for sustainability in the company, acting accordingly for the environment and society. In our commitment to sustainability, actions speak louder than words so that we can guarantee a world worth living in and a better future for generations to come.

→ Our company philosophy

A kitchen should be a source of enjoyment – for life. That's why we not only design Schüller kitchens to be as long-lasting and diverse as life itself, but also as varied and individual as the people who use them, keeping them simple and practical for everyday use. The result is stunning kitchens that can withstand anything – in top quality and at an attractive price. In a nutshell: living spaces where quality of life abounds, by individuals for individuals.

→ Our company values

We build kitchens for life. The home is the source of our inspiration – shared values are what drive us. That's why personal connections within our company and to our retail partners, suppliers, service providers and private customers are very important to us. Our goal is to act consistently in line with our values of courage, trust, responsibility and appreciation.

Especially in a world full of volatility, uncertainty and complexity, and given the constantly changing market environment, our company values form a solid foundation. They provide our employees with a reliable basis for decision-making and strengthen the resilience not only of all of those involved in the decision-making process but of the entire company.

Our company mission statement

The home is our
inspiration, common
values our incentive.

Our values

We have always seen courage, trust, responsibility and appreciation as the basis of our company success and closely linked with compliance and integrity. We are convinced that this can be achieved if all employees comply with our values and the law. For this reason, we convey our company values through workshops and make them accessible to all employees on the intranet.



Courage

We are courageous decision-makers

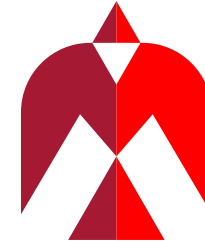
At Schüller, we like to take on challenges, do new things and leave our comfort zone from time to time. We've worked together to outline these goals and aim to take a proactive, courageous and hands-on approach to achieving them. We have the confidence to do this because we have a strong belief in our creativity and drive. If mistakes are made, we see them as an opportunity to learn something new and grow – to improve a little day after day.



Trust

We trust others and promise to be trustworthy partners

At Schüller, we establish mutual trust through open exchange of opinions and information. We listen patiently, respect differing opinions, make the effort to understand the points of view of others, and address important issues. Our partners can rest safe in the knowledge that we treat information confidentially. We stand by each other and stand by our statements. We believe in the power of human connection and strengthen bonds through trust.



Responsibility

We are responsible team players

We like to take responsibility. We feel genuine care and concern. We get to the bottom of issues and pursue goals because we take responsibility for ourselves. We always act with care, prudence and foresight and stand up for each other. All of these elements are key to working as a Schüller employee.



Appreciation

We pay attention and appreciate our teams

We make a daily commitment to be helpful, polite, considerate, fair and attentive in our dealings with one another. To this end, we take the idea of putting oneself in the other person's shoes very seriously. Being respectful of other people's time also plays an important role, as does punctuality and attentiveness to the scheduled conversation. We give honest and constructive feedback to motivate, encourage and strengthen the bonds between us.

→ Chapter 01

Risk management and compliance



→ Risk management

In today's volatile, uncertain and increasingly complex world, risk management is vital in all companies. At Schüller Möbelwerk KG too, it is a core process in our business strategy. We understand 'risk' as events or developments that could jeopardise the achievement of our economic, social and ecological goals.

Alongside risk management and the associated potential deviations, opportunity management also plays an important role. We understand 'opportunities' as events and developments that have a positive effect on our company and can support our goals.

Both risk and opportunity management are steadfast components of our planning, management and control processes. Our goal is to detect internal and external potential in good time, take measures and thus ensure and build on Schüller Möbelwerk KG's economic success.

→ Compliance

Our compliance measures include a multitude of fields, some of which are listed below:

- 1. Occupational safety:** the health and safety of our employees are our top priority. We implement comprehensive occupational safety measures.
- 2. Anti-corruption and avoiding conflicts of interest:** we do not tolerate corruption of any kind and have clear guidelines in place to exclude both corruption and conflicts of interest effectively.
- 3. Antitrust compliance:** to guarantee fair competition, we adhere strictly to the applicable antitrust laws. Among other things, we refrain from vertical price-fixing and do not discuss sensitive issues related to antitrust law with competitors.
- 4. Data protection:** the protection of personal data and compliance with data protection regulations like the GDPR and the German Data Protection Law are of utmost importance to us.

5. German Supply Chain Act: we analyse risks associated with human rights and the environment in our business operations as well as those of our suppliers and take preventive and/or corrective measures if risks or breaches are detected.

6. Tax compliance: we follow all fiscal regulations and work closely with the tax authorities to guarantee transparency and legal compliance in all tax-related matters.

7. Climate and environment: it is essential for all company activity to comply with the applicable legal regulations concerning the climate and the environment.

8. Product safety: the safety of our products is a must. This must be taken into account from the very beginning when developing new products.

9. Foreign trade: within the scope of compliance with foreign trade laws, we ensure that our international business activities are in line with the applicable export control and customs regulations.

In virtually all areas of compliance, we work with specialised advisors and service providers. This enables us to ensure that our compliance management system undergoes continual improvements and is always up to date.

We have also set up whistleblowing systems through which all employees, business partners and any other individuals can report to our ombudsman. For instance, in the event of a company-related offence, our ombudsman is at the disposal of the whistleblower. As a rule, the person's identity is kept confidential. However, if they did wish to reveal their identity, they would be protected from any reprisals. The hurdles for contacting the ombudsman are very low to maximise the likelihood of breaches being reported early on and to be able to remedy them in good time.



Sustainable business strategy

Manfred Niederauer, Markus Schüller,
Max Heller

→ Company Managers



What does compliance mean to Schüller Möbelwerk KG?

To us, compliance is much more than just adhering to laws and regulations. Rather, it is the basis for a sustainable business strategy. The need for compliance does not just arise from the risk of high fines but also from our wish to meet the expectations of our customers, business partners, employees and many other stakeholders. We cannot conceive responsible company management and long-term success without compliance.

What do you think is particularly important in terms of compliance?

The most important prerequisites for an effective compliance management system are for the company managers and all management staff to set an example by acting in compliance with the law and to clearly communicate their expectations that similar behaviour is required from the staff. Anyone who truly takes compliance seriously must establish a strong compliance culture and that requires provisions in everyday business far beyond the mere creation of guidelines and the provision of training. Our company values and value-oriented company management make an important contribution to a strong compliance culture.

→ Chapter 01

Products, customers, markets and suppliers



Our value chain

For Schüller, sustainability is a core aspect along the entire value chain. This not only includes our own production process but also upstream and downstream activities. The diagram below gives you a general idea of our value chain:

Upstream value chain

Raw materials

- Forest management
- Acquisition of raw materials

Materials and supplies

- Manufacture and processing of intermediate products and purchased parts
- Transport



Our value creation

Our value creation

- Development and production of kitchens and furniture
- Marketing

Distribution

- Sales
- Transport to retail partners



Downstream value chain

Sales and assembly

- Transport to private customers
- Assembly of kitchens and furniture in private customers' homes

Product use phase

- Long-term use of our kitchens and furniture thanks to high-quality, long-lasting product design

End of life

- Disposal phase and recycling



➔ Upstream value chain

Our highly varied product portfolio ranges from kitchen units to fittings for utility rooms and living room furniture like sideboards, as well as wall units, wardrobes, shelves and glass display units, tables and benches, and furnishings in the adjacent home office. All wood products and items made from wood-based materials produced by Schüller stand out for their use of PEFC-certified materials and goods from controlled sources, showing awareness for the environment through sustainable forestry. They provide top quality and value thanks to their innovative strength and contemporary design as well as durability and reliability thanks to the high degree of product safety and repairability.

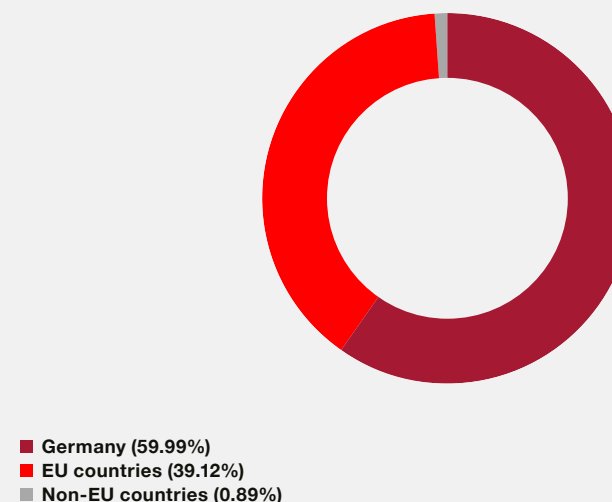
To produce our kitchens and furniture at our Herrieden site, we use wood as our main raw material. More precisely, when building our carcasses, it is mainly wood-based materials that we use. These are complemented by components and purchased parts like electrical appliances, screws, fittings, handles, profiles, glass, a range of unit inserts, drawer and lighting systems, and plinth feet.

We predominantly obtain **our wood-based materials** and other components from suppliers in Germany and Europe with whom we maintain long-standing, long-term and collaborative partnerships. Short transportation routes are another advantage of our purchasing behaviour.

We affirm our commitment to our business location in Germany. With a purchasing volume of 59.99% in Germany, as well as seeing strategic benefits for our company's raw material acquisition, we also contribute towards strengthening the local economy. For this reason, we define our local suppliers as partners based in Germany.

In the 2024 business year, 99.11% of our entire purchasing volume came from the European Union. Just 0.89% of the purchasing volume was sourced from non-EU countries.

Purchasing volume percentage share 2024



➔ Our value creation

Every year we produce around 170,000 kitchens, which corresponds to an average of 760 kitchens a day. Each kitchen is tailored to customer requirements. Our focus is on the maxim 'What we can do ourselves, we will do ourselves'. This explains our exceptionally high vertical integration in all areas, which makes us quick and efficient as a company.

