



interstuhl

bimos

BACKFORCE

INTERSTUHL  
GROUP

# ENVIRONMENT







**Innovation from tradition:**  
Brothers and Managing Directors Joachim Link (left) and Helmut Link (right) are leading Interstuhl in its third generation.

## FOREWORD

### “COMMITTED TO EFFICIENCY”

Efficiency is the key to success for any company. For us at Interstuhl, however, efficiency means more than just economic success.

An efficient approach to every type of resource makes our work not only economically but also socially and ecologically sustainable. Efficiency, as we understand it, is an expression of an uncompromising acceptance of responsibility for humans and the environment.

Interstuhl is an international company that is still firmly rooted as a second generation family company.

Working and living conditions form an inseparable entity for us. We therefore see it as our task to be proactive players in maintaining equilibrium in the world: socially, economically, culturally and ecologically. This applies wherever we do business, on both a local and global scale.

We want to do more than create excellent products. We want to leave our children and grandchildren with an environment that is economically, ecologically and socially intact.

This requires tackling additional challenges in order to implement the United 2030 Agenda. Our products, solutions and innovations support the achievement of the Sustainable Development Goals (SDGs).

At Interstuhl, our integrated sustainability management system forms the basis of our strong focus on, and continuing development of, social and ecological concerns.

Effective environmental protection is only possible within a company if all employees are actively involved. We promote environmental awareness among our employees at Interstuhl. Environmental protection is a process that must be continuously expanded. Environmental protection and sustainability require

open dialogue with everyone involved. For these individuals – our employees, customers, business contacts, supplying companies, authorities and the public – we have comprised this sustainability report with integrated environmental statement 2023.

The report is not only as an invitation to discuss these matters, but to become actively involved in a continuous improvement process, which can only succeed if we all work together. Please show us your support!

**Helmut Link**

**Joachim Link**

# SUSTAINABILITY REPORT WITH INTEGRATED ENVIRONMENTAL STATEMENT 2023

## ENVIRONMENTAL STATEMENT

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# 1. COMPANY PRESENTATION

## FROM VILLAGE SMITHY TO POWERHOUSE OF IDEAS: INNOVATIONS FOR LIFE

Interstuhl's story of success began in 1961, when two blacksmiths started to revolutionise the world of work. With their inventive spirit, a lot of hard work and a clear view for the needs of the people around them, they created the first workplace chair, the Bi-Regulette.

To this day, nearly 60 years and more than 30 million sold chairs later, our passion for innovative solutions that make people's lives and work easier is what drives us. Interstuhl now does business worldwide, is one of the leading European chair manufacturers and employs 1,000\* committed members of staff.

Our Active Sitting Solutions make an important contribution to the health of the people using our products. We build chairs that take the strain off our bodies and keep people moving while they work. With SPLACES, our platform concept for

architects and planners, we are expanding our horizons, taking a holistic view of work processes and creating individual office landscapes for successful communication and productivity.

Technical perfection, uncompromising quality, design you can experience with all your senses and the careful handling of all resources are what characterise every Interstuhl product. People are our reference point for everything we do. Our aim is to continue offering the best possible solution to our customers' requirements.

## THE LOCATION

Anyone who wants to succeed internationally needs strong roots. Ours lie in the small town of Tieringen in the Swabian Jura. More than sixty years ago, we built the first chairs here in Wilhelm Link's blacksmith workshop. Today we supply the entire world from Tieringen with chairs and furniture 'Made in Germany'.

What has never changed is our clear allegiance to our origins. We are a part of Tieringen and Tieringen is an important part of us. We are proudly expanding our site here on a continuous basis and are thereby not only investing in the locality, but also in the people who live here.

## THE PEOPLE

We are a locally rooted family company. We do not have the anonymity of metropolitan businesses or companies that are managed on a national level. For us, personality is key. Every individual contributes to the success of Interstuhl in their own unique way. Many of our employees live in or near Tieringen. We are therefore a family company in more ways than one – family-managed, but also characterised by a family atmosphere.

## THE FACTS AT A GLANCE

### COMPANY

Owner-managed family business

Managing partners:

Helmut and Joachim Link

Founded: 1961

### HEADQUARTERS

Meßstetten-Tieringen, Germany

Total area: 59,000 m<sup>2</sup>

### EMPLOYEES 2022

1,000 employees\*

### GROUP SALES

2022: €201.5 million

Exports: 40%

### OFFICES

UK/ES/AT/DK/FR/MX/US/CN/UAE

### PRODUCTION SITES

DE/MX/SK

### SUBSIDIARIES, OFFICES AND

#### SALES OFFICES:

London (UK), Madrid (Spain), Mexico City (Mexico) Production, Shanghai (China), Chicago (USA), Vienna (Austria), Copenhagen, Holte (Denmark), Zoeterwoude (The Netherlands), Dubai (UAE),

Milano (Italy), Paris (France), Liptovský Mikuláš (Slovakia) Production.

Numerous specialist retail connections in German-speaking countries.

### PORTFOLIO/THREE ACTIVE BRANDS

#### INTERSTUHL

Seating solutions and space-structuring systems for offices

#### BIMOS

Seating solutions for industry and laboratories

#### BACKFORCE

Seating solutions for the gaming industry



\*based on the entire Interstuhl Group



## 1.1. STRATEGIC AREAS OF BUSINESS

### **WE OPERATE WITH THREE STRONG BRANDS**

These three brands – Interstuhl, Bimos and Backforce – serve different target groups but pursue the same goal: to increase people's success, productivity, health and motivation with high-performance, ergonomic, comfortable and well-designed seating solutions and room systems. We supply practically every industry, from the automotive industry to the biotechnology sector, financial and insurance service providers, the IT industry, the food industry and medical engineering all the way through to the water, wastewater and disposal sector, to name just a few. Our target group includes private-sector companies as well as authorities and public institutions.

# COMMITTED TO YOUR HEALTH: OUR THREE STRONG BRANDS

**interstuhl**

The Interstuhl brands stand for healthy sitting in office environments and innovative system solutions for individual office landscapes. Interstuhl is one of the leading brands in Europe.



**bimos**

The Bimos brand is a top innovator and market leader for the best industrial and laboratory chairs in Europe.



**BACKFORCE**

Show your best: the Backforce brand offers better seating for better gaming. Our youngest brand is therefore dedicated to professional eSport.



## **THE INTERSTUHL BRAND ENJOY SEATING PERFORMANCE**

The Interstuhl brand covers all types of seating for the office. We look at work holistically and think about rooms and their function. This allows us to create different work environments from Welcome, Meet, Work, Relax, Lead and Learn to Home. Our aim has always been to support people in their work. All product solutions from Interstuhl created in this way are based on innovative and sophisticated engineering with a striking aesthetic that can be experienced with all the senses and maximum ecological, economic and ergonomic efficiency. They are sold through specialist retailers who have the requisite consultancy expertise; selected editions are also sold in our own Interstuhl shop.

## **THE BIMOS BRAND SPECIALIST KNOWLEDGE, TECHNICAL EXPERTISE AND A PASSION FOR THE BEST INDUSTRIAL AND LABORATORY CHAIRS**

Bimos is a market leader for the best industrial and laboratory chairs in Europe. We develop activity-specific solutions to ensure employees are sitting in a productive, healthy and comfortable position in any workplace. The Bimos brand comprises highly specialised and high-performance seating solutions for work in the production area, in the laboratory, in the cleanroom and in ESD workplace areas. Thanks to special ergonomic concepts, materials and technical solutions, Bimos chairs are tailored precisely to both the employee and the area of application.

## **THE BACKFORCE BRAND BETTER SEATING FOR BETTER GAMING**

As the youngest brand in the Interstuhl family, Backforce is dedicated to professional gaming. Our goal is to give eSports players the best possible gaming experience. Design and ergonomics play just as great a role in this as uncompromising quality. Thanks to a large number of configuration and personalisation options, each and every eSports player can find just the chair they need – and one that fits them perfectly. The brand is firmly anchored in the world of professional gaming, adapts to new trends and is evolving alongside the eSports community.



Interstuhl is situated in Tieringen, a district of Meßstetten, in the Zollernalbkreis district of the Swabian Jura region, around 80 km south of Stuttgart.

## 1.2. LOCATION AND SCOPE

### **MANAGEMENT:**

Helmut Link

Managing Director of Marketing, Sales, Human Resources, IT and Organisation.

Joachim Link

Managing Director of Research, Development, Production, Logistics and Purchasing, Finance and Controlling, Quality and Environment.