Our base in the Middle Franconian town of Herrieden is also our only commercial unit and production site. Our value chain here includes storage, cutting, surface processing and finishing, worktop production, special production, final assembly, packaging and dispatch.

We focus at all times on developing highly efficient processes. After the orders to be delivered have been prepared in our logistics hub, they are checked to ensure that they are complete according to route planning and order of delivery. They are then loaded into one of our 74 HGVs or collected by one of our long-standing logistics partners and sent to our retail partners. 2024 saw the addition of a Type 3 SWAP TRAIN long HGV to our vehicle fleet. This enables us to transport three delivery containers in a single trip, which is not only more economical but also brings ecological savings. This means that a long HGV can carry around 50% more goods on every journey while reducing both diesel consumption and CO2 emissions by 30%.

The supporting procurement, organisation, marketing and sales processes are also **extremely important in the value chain**.

➔ Downstream value chain

In the downstream value chain too, we always keep the interests and needs of our numerous retail partners and private customers in mind. To ensure quality throughout the value chain, our understanding of quality does not end at the factory doors. At the destination, we ensure that deliveries are fully unloaded according to the corresponding orders. This makes life easier for our customers, avoids delays and complaints and boosts customer satisfaction. We also place great importance on the quality of both protective and transport packaging. We opt for true-to-size, sustainable packaging, adapting its size to the contents. The surfaces of carcase sides and fronts are protected, long parts are attached to solid wood boards and wall end strips are packed inside thick cardboard tubes to prevent breakage.

Personal, trustworthy contact in our long-term business relationships is important to us. Alongside our back office and field sales department, we offer a comprehensive online service that includes in-house and online training, as well as order-related information and news. Moreover, we provide easy-to-assemble products and our assembly instructions enable kitchens and furniture to be installed quickly and accurately. Special made-to-order items are also described down to the last detail. QR codes on complex components provide quick and easy access to assembly videos, which make building the kitchens and furniture in private customers' homes easier.

As well as assembly instructions, private customers receive care instructions. These focus on how to look after the new kitchen and furniture properly, which helps to extend the life cycle of our products.

Success has never been a given for us, but always the result of entrepreneurship in the truest sense of the word: clear market and customer orientation, hard work, the right decisions, a constant willingness to change, a high level of predictability for all business partners and a high level of shareholder and employee engagement are vital.

Any company can only enjoy lasting success when it is constantly able to meet the expectations of its most important target groups simultaneously and harmoniously. Our task and self-commitment is to recognise the principles of lasting success, live and breathe them and act accordingly to guide the company towards an equally successful future in our own interest. Our goal in the long term is to be one of the most sustainable companies in our sector, taking into account ecological, economic and social aspects.

Our national and international customers are the key to and the basis of our success. Reciprocally, we make an important contribution to their market success. We meet our customers' expectations by impressing them with our products, procedures and technologies. We work hard to gain and maintain our customers' trust by acting swiftly, in a predictable and open-minded manner, with a focus on service and ensuring a good future. Our products meet our customers' requirements during the purchase decision-making process thanks to their attractive price-performance ratio. They demonstrate that the decision was a wise one throughout their service life thanks to their lasting modernity, high quality and impressive functionality. This is why the Schüller product brand is seen as a quality brand and next125 as a premium brand. Our multiple brand strategy enables us to cover significant segments of the market for planned built-in kitchens.



Our areas of activity: B2B retail and projects

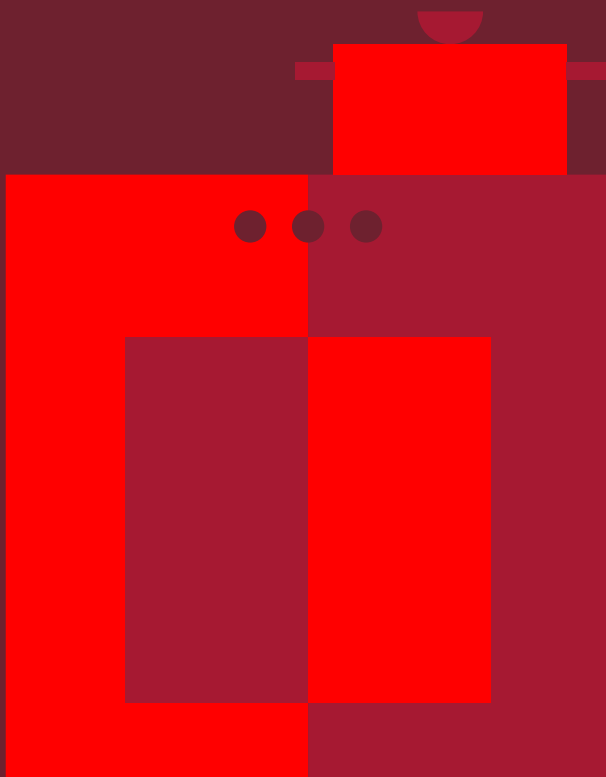
Our successfully applied procedures for designing, developing, marketing, manufacturing and delivering our products are exemplary, efficient, competent, flexible and secure. Our sales are carried out without exception by qualified specialist furniture and kitchen retailers. For this reason, we are exclusively active in the area of business-to-business (B2B).

Alongside individual retailers, Schüller Möbelwerk KG also supports partners in the international project landscape. This includes the provision of large building projects with numerous, usually similar design variants within the corresponding property. Compared to the product side of the business, the project side is characterised by long planning and design periods. At the same time, planning is easier than with individual kitchen and furniture planning for retail customers. Another very important difference is in the delivery site: whereas the product side of the business involves the delivery of kitchens and furniture to retailers and from there to private customers, the products in the project side of the business are often delivered directly to the building site. That's why, particularly where the packaging of our products is concerned, we have to make important decisions in the product side of the business to also ensure high quality in the project side of things. Customers in this area include project developers, investors, property developers and general contractors.

Within the scope of the project business, we mainly serve markets in Germany and neighbouring European countries like France, the Netherlands, Austria, Switzerland and the Czech Republic. Outside of Europe, our activity is currently limited mainly to markets in the United Arab Emirates, China and a few other countries. The main focus areas within the markets are particularly in major cities, developing cities, college and university towns and key industrial locations.



Our brands: Schüller and next125



One company, two brands.

To appeal to different target groups and cover a broader spectrum of customer requirements, we developed and maintain two brands. While the quality brand Schüller stands for contemporary, precisely crafted kitchen and living room furniture, the premium brand next125 is directed at a customer base with a focus on innovative technologies and timeless design. By differentiating between the brands, we can serve different market segments and strengthen our position.

Schüller is a quality brand

We are one of the world's leading kitchen and living room furniture brands, spreading joy and making home life easier and more beautiful.

Our unique, diverse range of contemporary kitchens and furniture is aimed at quality and price-conscious customers in the broader middle class. Dedication, expertise and creativity are used to develop ingenious products that set standards and are highly popular around the globe.

Quality at Schüller can be defined by precise craftsmanship, high value retention and outstanding customer benefits.

contemporary

Schüller stays ahead of the curve.

creative

Schüller tracks trends and interprets them in all manner of ways.

competent

Schüller is solution-oriented and understands its trade.

cosmopolitan

Schüller has an international focus and is open to new ideas.

confident

Schüller is confident and self-assured.



schüller.

next125 is an international premium brand

Our kitchens and furniture are characterised by attention to detail. Inspired by the values of the Bauhaus movement, we combine architecture, craftsmanship and technology at the highest level with the latest industrial manufacturing techniques.

We are therefore able to create timeless elegant and innovative kitchens and furniture for design-conscious customers in the mid and upper market segments with a desire for outstanding quality and excellent value for money. At next125, premium can be defined by outstanding design, precise workmanship, high-quality materials and our seven design principles:

Precision. Emotion. Reduction. Function. Elegance. Creativity. Technology.

full of character

next125 is purposeful and timeless.

creative

next125 treads new, surprising paths.

innovative

next125 is on a passionate quest for new ideas.

sophisticated

next125 is cosmopolitan, stylish and inviting.

courageous

next125 questions the norm.

next125

→ Chapter 01

Quality management



Chapter 01 – Quality management

Schüller kitchens are known for their outstanding quality. To maintain these standards, we proceed with extreme care throughout the entire process, from incoming goods checks to final assembly and delivery.

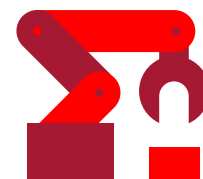
Quality management with a purpose

Quality is a significant reason behind the success of Schüller Möbelwerk KG. By meeting quality demands and customer requirements, we add value to existing living spaces for people all over the world. Our employees at the Herrieden site help by internalising the following Schüller principles and implementing them in their everyday actions:



To achieve quality you need to think quality

A high proportion of products manufactured in-house, constant product developments, ongoing quality control and efficient suppliers guarantee top-quality products. Throughout the manufacturing process, they undergo several checks according to the quality management guidelines. We appoint highly committed specialists to perform these checks. Based on their many years of experience and expert know-how in quality assurance issues, they ensure top quality and satisfied customers all over the globe.



Producing high-quality products means placing high demands on ourselves

Today, demands are constantly being redefined. To be able to meet them, we need highly qualified employees who embody perfection, from the incoming goods inspection through to completion. Our Quality Management department controls the processes and monitors them continuously. Parallel audits and testing in the test lab are carried out throughout the production chain. Our experienced technical team uses a well-trained eye to identify even the tiniest of details and ensure consistent quality.

The Schüller quality principles are firmly anchored in the company's DIN EN ISO 9001:2015 quality management system and apply to our own staff as well as our suppliers and partnerships. This includes all activities that determine the quality policies, goals and responsibilities, bringing them to life through our quality planning, assurance, inspection and monitoring processes, as well as our improvement processes.

Within the scope of strategic planning, the strategic approach of the quality management system is also further developed based on the above-mentioned principles.



Product quality and customer safety

As one of the leading kitchen manufacturers in Germany, we see a strong focus on customers – and the associated, inextricable adherence to the highest quality demands – as both a standard and a commitment.

The concept of home plays an important role here as, for many people, life revolves around their home. Therefore, the quality of the furniture also has a decisive influence on wellbeing because, ultimately, lower-quality products can seriously affect our health. For this reason, here in our company, we place the utmost importance on high-quality, low-pollutant furniture and kitchens and thus assume responsibility towards our customers and society. What's more, we protect their health whilst preserving the environment.

From an ecological standpoint, **as a renewable raw material**, wood is extremely advantageous for kitchen and furniture production. That is why, wholly in terms of sustainable forest management, as defined by Hans Carl von Carlowitz, we use PEFC-certified wood and wood-based materials from forests managed in an ecologically responsible manner. As a result, we are able to guarantee that the needs of today's generation are met without jeopardising the resources of generations to come.

We fulfil our responsibility for customer health and safety through regular testing in accordance with RAL GZ 430 and other standards. The German Furniture Quality Assurance Association's 'Goldenes M' quality mark documents the high value of our kitchens and furniture in terms of guaranteed safety, healthy living and proven quality. Furthermore, our products bear the GS mark for certified safety, which confirms compliance with the standards of German Product Safety Law (ProdSG).

As well as external certificates and testing, we also apply internal measures to ensure the durability of our kitchens and furniture. To guarantee that our strict requirements for constantly high quality and longevity are met, we perform regular checks through a range of specially developed, standardised tests. These include pull and push tests, static load tests for shelves, chemical resistance tests, heat tests and scratch and micro-scratch resistance tests. These are complemented by sun simulation tests, continuous load tests and colour fastness checks.

Chapter 01

Certificates and awards



Certificates

Through yearly or three-yearly audits, diverse, **independent external monitoring and certification organisations** confirm that Schüller Möbelwerk KG's management systems and product certifications comply with all legal and standard-related requirements. The certificates listed below vouch for our high quality and our ecological, social and economic business approach.



— Hazardous substance tests

The tests required for the **German Furniture Quality Assurance Association (DGM) label 'Möbel schadstoffgeprüft'** (furniture tested for hazardous substances) provide a high degree of assurance that products pose no health hazards from defined hazardous substances. Our kitchen furniture is in the top emission class (A) and provides consumer protection beyond the legal requirements.

— Furniture made in Germany

The **'Made in Germany' label** guarantees that the manufacturing processes that are relevant to quality predominantly take place in Germany. The demanding criteria ensure high quality standards as design, assembly and quality control take place in Germany alone. The German Institute for Quality Assurance and Certification (RAL) has set out the requirements in a set of quality principles that are monitored by the German Furniture Quality Assurance Association (DGM).

➔ Label for Quality, health and safety and environmental protection

The **'Goldenes M' quality mark** is an accolade for furniture that has been inspected and meets strict criteria in terms of quality, health and safety and environmental protection. The 'Goldenes M' is awarded by the German Furniture Quality Assurance Association (DGM), which plays an important role as a RAL quality assurance association: to ensure furniture quality and boost consumer protection. Furniture manufacturers must meet very high demands to receive the seal.

➔ PEFC

As a manufacturer, we are **PEFC-certified**. PEFC stands for 'Programme for the Endorsement of Forest Certification Schemes'. Displaying the PEFC label provides proof that the wood and wood-based materials used come from controlled sources and forests that are managed sustainably from an ecological, economic and social point of view. Due to the obligation to regularly provide proof, compliance with the PEFC chain of custody is continually guaranteed.

➔ GS mark

The **kitchen furniture range** (not including electrical connections, electrical appliances, lighting, taps and sinks) has been tested by TÜV Rheinland LGA Products GmbH for mechanical and general safety. The voluntary GS mark certifies that the above-mentioned products meet the requirements of the German Product Safety Law. Regular external quality controls guarantee that these requirements are continuously met.

➔ ISO 9001:2015

The company has implemented its **quality management system** according to DIN EN ISO 9001:2015 voluntarily to regulate customer orientation and process quality through defined processes. These go from the product development stage to production and assembly, right through to customer service.

➔ ISO 50001:2018

Through the **energy management system implemented** according to DIN EN ISO 50001:2018, the company undertakes to improve its energy efficiency in a structured, systematic way by continually recording and analysing energy data and taking subsequent measures.

➔ next125 design awards



german
brand
award
23
gold



german
brand
award
21
winner

next125 glass display unit



next125 trolley



next125 island on legs



next125 frame



reddot winner 2021

next125 sideboard



reddot winner 2023

Sustainable Schüller 2025

next125 pocket system



next125 pocket system bar section



Environmental and climate protection



schüller.



**Our commitment
to a world
worth living in**

- Energy and the environment ◀
- Waste and the circular economy ◀
- Water and waste water ◀
- Biodiversity ◀

Economy doesn't work without ecology

Nature and **ecological balance** are extremely important in everything that we do.

Right from the beginning, Schüller Möbelwerk KG has gone about its business with **environmental awareness**, always under the premise that 'Actions speak louder than words!'



Energy and the environment



We are aware of our responsibility

Back in 2015 at the UN Climate Change Conference, 197 parties agreed on a global treaty on climate change that came into effect in 2016. Since then, this treaty has been ratified by over 180 parties, including the European Union and the Federal Republic of Germany. The goal of the Paris Agreement comprises three basic aspects: to limit global warming to below 2 °C above pre-industrial levels, or optimally to 1.5 °C; to adapt to climate change; to align financial assistance with climate targets.

The German climate targets are based on the specifications of the Paris Agreement. According to this agreement, the European Union is aiming to achieve climate neutrality by 2050, whereby emissions should have been reduced by 55% by 2030. These goals also define Germany's energy policy, which focuses on supply security, affordability, environmental friendliness and resilience. According to the German Federal Climate Action Act, climate neutrality should be achieved in Germany by 2045, with a reduction in emissions of 65% by 2030. The sensitivity and vulnerability of our energy supply became clearly visible during the latest energy crisis, which is linked to the war between Ukraine and Russia. What's more, we are seeing an increase in the frequency and risk of extreme weather events, which, according to scientific findings, are linked to climate change.

Here at Schüller, the issues of energy and climate protection have been a core component of our sustainability concept for years and define our everyday actions. As a manufacturing company and one of the leading kitchen manufacturers in Germany, we depend on a reliable, efficient and ecologically and economically responsible energy supply. At the same time, as a member of society, we are responsible for current and future generations. Protecting the environment and preserving a world worth living in for all of our descendants are therefore essential tasks that we must carry out.

Our approach to energy management and climate protection is demonstrated by our innovative production processes with high levels of investment in modern production facilities and efficient building technology such as a heating system fired on wood shavings and offcuts, highly efficient compressed air systems that use waste heat, and the gradual switch to LED lighting. And then there's our energy management system that is DIN EN ISO 50001:2018 certified. A high-performance energy monitoring system makes it possible for us to keep close control of our energy consumption so that we can determine potential improvements and ensure energy efficiency.

Source 2 & 3, page 139

In addition to our many ongoing measures, such as regularly raising awareness among our employees or reducing compressed air loss, in 2024 we implemented further measures to increase energy efficiency and decrease energy consumption.

- ▶ Reducing air circulation system running times by optimising operating times
- ▶ Optimising heat recovery in air supply systems
- ▶ Reducing peaks in heat demand, fluctuations in heat demand and hot water volume flows
- ▶ Optimising boiler operating hours and thus operation of the central heating”

We are aware of our responsibility in the area of climate protection and strive to avoid generating emissions in everything that we do. However, as an economic actor, it is impossible to avoid emissions completely. This is why we implement measures to prevent and reduce the emission of greenhouse gases.

We recognised the need for a corporate carbon footprint years ago and created the first site balance sheet according to the Greenhouse Gas Protocol for 2019. We have since measured our carbon footprint on a yearly basis and make improvements based on data availability and quality. Our company decisions are supported by analyses and scientific methods.

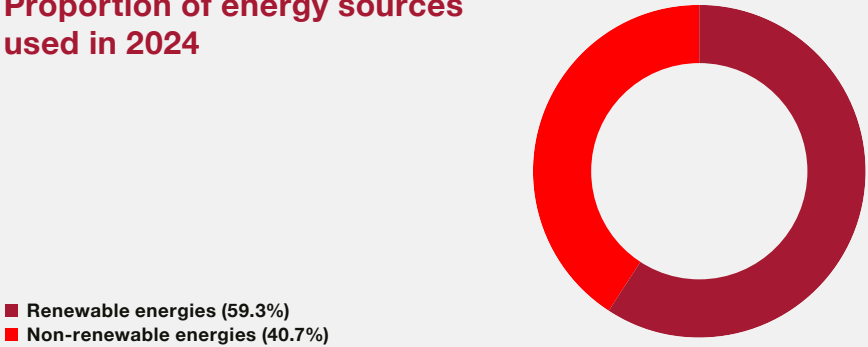
As an environmentally aware, nature-loving manufacturer of kitchens and furniture, reducing our CO₂ emissions is a matter that is very close to our hearts. The German Furniture Quality Assurance Association (DGM) Climate Pact supports the UN's 1.5 degree objective and aims to achieve carbon neutrality among the participating furniture manufacturers. Therefore, our commitment is not only a result of our own convictions but also of developments in energy and climate policies on a European and national level.