### **FOUNDING YEAR:**

1961

### **COMPANY DETAILS:**

Interstuhl Büromöbel GmbH & Co. KG

Brühlstraße 21

72469 Meßstetten-Tieringen

### **PRODUCTS:**

Office seating

Conference furniture

Communication equipment

Executive office equipment

Revitalisation furniture

Space-structuring systems

Production workplace chairs

Laboratory and cleanroom chairs

Gaming chairs

## 1.3. MISSION AND VALUES

Interstuhl is the reliable partner for health-promoting and performance-enhancing seating at the workplace. Our products are characterised by ecological, economic and ergonomic efficiency, an aesthetic that can be experienced with all the senses and the highest level of technical innovation and quality. With our interpersonal and company relationships we can be trusted as a fair and reliable family business. Interstuhl follows clear environmental policies. This is based on our desire to serve both people and the world we live in. We firmly believe that products can only truly be good if they are produced well. At the beginning of the 1990s, the first binding guidelines were put into place, the expansion of which continues to this day. In doing so, we commit ourselves to maintaining strict compliance with statutory requirements. Our environmental officers ensure compliance with internal or externally prescribed environmental regulations across all areas of activity. Open improvement processes and intensive communication ensure the sustainable success of our environmental management system. Environmental protection is firmly anchored in the employee suggestion scheme and in the continual improvement process. All environmental protection measures are communicated transparently and comprehensively – for example in the annual environmental statement or during Company tours. This applies equally to employees and to our specialist retailers or members of the public. As with all other corporate decisions, our environmental policies are also based on seven clear values:

### **OUR INDEPENDENCE**

We are an independent, autonomous and owner-managed family business.

### **OUR ROOTS**

We are committed to our fully integrated headquarters in Meßstetten-Tieringen and actively support the local area.

### **OUR EMPLOYEES**

Our employees are the foundation for the success of our business. Openness and honesty are guiding principles in our communication. We involve all employees in the success of our Company.

### **OUR SOCIAL RESPONSIBILITY**

We reconcile economic and social aims. We are also committed to ensuring the prosperity of our region.

### **OUR EFFICIENCY**

Our objective is always to do more with less. We have a sensitive and sustainable approach to all resources – ecological, economic and human.

### **OUR AESTHETIC**

Our aesthetic encompasses more than excellent design. Our aim is to develop design that you can experience with all your senses – a comprehensive, innovative and technically appealing experience.

### **OUR ENGINEERING**

We combine technical sophistication with innovation, surprising and clever solutions with uncompromising quality standards. We are committed to 'German Engineering'. This is not only at the heart of our product development, but also our manufacturing processes.





## 2. SUSTAINABILITY



We are working together to do our part in fulfilling the EU's Europe-wide and global Green Deal objectives and the UN's Sustainable Development Goals. This report is based on the standards of the Global Reporting Initiative (GRI). While selecting the topics covered and the content of the report, we have taken the appropriate reporting principles into account.

Announced in 2015, the United Nations Sustainable Development Goals (SDGs), which comprise 17 specific objectives, present unique opportunities for shaping a sustainable future. These can be identified in this report by the assigned symbols.

## 2.1. MILESTONES FOR OUR SUSTAINABILITY



Management system certification

Product certification

Company certification

## 2.2. BUSINESS-RELATED SUSTAINABILITY

At Interstuhl, sustainability has been a high priority for over 25 years. 1994 was the year in which Interstuhl actively began pursuing an environmental protection approach. This was accompanied by its first environmental statement entitled Die Bilanz unserer Verantwortung (The balance sheet of our responsibility), in which Interstuhl defined its environmental policy on the basis of 13 guiding principles.

In 1995, we received recognition from the Baden-Württemberg Ministry of the Environment for our achievements in the promotion of corporate environmental protection and environmentally conscious business management.

Several milestones followed, including initial certifications in accordance with environmental management standard ISO 14001 and the European EMAS regulation in 1996.



### ECOVADIS CSR RATING

In 2015, Interstuhl was one of the first German office furniture companies to meet the comprehensive assessment criteria of the EcoVadis international ratings platform, which assesses suppliers' corporate social responsibility for global supply chains. We have successfully maintained this status to this day. The rating for 2023 places Interstuhl in the 95th percentile rank within the furniture industry. The company holds EcoVadis Gold certification.



### DGNB GOLD FOR THE INTERSTUHL ARENA

The Interstuhl Arena fulfils the holistic and stringent criteria of the German Sustainable Building Certificate (DGNB). The certificate is awarded based on an evaluation of ecological, economical, socio-cultural, functional and technical aspects, as well as process and location quality.

Our activities were recognised in 2010 and 2016, as we received the Baden-Württemberg Environmental Award for the 'Corporate Responsibility and Regional Commitment' category. Initial certifications in occupational safety and energy management followed in 2013 and 2014. In 2016, we received recognition from the Ministry of the Environment. Today, all management systems still operate as an integrated, certified/validated system.



### FISP

The UK's FISP (Furniture Industry Sustainability Programme) accreditation scheme offers a certified sustainability programme created specifically for the furniture industry. It aims to foster sustainable improvements and to secure social, ecological and economic success. We have been a FISP member since 2016 and have undergone regular audits to maintain this membership.