Our performance in the area of energy management in 2024

On-site energy consumption by Schüller Möbelwerk KG in 2024:

Energy sources	Consumption in kWh	Proportion
Renewable energies	40,247,551	59.3%
Non-renewable energies	27,583,231	40.7%
Total energy consumption	67,830,782	

Proportion of energy sources used in 2024

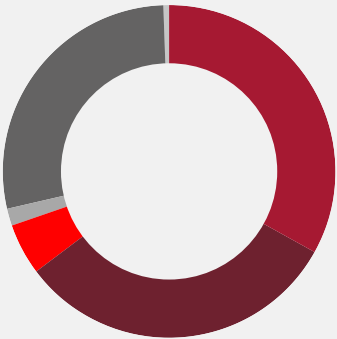


Energy types used and their consumption in 2024:

Energy type	Consumption in kWh	Proportion
Wood shavings	22,442,000	33.09%
Electrical power – supplier	21,601,737	31.85%
Electrical power – photovoltaics for own consumption	3,289,184	4.85%
Natural gas	1,141,226	1.68%
Diesel	19,021,289	28.04%
Liquid gas	335,347	0.49%
Total energy consumption	67,830,782	

Proportions of energy types used in 2024

- Wood shavings (33.09%)
- Electrical power – supplier (31.85%)
- Electrical power – photovoltaics for own consumption (4.85%)
- Natural gas (1.68%)
- Diesel (28.04%)
- Liquid gas (0.49%)



At the start of 2023, we put our photovoltaic system into operation for the first time with a peak output of 4.6 MWp. Through this investment, we not only want to symbolise our understanding of sustainability but also make an important contribution to climate protection through carbon-neutral energy acquisition. Furthermore, we can now use our roof space more efficiently while reducing electricity costs at the same time.

Output from our photovoltaic system in 2024:

Photovoltaic power	Amount in kWh
Total amount	4,271,606
Own consumption	-3,289,184
Network supply	982,421

Every day, our photovoltaic system generates electricity from sunlight, even on the days we don't work. As the energy consumption on these days is considerably lower than on workdays when production is running, we feed excess carbon-neutral electricity into the public network.

The values shown are based on the following sources:

- **Natural gas:** weekly reading of consumption values, documentation in the operations diary, yearly calculation from the supplier
- **Diesel:** consumption data from vehicle fleet management, yearly orders
- **Heat:** heat meters, back-calculation based on wood consumption
- **Electrical energy:** monthly supply calculations (from renewable and non-renewable energies)
- **Photovoltaics:** Photovoltaic monitoring system



Spotlight on energy efficiency

Gerhard Wallerang

→ Energy and Environmental Project Manager



What's behind the term energy management?

Among other things, energy management includes the efficient use of energy. Energy efficiency must be continually monitored and improved. In fact, we are constantly recording energy consumption data, whereby operating figures and comparative figures play a large role. These have enabled us to determine the three biggest energy consumers in our company: the machinery in the production department, together with the exhaust air and fresh air systems; the heating system with the burning of wood shavings; and the HGV fleet. Energy consumption is divided three ways into electricity, heat and diesel.

How was energy efficiency improved in terms of machinery, for instance?

As in all companies, the ongoing optimisation of the energy efficiency of our production facilities is very important. This also includes keeping the machinery in good working order and up to date. An example of this is our compressed air stations. In 2024, we bought five new compressors, which replaced old ones and were put into operation one by one. To generate compressed air, we now use a total of 15 compressors with different outputs. Here, upstream control – regardless of compressed air requirements – means that the right combination of compressors is used. With the implementation of the new compressors, electricity consumption and, as a result, CO₂ emissions from compressed air generation have been reduced by 5%.

How important is the individual contribution of each employee in the company?

An important aspect of the sustainability concept comes into play here: raising awareness. It is important to the company management that all employees play their part to protect the environment and climate. At the end of the day, it comes down to the sum of all actions. Even small contributions help, such as switching off electrical appliances at night and at the weekend. Another example is the plastic cups in our coffee machines, which have been removed. This has saved five tonnes of CO₂ a year. By changing this awareness, we guarantee a knock-on effect in our employees' private lives and, as a result, also in our region.

Waste and the circular economy



Our understanding of sustainability brings waste prevention to the fore, both in the context of the company and throughout the life cycles of our products.

Examples of successful waste prevention measures are the deliberate reduction of waste in production, the use of reusable packaging for supplier components in our production department and the use of reusable crockery in our company canteen. These measures not only help to prevent waste but also save valuable resources.

We see waste as valuable raw materials that help in the acquisition of secondary raw materials and that are of great importance in terms of the circular economy. That's why we place a great deal of emphasis on sound and viable business waste management. At the heart of our commitment is the eco-friendly, legally compliant handling of waste to uphold the waste hierarchy and minimise our ecological footprint.

In line with national legal regulations under the German Circular Economy Act and the Waste Management Officer Ordinance, we have appointed a qualified external expert as our waste management officer. The waste management officer ensures that waste is disposed of in compliance with the law, monitors the waste's journey from its creation to its reuse and raises awareness among staff regarding the correct separation of waste.

We monitor and manage waste flows by recording the waste generated each month, classified according to waste code and the nature of the waste (hazardous or non-hazardous). To guarantee that waste is separated correctly and to prevent it from being disposed of incorrectly, we monitor the waste collection points. We also only hire the services of certified waste disposal businesses to ensure that waste is handled in an eco-friendly manner and to guarantee the legally compliant documentation of waste collections and the quantities of waste sent for disposal.

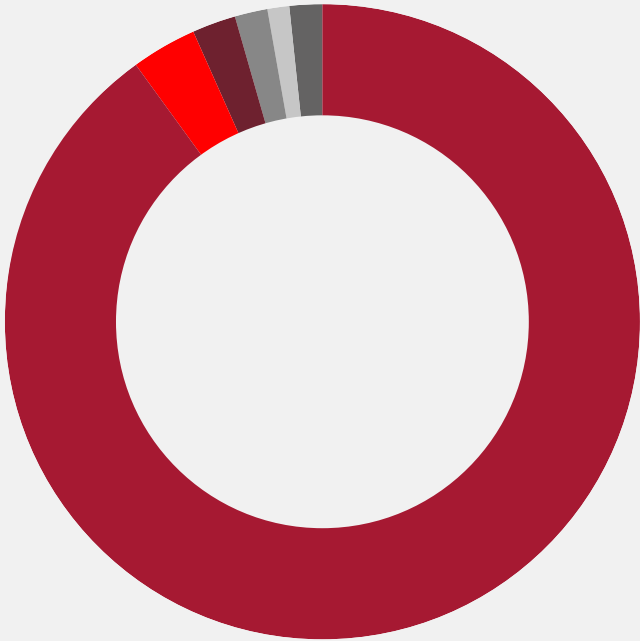
The consideration of possible environmental hazards and their effects is an integral component of our risk management process. This approach allows us to detect risks and opportunities on an ongoing basis and in good time. To help identify potential improvements and possible corrective measures, as well as to monitor the effectiveness of measures that have already been implemented, we perform regular inspections.

In 2024, the waste that we generated consisted mainly of the following types:

Waste type	Quantity in t	Proportion
■ Wood waste	20,487.30	90.04%
■ Paper and cardboard waste	783.33	3.44%
■ Colour and lacquer waste	497.76	2.19%
■ Mixed industrial waste	379.89	1.67%
■ Metal waste	247.96	1.09%
■ Waste from heat processes	120.36	0.53%
■ Building and demolition waste	71.73	0.32%
■ Plastic waste	67.23	0.30%
■ Glass waste	22.46	0.10%
■ Oil waste, oil-containing waste and waste from liquid fuels	17.72	0.08%
■ Waste from cable cut-offs	13.15	0.06%
■ Sludge from in-house wastewater treatment	12.84	0.06%
■ Suction and filtering materials	9.71	0.04%
■ Batteries and accumulators	8.88	0.04%
■ Electrical waste	6.99	0.03%
■ Fluorescent tubes	2.00	0.01%
■ Adhesive and sealant waste	1.40	0.01%
■ Gas in pressurised containers	1.01	0.00%
■ Biodegradable waste	1.00	0.00%
■ Brake fluid	0.41	0.00%
■ Acids	0.29	0.00%
Total waste	22,753.42	

Disposal and recycling on page 82

Waste proportions in 2024



See the table on the left for waste types

Thanks to our numerous measures, we are well on the way to reducing our waste. The waste still generated within the scope of our business activity as a manufacturing company can be classified as hazardous or non-hazardous waste, according to its properties.

In 2024, the waste that we generated consisted mainly of the following types:

Waste generated	Quantity in t	Proportion
Non-hazardous waste	22,153.30	97.36%
Hazardous waste	600.12	2.64%

Composition of the waste generated in 2024

To handle waste in an eco-friendly, legally compliant manner, we have been working on a long-term basis exclusively with certified companies in the waste disposal sector. The majority of all waste (79.87%) is taken away from our site to suitable waste disposal facilities. Wood shavings and offcuts account for 20.13% of the total waste. These are burned at our site for energy recovery.

In a company that produces furniture, wood waste is a given. Wood-based materials are the main type of waste in our company. As this is a renewable raw material, though not infinitely available, sustainable forest management, as defined by Carl von Carlowitz, and the cascading use of wood as a raw material are obligatory and of the utmost importance. To manufacture our products, we use PEFC-certified wood and wood-based materials. In doing so, we want to play our part in sustainable forest management.



Wood cascading enables resources to be used a lot more efficiently so that the raw material remains in the circular economy as long as possible. At the same time, wood cascading has both economic and ecological advantages, particularly in terms of the binding of greenhouse gases.

Within the scope of this cascading, we send 17.22% of the wood waste from cover panels away from our site for reuse. Another 40.64% of the wood waste from our company is recycled. In this case, we are predominantly referring to packaging made from wood. The remaining 42.14% of our wood waste consists of discarded particle board and shavings. These are used both within and outside of the company to generate heat with energy recovery, which is the last step in the cascading chain. Recovering energy by burning waste to generate heat conserves fossil fuels, which are non-renewable resources.

Hazardous waste is generated not only during production processes but especially during system and machine maintenance. Improper handling can have negative effects on society and the environment, as well as legal and financial consequences, resulting in a loss of reputation. It is vital that we handle hazardous waste carefully, diligently and in accordance with the law. Alongside a viable in-company waste management system, we only hire the services of certified external waste disposal businesses.

As with the non-hazardous waste, hazardous waste also comes under a waste hierarchy. For this reason, when it comes to waste generation and disposal, waste prevention must be prioritised. Only then do disposal procedures like preparation for reuse, recycling, heat recovery or sending to landfill come into consideration.

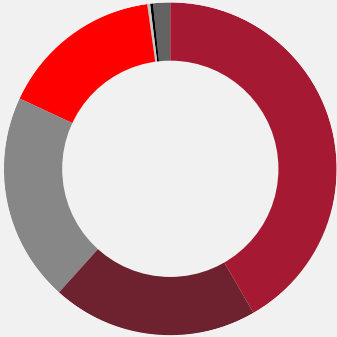
As well as the waste types and quantities generated in 2024, **the table below** also shows the disposal procedures resulting in the separate waste quotas.

Disposal and recycling procedures for all waste in 2024:

Disposal and recycling procedure	Waste type	Total in t	Proportion
■ Recycling (used in another form)	Wood waste	9,527.38	41.87%
	Paper and cardboard waste		
	Metal waste		
	Building and demolition waste		
	Plastic waste		
	Glass waste		
	Oil waste, oil-containing waste and waste from liquid fuels		
	Waste from cable cut-offs		
	Suction and filtering materials		
	Batteries and accumulators		
	Electrical waste		
	Fluorescent tubes		
	Biodegradable waste		
	Brake fluid		
■ Incineration with energy recovery (external)	Wood waste	4,562.61	20.05%
	Colour and lacquer waste		
	Suction and filtering materials		
	Adhesive and sealant waste		
	Gas in pressurised containers		
■ Incineration with energy recovery (internal)	Wood waste	4,580.00	20.13%

■ Preparation for reuse (used in the same way)	Wood waste	3,626.13	15.94%
	Waste from heat processes		
	Building and demolition waste		
	Oil waste, oil-containing waste and waste from liquid fuels		
■ Sent to landfill	Waste from heat processes	76.84	0.34%
	Sludge from in-house wastewater treatment		
■ Incineration without energy recovery (waste disposal)	Mixed industrial waste	9.21	0.04%
	Gas in pressurised containers		
	Acids		
■ Other recovery processes	Mixed industrial waste	371.25	1.63%

Disposal and recycling procedures for all waste in 2024



Our waste flow analysis shows a recycling quota of 41.87% for 2024 and a reuse quota of 15.94%. The total quota of 57.81% specifies the percentage of waste that was exclusively reused as materials.

However, as well as the waste reused as materials, the reuse quota also includes that used for heat recovery. The reuse quota for 2024 was 99.62%.

— Sustainability in our products

Sustainable thinking plays a central role, especially in the development of our processes and products. It is important to us to take into account the principles of the circular economy right from the product development stage.

As a kitchen manufacturer, we see this approach both as a challenge and an incentive to reduce our use of resources and the associated emission of climate-damaging greenhouse gases.

Our product portfolio includes models that clearly demonstrate our efforts to act sustainably. From fronts and carcasses to drawer fittings, we want to create innovative products that impress.

Products made by Schüller stand out for their high quality, durability and long service life. We make sure of this with thorough testing procedures. The recyclability of some of our products also enables us to make a positive contribution to the environment by minimising the unnecessary use of resources and enabling environmentally friendly disposal at the end of their life cycle.



The following products are hallmarked by our sustainability concepts:

— Lacquer surfaces

Thanks to their homogeneous appearance and range of colours, they are extremely popular. To meet sustainable manufacturing requirements, we use water-based lacquers in our Dual Cure lacquer system. These contain a considerably lower proportion of volatile organic compounds. Therefore, the lacquers that we use are low in pollutants and emissions. Compared to conventional, solvent-based lacquers, water-based lacquers are much more environmentally friendly as fewer fossil energy sources are required in their manufacturing.

— Fronts

Our Matera, Matera Colour and Avola fronts are some of the main highlights in our product portfolio. They are made with low-emission particle board, consisting of 88% renewable raw materials. In total, they contain up to 71% recycled wood and sawmill by-products. Thanks to the reuse of materials and wood cascading, the fronts can be recycled at the end of their life cycle and used to produce new fronts.

— Accessories

NGOs, official authorities, collectors, ports, the maritime industry, fishers and net and rope manufacturers worldwide work together to collect and recycle plastic waste. The secondary raw materials obtained are what can be found in our **OceanIX plastic handles**, through which we want to help preserve valuable resources and prevent pollution of the seas.

— Interior fittings

With the introduction of our innovative OrganiQ interior fittings, we are taking another step towards using environmentally friendly resources in the kitchen. Equal proportions of the natural fibres hemp and kenaf make up 76% of these fittings. This composite material mainly consists of fast-growing grasses that thrive in barren terrain. The remaining 24% is made up of a thermoset, meshed, water-based binding agent that is free from both formaldehyde and phenolic resin. These fittings also impress with their high wear-resistance and recyclability at the end of their product life cycle.

Water and waste water



No life without water – no economy without ecology

Water is necessary for life but at the same time a scarce resource. Although water forms a large part of our planet, which is why it is referred to as the ‘blue planet’, drinking water only accounts for 3% of the total water content. Another global issue lies in the uneven distribution and varying quality of the drinking water available. In addition, climate change is exacerbating the problem as it affects the amount of rain-fall, and the increasingly extreme weather events can damage infrastructures, which in turn compromises or even prevents access to clean water.

At our Herrieden site, we are not directly affected by a water shortage; however, our focus is on the importance of water quality in our region. Protecting this valuable resource is a core part of our approach and commitment to sustainability. This is why we are actively engaged in minimising our water withdrawal and consumption and preventing water pollution.

At Schüller, water is mainly used for health and hygiene purposes and is provided by the local water supply company. Our waste water meets the requirements of municipal drainage by-laws and is discharged into the public sewerage system.

Water withdrawal is regularly monitored using water meters and documented, as is the generation of waste water. This meticulous documentation creates a basis for efficient and effective water management and enables the identification and implementation of measures to realise potential improvements. In order to detect water loss more quickly, we will optimise documentation in future with the help of digital water metering.

In the reporting period, neither water quality nor availability were significantly affected by our water consumption within the company.

Water withdrawal, recirculation 2024 *	
Withdrawal of municipal water	6,851 m³ (6.85 megalitres)
Indirect discharge of waste water	5,803 m³ (5.80 megalitres)

*Source 4, page 139

Biodiversity



More than just a science

Biodiversity and its protection are significant in a number of ways: healthy, resilient ecosystems with a high level of diversity provide food security and clean water and trap climate-damaging emissions. They also protect against natural catastrophes linked to climate change.

According to the scientific knowledge of the International Panel on Climate Change (IPCC), the loss of biodiversity and damage to the ecosystem is currently advancing rapidly and causing considerable damage to society, the economy and the climate. The 2022 IPCC report highlights that, due to the high increase in extreme weather events and their negative effects, we only have a little time left to ensure a future worth living in for generations to come.

The forest ecosystem plays a central role here: not only does it provide wood and food, but it also traps CO₂, stabilises the ground and cleans the water and air.

As a company that processes wood, we depend on a functioning ecosystem as our business model relies heavily on the availability of wood and wood-based materials. For this reason, we are well aware of the significance of biodiversity.

Especially in the upstream value chain, PEFC-certified wood and wood-based materials play a decisive role in conjunction with biodiversity. Wood helps enormously in protecting and promoting biodiversity in forests. By taking into account the ecological, social and economic aspects of forest management, a sustainable use of forests is guaranteed that helps to maintain biodiversity.

Although our company site in Herrieden is neither in a conservation area nor adjacent to one, we feel obliged to make a voluntary contribution towards maintaining biodiversity, which includes:

- outdoor areas designed to be in harmony with nature
- green roofs on the multi-storey car park and other buildings
- construction of bird houses
- creation of green spaces and compensation areas
- green walls/creeping plants on the multi-storey car park
- a soil wall with plants
- biotope areas



2024 facts and figures

22,753.42 t
total amount of
waste

97.36%
non-hazardous
waste

57.81%
recycling- and
reuse quota

99.62%
reuse quota

6,851 m³
municipal water
withdrawal

5,803 m³
indirectly discharged
waste water

67,830,782 kWh
total energy
consumption

59.3%
proportion of
renewable energies
in total consumption

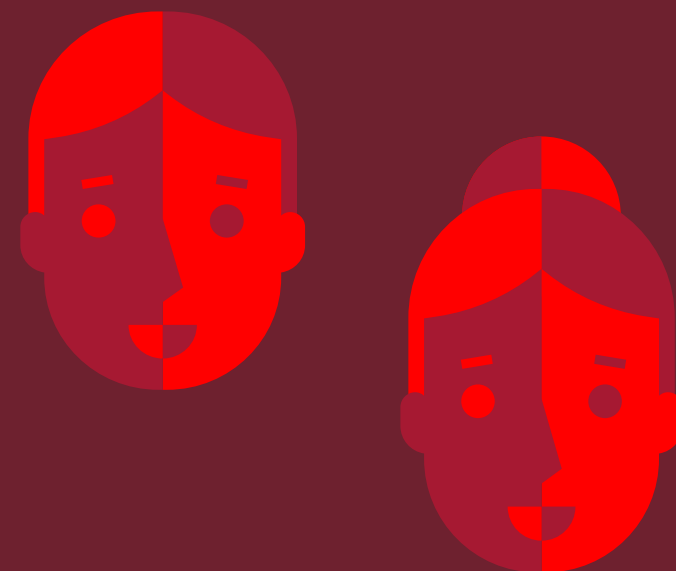
24,890,921 kWh
total electricity
consumption

3,289,184 kWh
self-generated and
consumed electricity
(photovoltaic power)

42,939,861 kWh
total fuel
consumption

Employees and social responsibility

schüller.



- Organisation and goal-setting ◀
- Employee benefit scheme ◀
- Training and CPD ◀
- Diversity, equal opportunities and inclusion ◀
- Health and safety in the workplace ◀
- Social engagement ◀

Growing together!

In these challenging times, shaped by volatility, change and multiple crises, as well as a high level of uncertainty, the most important factor – in addition to creating innovative products and processes along with suitable business models – is the workforce. Their ability to consistently develop their own competencies and skills is vital to a company's resilience.

To do this important task and our responsibility towards our employees justice, we are constantly expanding our range of in-company seminars and investing in the qualification and further training of our staff.

The organisation of seminars and CPD in the modern learning environment of our Schüller training centre, as well as regular job-specific training, emphasises the great significance of this matter for our company and employees.

We also actively help a range of careers to get off the ground through diverse training offers and courses, and provide future experts with a pleasant learning environment in our in-company apprentice workshops.

Take responsibility!



Organisation and goal-setting



→ Sustainable HR strategy

The **human resources department** at Schüller Möbelwerk KG is divided into the areas of staff management and personnel development. The company management is responsible for strategy in both departments.

In times of skilled labour shortages and the trend towards an employee-driven market, coupled with a volatile economic situation, a sustainable HR policy is of the utmost importance. It supports and encourages the transformation and sustainable development of the company. At the heart of our HR policy are individuals and their abilities. We strive to ensure an adequate availability of qualified employees at the right place and at the right time. Our goal, even in challenging times, is to boost the professional development and qualifications of our employees and create an attractive, forward-looking work environment characterised by value-based collaboration. Not only do we want to be a visibly appealing employer for potential employees but also a reliable, responsible employer for our existing staff so that we can ensure sustainable development and company success.

In 2024, our workforce comprised 2,327 employees, including 125 apprentices. The table below shows how the workforce was made up.

	Female	Male	Total
Number of employees	583	1,744	2,327
Number of permanent employees	527	1,566	2,093
Number of temporary employees	56	178	234
Number of full-time employees	437	1,718	2,155
Number of part-time employees	146	26	172

Breakdown of the numbers and employees according to region:

	Middle Franconia	Other regions in Germany	Abroad	Total
Employees	2,195	110	22	2,327
Permanent employees	1,966	106	21	2,093
Temporary employees	229	4	1	234
Full-time employees	2,039	97	19	2,155
Part-time employees	156	13	3	172

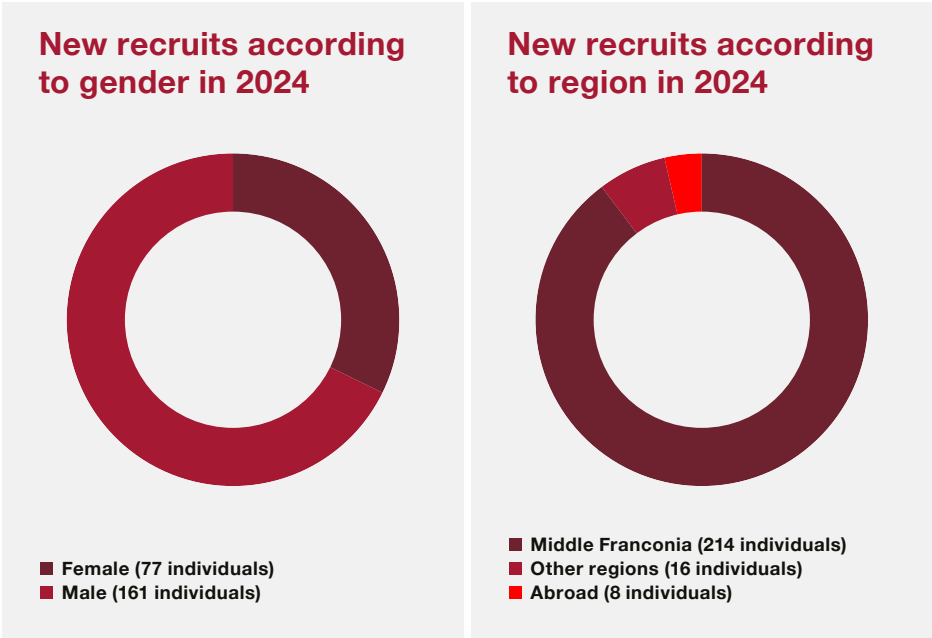
To be able to react flexibly to changes in the market, Schüller Möbelwerk KG opts for agile staff planning. The employment of low numbers of local agency workers allows us to complement our permanent workforce in a sensible manner and quickly resolve any staff shortages, particularly in production. Flexible working hours allow us to optimally balance out any fluctuations. In 2024, we employed an average of 16 agency workers a month, with no noteworthy fluctuations over the year. This means we are able to meet the needs of our employees in the best possible way.

➔ A visibly more attractive employer thanks to attractive working conditions

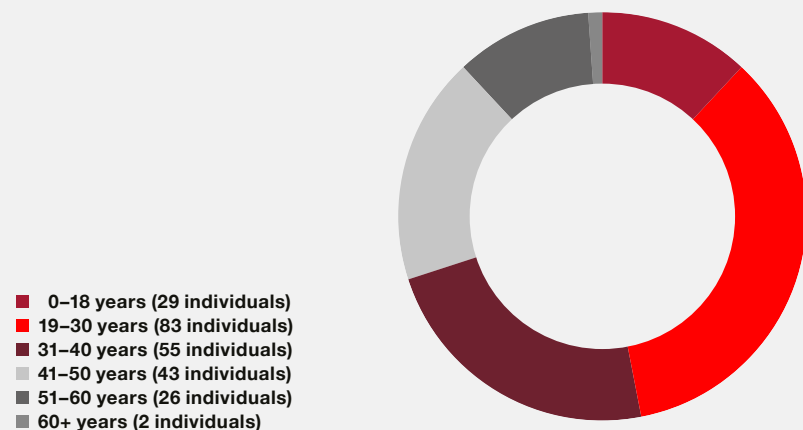
At Schüller Möbelwerk KG, we keep the importance of an appealing work environment and attractive working conditions firmly in mind so that we can foster satisfaction, loyalty and attachment to the company. Business success and growth depend to a large extent on the availability of qualified and driven employees, who are invaluable to any company.

Alongside an appropriate salary well above the legal minimum wage and an appreciative, trusting and responsible corporate culture, **we also offer our employees** a good work–life balance, plenty of opportunities for promotion and training, and a host of other benefits.

Employee satisfaction can be measured by indicators like the average period of employment and staff turnover. In 2024, the average period of employment was 10.2 years.



New recruits according to age in 2024



Flexitime models and compatibility of career and family

The main factors that affect employer appeal and employee satisfaction include modern working time models and compatibility of career and family. Both our employees and potential applicants expect attractive working conditions that not only meet the company's requirements but also the needs and expectations of the staff.

As a modern employer, we are responsive to the different living situations and family commitments of our employees. From family-friendly working hours for parents to flexibility for caregivers and different shift patterns, we are aware that a compatibility of career and family is an extremely important factor in ensuring employee satisfaction.



We are continuously working to optimise the workplace culture in our company. As well as offering a range of work schedules, like full-time employment, part-time employment, marginal employment or flexitime, we have been offering our employees the chance to work remotely since the start of the pandemic at the end of 2019. At that time, this was to keep the business running and prevent infection. Today, COVID-19 does not pose a considerable risk to life and business can carry on as usual. However, we have decided to maintain the hybrid work model, combining remote working and on-site attendance to support the compatibility of career and family. This option is mainly available to employees whose tasks and working processes enable hybrid working. Employees agree on the specific structure with their managers. However, a healthy balance between on-site attendance and remote working must be ensured to achieve results in line with the company targets.



In 2024, the proportion of part-time employees at Schüller was 7.39%. Of a total of 172 part-time employees, 85% were female. Particularly for young parents, flexible working hours provide a great opportunity to achieve a work–life balance.

In Germany, claims for parental leave are regulated by the Federal Law on Parental Leave and Allowance (BEEG). Parental leave refers to leave from work to raise and look after one’s own children. Each of our employees is entitled to up to three years of parental leave, regardless of their gender.

	Female	Male	Total
Number of employees who have taken parental leave	56	70	126

Returning numbers after taking parental leave in 2024:

	Female	Male	Total
Total number of employees who re-turned to work upon completion of parental leave	10	65	75

New paths, clear goals

Walter Ortnr

→ Head of HR Management



What do you understand by sustainable HR management?

Above all, sustainable HR management concerns the areas of staff planning, recruitment, development and organisation. Our employees are at the heart of what we do. And this is where the principle of sustainability particularly comes into play. The most important goal of sustainable HR management is to have healthy, satisfied and driven employees who stay with the company in the long term. This means knowledge can be kept in the company and passed on. We support our employees on a professional level but also look out for their physical and mental health. This applies to both current and future employees.

How do you achieve the goals of sustainable HR management?

HR management requires an employee-oriented way of working and a well-developed feedback culture. Digital tools help us a lot with this, such as an employee app designed to create a network among colleagues and special HR software that is used right from the recruiting and onboarding process.

To keep our employees in good health and performing well, we have appointed occupational health management experts and offer special schemes and workshops related to health. These include presentations or action days relating to important health issues and even sport-related options. Perks and small surprises in their working life help to keep employees motivated.

→ Chapter 03

Employee benefit scheme



Schüller benefits

Schüller Möbelwerk KG considers it the company's responsibility to create a working environment that boosts both the personal and professional satisfaction of its employees. Through an appreciative corporate culture and by specifically supporting employees' needs, our aim is to increase motivation and employee satisfaction and, therefore, attachment to the company.

Our wide range of benefits not only offers existing staff added value but also makes us attractive to new talent. For this reason, we are continuously adapting our offers to current employee needs and changes in society.





Employee clothing

To strengthen the community spirit within the company and convey a consistent appearance to the outside world, new employees are provided with functional clothing that is adapted to their area of activity. Schüller also helps with the purchase of orthopaedic protective equipment such as safety shoes, safety glasses and computer workstation glasses.

Innovative production facilities and modern workstations

Change, innovation and investment have been part of our thinking since the very beginning. Thanks to these principles, we are a sector leader with our first-rate production facilities. The use of the latest machinery and vehicles, cutting-edge technology, a comprehensive IT network and an optimum infrastructure enable us to manufacture outstanding products time and again. All work stations in both our production and admin departments are ergonomically designed and equipped with the latest technology to create a pleasant, efficient working environment.

Parking options

So that our employees can park their vehicles safely and protect them from the elements, we provide a covered multi-storey car park with spaces for 1,800 vehicles, including bicycles, scooters and cars. This minimises soil sealing compared to open-air car parks and also actively helps to protect the environment and make efficient use of the available space.

Well-equipped break rooms and canteen

The wellbeing of our employees takes centre stage. Our break rooms are equipped with kitchens where employees can prepare their own food and relax in a pleasant atmosphere. In summer, we also provide seating outdoors. There are amenities like a football table and dartboard too. This increases employee sociability. The 'Kochwerk Herrieden' canteen provides freshly cooked meals at attractive prices and helps employees to maintain a balanced diet during the workday.



— Showers and changing rooms

For employees who choose a more active way to come to work, such as cycling, we have placed showers and changing rooms at their disposal. These facilities provide the necessary comfort so that they can freshen up after their commute and change their clothes.

— Prepaid card & employee offers

After six months in the company, employees receive a personal Schüller prepaid card, which is topped up with credit for special occasions. Our corporate benefits include offers from a range of well-known service providers. This enables our employees to make the most of attractive discounts while increasing their appreciation. In addition, we organise special seasonal campaigns to reward our employees for their commitment.

— Bicycle leasing

Within the scope of our collaboration with BUSINESSBIKE, our employees have the chance to hire up to two bicycles or e-bikes. This offer not only encourages an environmentally friendly lifestyle but also brings financial perks through tax benefits and lower social security contributions. The company also assumes the cost of insuring the bicycles.



Just in case – social security for our staff



— Company pension

To ensure that standards of living are maintained in old age, Schüller Möbelwerk KG actively supports its employees through a company pension. This complements the state pension and helps to fill in any gaps. Schüller offers an employer-financed contribution that is guaranteed after three years of employment and is graded according to the length of employment. Furthermore, employees receive an additional employer contribution, which at present amounts to 15% of their deferred compensation. All employees are entitled to a company pension, regardless of their working hours.

— Income protection

Income protection supports our employees in the event of a long-term inability to work due to physical or mental illness. Due to the limited coverage provided by the statutory reduced-earning-capacity pension, it is essential to take out private insurance. Schüller offers attractive group conditions for income protection to guarantee its employees comprehensive financial security.

— Long-term care insurance

The statutory care insurance only provides basic financial security in care cases and often does not cover all the costs. To effectively support our employees even after they have left the company, we have introduced a social security scheme that includes special conditions for private long-term care insurance. This allows our employees to benefit from attractive group insurance agreements should they require long-term care.

→ Chapter 03

Training and CPD



Chapter 03 – Training and CPD

Today, Germany is facing great challenges in terms of the availability of skilled employees. Numerous sectors are being adversely affected by the shortage of skilled workers and this situation will only get worse in the future due to demographic change and the advancement of digitalisation and decarbonisation. This lack of qualified staff is particularly noticeable in the areas of industry and skilled crafts and trades.

We at Schüller Möbelwerk KG are well aware of our responsibility towards both society and our region, as well as towards our employees. We see it as our duty to actively work against the skilled labour shortage and ensure our future as a company through outstandingly trained and qualified staff while making an important contribution to sustainable development. At the heart of our commitment are our employees with their talents, abilities and skills.

Given the increasing complexity of the working world and the significant role of highly qualified skilled employees in ensuring economic growth and prosperity, we offer a comprehensive range of training and CPD opportunities. The goal of our personnel development measures is to offer our employees personal and professional development opportunities and so enhance their professional success.

In the long term, we strive to have enough qualified skilled employees in the company to guarantee our manufacturing capacity and our innovative and competitive capabilities. That's why the issue of lifelong learning is high on our list of priorities. Sustainable personnel development and planning require well-thought-out career and succession planning.

Throughout the company, all employees are assessed in a qualification matrix. These assessments are carried out transparently in collaboration between the employee and their direct supervisor. We also hold appraisal and personnel development meetings.

In the area of vocational training, we offer newcomers numerous options to start their career in our company. The following apprenticeships and academic programmes (applicable to all genders) are available to choose from:

Wood-related posts

- Joiner
- Woodworking technician

Technical posts

- Technical product designer
- Machine and systems operator
- Industrial mechanic
- Mechatronics engineer
- Automated technology electronics engineer
- Energy and building technology electronics engineer

Logistics and long-distance transport posts

- Warehouse specialist
- Warehouse logistics specialist
- Professional driver
- Vehicle mechatronics engineer

Admin and IT posts

- Commercial assistant
- Qualified IT specialist working in app development
- Qualified IT specialist working in system integration

Academic programmes

- Combined studies in business administration and engineering
- Dual degree in wood technology
- Combined studies in business information systems
- Combined studies in business administration

We also offer students the chance to gain an insight into our skilled occupations through work experience. We enable students to gain practical experience during their studies, whether in the form of work experience, student jobs or the supervision of Bachelor's and Master's theses within our company.

125

Number of apprentices in 2024

71%

Percentage of apprentices kept on in 2024

A company is only as good as its employees. If everyone is able to make a contribution with their strengths and experience, many individuals will make a strong team. That's why we are continuously supporting our employees with a range of CPD opportunities. It is important to us not only to think about the present but also to offer our staff a bright outlook for the future. We offer numerous training measures, including part-time professional development programmes with different educational institutions and colleges, as well as in-house seminars. These seminars aim to increase the expertise and skills of our employees and make their everyday work more efficient. We support our employees with further training to become technicians, engineers and business administrators and help them to choose from a wide range of courses. Furthermore, through evening classes, our employees have the chance to obtain recognised professional qualifications for roles such as machine and systems operator.

Our in-house seminars include leadership seminars for managers who are responsible for staff members, seminars for employees with no responsibility for personnel, a range of basic training options such as Microsoft office courses and language courses for employees with German as a foreign language. Courses in other languages, such as English or Spanish, complete the offer.

Schüller's training centre |s||c. was newly opened in 2020 and is a place for discussion, qualification, encouragement and motivation. It provides plenty of scope for the further professional and personal development of our employees. A wide range of courses is regularly offered in this inspiring atmosphere.



Management development scheme

We recruit managers predominantly from our own ranks and offer our staff members with the corresponding aspirations and potential the chance to participate in the Schüller management development programme. Here, they are provided with optimum support in different areas of expertise, both on a personal and professional level, over a period of eight months. This is particularly important in times when there is a shortage of skilled employees as this ensures the availability of competent management staff in the company.

Furthermore, we employ up to 95% of our top management from the region of Middle Franconia and the metropolitan area of Nuremberg. By top management, we are referring to those who directly report to the company managers, that is, the heads of department.



Overview of in-house seminars on offer in 2024

Method-based

- Forward-looking team planning
- Train the trainer
- Project management at Schüller
- Managing without disciplinary power
- Managing staff appraisals
- ...

Skills-based

- Legal parameters for managers
- Schüller production quality
- Sensor technology basics
- Loading HGVs
- Online MS office courses
- ...

Social

- Communication and networking
- Strengthening and promoting teamwork
- Conflict management
- Emotional intelligence
- ...

HR-based

- Body language and appearing confident
- Recognising and managing personality types
- Positive mindset and appearance at work
- ...

Every year, all employees receive a comprehensive training catalogue by email and through the company's training management system, detailing the training courses for the coming year. Information events are also offered to make them aware of the programme for each quarter. Managers integrate this training offer into their daily work processes and discuss training requirements directly with their team members during the yearly staff appraisals. In 2024, this led to the supervision of over 650 different training events by the Personnel Development department.

In total, over 17,000 hours of training were completed in 2024, amounting to an average of 7.4 hours per employee and year. Participation in more than 4,400 training events was registered. These numbers refer exclusively to training courses and exclude instruction in the area of workplace safety.

Sustainable and fit for the future

Martin Siegordner

→ Head of the Personnel Development Department



What role does sustainability play for potential employees during the application process?

The sustainability of our company has actually become increasingly important to applicants over the last five years. In the very first interview, people often refer to our website and the actions mentioned that we carry out in the area of sustainability, or they ask us directly about our commitments. These questions are becoming more frequent and are asked earlier on in the application process, predominantly by people up to 25 years of age.

What significance does sustainability have in the area of skills development?

In an international company like Schüller, enhancing skills is essential for sustainable company development. We are living in fast-moving times. Our lives, our society and our learning and work are evolving continuously and, above all, swiftly. This is why solid professional training is a must.

What do you think the future challenges will be?

Digitalisation and globalisation are on the increase and are constantly leading to new developments. This requires the flexibility and skills to be able to respond with new solutions. To rise to these challenges, the team supports the development of our employees' skills with suitable CPD and further training options in our Schüller learning centre. This enables us to make a valuable contribution to the ambitious company goals.

→ Chapter 03

Diversity, equal opportunities and inclusion



Chapter 03 – Diversity, equal opportunities and inclusion

Modern times are characterised by globalisation, the consequences of demographic change and advancing digitalisation. These developments entail both opportunities and risks. The already evident shortage of qualified employees in particular is exacerbated by the retirement of baby boomers from working life. To be able to face these challenges effectively, supporting diversity, equal opportunities and inclusion is crucial in the long term.

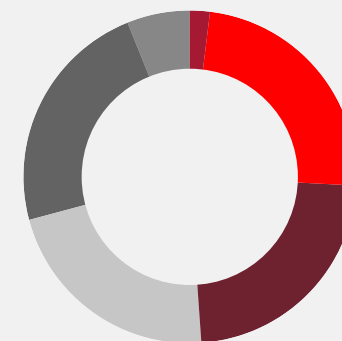
We've already taken stock of this and through our value-based company culture encourage a pleasant working atmosphere in which each and every one of our employees is appreciated, regardless of their nationality, gender, religion, world view, sexual orientation, identity, ethnic origin, disabilities or age. The unique skills, competencies, knowledge and talent of each individual are what matter most to us. We actively support the integration of people with physical or mental impairments and both women and men.

Employees according to gender in 2024



■ Female (25%)
■ Male (75%)

Employees according to age 2024



■ 0–18 years (2%)
■ 19–30 years (24%)
■ 31–40 years (23%)
■ 41–50 years (22%)
■ 51–60 years (23%)
■ 60+ years (6%)

Our recruitment process is based exclusively on the abilities of the applicants. The same applies to remuneration, which is exclusively based on the corresponding job definition and does not differentiate between women and men. The qualification, further training and professional development of our employees is carried out according to requirements. In this context, the dimensions of diversity have no bearing. We treat each employee equally and support and employ them according to their abilities.

This approach and self-image not only enable us to foster effective cooperation but, above all, ensure that we employ the right people for the right job while minimising the risk of skilled labour shortages. We currently employ people from 57 different countries, each of whom enriches our company with their unique abilities. We also actively help our employees to learn the German language if necessary.

Women currently account for 25% of our workforce. This figure reflects the typical ratio in trade and industry, particularly in areas like production, in which many of our staff are employed. To further boost diversity in our company and attract potential female talent to the trade and other professions, we are actively involved in events such as our yearly 'Girls Day'. This aims to encourage and inspire young women to train in our company so that together we can make an important contribution to supporting equal opportunities in the sector.

We warmly welcome individuals with physical or mental impairments and see them as a valuable part of our diverse workforce. To help integrate them into working life, we implement a range of measures such as creating accessible workstations and providing special parking facilities. At present we employ 75 staff members with a degree of disability of over 50%.



→ Chapter 03

Health and safety in the workplace



Chapter 03 – Health and safety in the workplace

Maintaining our employees' health and ensuring their wellbeing is our top priority. Our commitment in the area of accident prevention and health and safety is a core feature of our company values and stands for responsibility, trust and appreciation.

At our company headquarters and production site in Herrieden, the issue of occupational safety is firmly anchored in our processes. Our daily actions and tasks in the area of occupational safety are guided by national legal regulations and stipulations as well as the applicable occupational safety regulations and standards.

From an organisational point of view, the Occupational Safety department is part of the Business Management department and is formed by four experts in occupational safety and one employee who helps with the implementation of documentation requirements and general office organisation. The occupational safety experts are also supported, particularly in identifying potential hazards in the production departments, by 56 qualified safety officers who are appointed to the different departments according to Section 22 of the German Social Code (SGB), Book VII. Furthermore, we proactively encourage our employees to be highly vigilant so that they can detect hazardous situations and potential improvements and report them to their managers, the occupational safety experts or the safety officers.

In addition to the support provided to the workforce by the occupational safety experts, we also work with an external service provider who assists them with occupational medical care. The working times of the medical officer are based on Regulation 2 of the umbrella organisation for German Social Accident Insurance (DGUV). In the context of occupational medical care, our employees have the option to book monthly consultations with the medical officer. Other duties of the medical officer include carrying out check-ups and joint site inspections, as well as regularly participating in occupational safety committee meetings, which are held with the company managers and management staff in accordance with Section 11 of the German Occupational Safety Act to ensure the continuous improvement of health and safety in the workplace.

In the event of any health-related emergencies during working hours, an in-company first-aid group is on hand. The trained first aiders can be reached during all shifts and are responsible for the initial treatment of employees who require help and for organising transportation to the accident insurance consultant or a hospital. Sometimes it is a matter of minutes, and that's why it is important that our employees are regularly trained so that they know what to do in emergency situations and can react quickly and appropriately.

Our goal is continuous optimisation according to the KAIZEN concept to improve the health and safety of our employees and ensure that occupational safety regulations are complied with. To achieve this, we analyse accidents and near misses in the workplace and introduce countermeasures where necessary. In addition, we carry out preventive risk assessments on machines and workstations and instruct our employees. This is also supported through the use of specific digital solutions.

Risk reduction measures are implemented according to the DGUV's hierarchy of measures. Particularly in the technical industrial environment, these are usually implemented by the in-company maintenance department or the corresponding machine manufacturers. Finally, the responsible occupational safety expert performs an impact check to assess the effectiveness of the measures implemented.

As well as carrying out risk assessments, accident analyses and inspections, the focus of the occupational safety expert's daily activity is on providing health and safety training in the workplace. Currently, over 71 different subjects are covered. Many of these safety briefings are prescribed by law and include both theoretical and practical instruction, for example, on the corresponding machines. We are convinced that employees who have been made aware and provided with comprehensive information can avoid potential hazard situations and prevent accidents in the workplace by acting appropriately. This means that participating in regular training is one of our employees' duties and always takes place during working hours. We provide our staff with safety-related information as well as instruction documents in digital format via an in-company portal.

The Occupational Safety department also provides courses on how to drive industrial trucks, which include both a theoretical and practical final exam. Furthermore, the department offers qualifications for other vehicles such as cherry pickers.

Reportable occupational accidents involving the company's own workforce 2024 (excluding commuting accidents):

- Number of reportable occupational accidents: 69
- Quota of reportable occupational accidents per million working hours: 20.86
- Deaths due to work-related injuries: 0

Reportable occupational accidents involving external workers 2024, whose workstation was under the control of the organisation:

- Number of work-related injuries: 7
- Deaths due to work-related injuries: 0



Health management in our company

The health of our staff lies close to our hearts. That is why we offer a variety of courses and measures to help our employees stay active and improve their health. These include various seminars, health days in collaboration with health insurance companies, a range of body measurements (e.g. muscle distribution, body composition, stroke risk), and seminars and webinars on subjects like care, stress and nutrition. We provide our employees with financial support for courses and measures offered by the health insurance companies' central prevention test centre.

As well as exercise sessions, we offer a range of preventive measures to detect illnesses early and combat them. These include diabetes prevention, bowel cancer prevention and issuing the homoeopathic supplement 'Infektal'. Employees are informed about all prevention proposals through notices or circulars.

To enable our employees to access a range of sports and improve their physical fitness, we provide the free online fitness portal 'MyHomeFitness'. This portal allows our employees to take part in over 2,000 online courses and choose from 20 different sports. All health management options in the company are available to all permanent employees without restriction, regardless of their work schedule.

The following health-related activities took place during the reporting period:

- Health days
- Bowel cancer prevention
- Diabetes prevention
- Issuing of the homoeopathic supplement 'Infektal'
- Body measurements, e.g. InBody, Mobee, etc.
- Diverse seminars and webinars, e.g. care presentation, stress seminar
- Nutrition seminar
- All-year-round free online fitness portal
- Special facilities in the event of health issues: height-adjustable tables, Swopper stools, computer workstation glasses, etc.
- Subsidisation of prevention courses



Social engagement



Together for a better future

As one of the leading kitchen manufacturers in Germany with our headquarters and production site in the Franconian town of Herrieden, we are committed to social responsibility. Our role as a family business and attractive employer in the region goes far beyond the boundaries of our factory and day-to-day business. It's not just the wellbeing and welfare of our employees that are close to our hearts but also supporting various organisations regionally, nationally and worldwide. We bring our social and ecological responsibility to life through numerous initiatives and projects in which we are already participating or which we have initiated ourselves. These commitments highlight our efforts to make a positive contribution and to act sustainably.

Every person is unique and distinctive. However, people are equal in their needs and rights, which is why we work closely with the association Lebenshilfe Ansbach and Diakoneo Neuendettelsau. These organisations provide career prospects for people whose participation in working life is hampered by disability. Integration in working life guarantees a higher standard of living. The employees from Lebenshilfe Ansbach carry out picking and packing and light assembly tasks for us within the scope of their abilities.

Within the context of our activities across the company, together we help numerous non-profit associations and organisations with financial means and non-cash benefits. Our trainees regularly get involved in purpose-driven campaigns and are already taking on social responsibility.

In our annual company Christmas fundraiser, we particularly focus on social, charitable and humanitarian projects, both in the region and beyond.

We also support the voluntary work of our employees by guaranteeing them leave of absence for commitments to the voluntary fire service. In this way, we not only foster community spirit but also promote the sense of responsibility and social skills of our workforce.



2024 facts and figures

25%
proportion of
female staff

10.2%
new recruits

19
apprenticeships and
study programmes

59%
rate of return after
parental leave

10.2 years
average period of
employment

71%
percentage of
apprentices kept on

28
first aiders

56
safety officers

20.86
reportable occupation-
al accidents per million
working hours

17,000 h
hours of in-company
training

4
occupational
safety experts

69
work-related
injuries

7.4 h
average number
of hours of training
per employee

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Source 1

23

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Source 2

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Source 3

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- vbw – Vereinigung der Bayerischen Wirtschaft e. V.: energy policy, source: <https://www.vbw-bayern.de/vbw/Themen-und-Services/Energie-Klima/Energie/Energiepolitik-9.jsp>, accessed: 11/06/2024.

Source 4

87

- Internal company documents showing current figures.