### CLIMATE-NEUTRAL COMPANY

The TÜV testing and certification as a 'climate-neutral company' aims to determine the direct and indirect emissions of a company and to verify any implemented offset measures. This makes the consequences of economic action on the climate visible and understandable for the target groups. Interstuhl was certified as a climate-neutral company in the reporting year 2021 for the first time.



## 2.3. TÜV CERTIFICATION AS A CLIMATE-NEUTRAL COMPANY

Interstuhl has been striving to reduce its emissions for many years. The construction of photovoltaic systems, the use of district heating from a local biogas plant as well as the use of spring water have allowed the Company to continually lower its overall emissions. While Interstuhl is undertaking great efforts, there are still unavoidable emissions that cannot be reduced at this point in time. The Company is offsetting these by supporting three climate projects.

As a result, Interstuhl was certified as a climate-neutral company by TÜV Rheinland in the reporting year 2021 for the first time. During the calculation period, the Company offset 3,166 t of CO<sub>2</sub> equivalent (a more conservative value, calculated by us according to EMAS). The calculations took into account the emissions from scopes 1 and 2 in the application areas of the three main Interstuhl, Bimos and Backforce brands of the Interstuhl Group. With these certifications, Interstuhl is taking an important step towards a responsible future, following its mission statement to leave our children and grandchildren an intact economic, ecological and social environment.

### FOREST PROTECTION, ZAMBIA



- **Aim:** Creating a green belt for the protection of species and the climate
- Location: Luangwa Valley, Zambia
- Project type: REDD+ (reducing emissions from deforestation and damage to forests)
- Project standard: Verified Carbon Standard
- Project start: May 2015



The project currently protects a forested area of around 766,000 hectares in the Luangwa Valley in eastern Zambia. In the second phase of development, the protected area will be expanded to more than 3 million hectares, making it one of the largest REDD+ projects in the world. The project aims to combat poverty in

the region, which is one of the greatest influencing factors of the deforestation occurring across the country. Around 69,000 people in the project region are benefiting from the measures.



## WELL REPAIRS, SUB-SAHARAN AFRICA



- **Aim:** Clean water and improved living conditions
- Location: Sub-Saharan Africa
- Project type: Access to clean drinking water
- Project standard: Gold Standard
- Project start: May 2012



As part of the project, defective boreholes and wells in Malawi are identified and repaired in cooperation with local municipalities and village communities. To prevent the wells from failing again, members of the local community receive

technical training, enabling them to independently establish, maintain and operate the boreholes in the future. The project also includes a financing mechanism for local communities, which ensures the long-term maintenance of the boreholes.



# COMBINED WIND ENERGY PROJECT, NAMIBIA

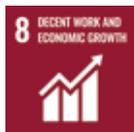


- **Aim:** Use of wind resources to generate clean energy
- Location: Karas region, Namibia
- Project type: Renewable energies (wind)
- Project standard: Verified Carbon Standard
- Project start: September 2017



The project is located in Namibia's Karas region. It is split into two phases: three wind turbines will be installed during the first phase, and another two turbines during the second phase. The total capacity of the turbines is 10 MW. With this,

the project will feed 36,700 MWh of clean power into the Namibian grid each year. The project is expected to provide enough electricity to cover the average annual consumption of nearly 23,000 people in Namibia.



## 2.4 NATURE CONSERVATION IN OUR REGION

As a family company, Interstuhl has close ties to southern Germany, the geographical home of its headquarters. This is why the Company decided to support a regional project, which was not taken into account for the offsetting balance mentioned above.

### NATIONAL FOREST PROTECTION, OBERAMMERGAU

The Bergwaldprojekt organisation is dedicated to the charitable purpose of preserving, maintaining and protecting forests and cultural landscapes. The organisation promotes the protection, preservation and management of forests through a number of different projects. Supported by volunteers, Bergwaldprojekt is mainly working towards the rewetting of moorlands, reforestation or maintaining landscapes and biotopes.



#### THE STANDARDS

The **Gold Standard** is largely based on the rules set out in the Kyoto Protocol for calculating reductions in CO<sub>2</sub> emissions. In addition, the ecological, social and economic added value of a project is a central component of the project evaluation and is periodically reviewed by the project developer. The Gold Standard is the project standard of the highest quality and was co-developed by the WWF.

The **Verified Carbon Standard (VCS)** is a global standard for validating and verifying voluntary emission reductions. Emission reductions from projects that are validated and verified in accordance with VCS must be real, measurable, permanent, additionally reviewed by independent third parties, unique, transparent and conservatively calculated. The VCS is closely aligned with the rules set out in the Kyoto Protocol in its methodology. When measuring the volume of reductions in CO<sub>2</sub> emissions, VCS is the most important standard for the voluntary offset of CO<sub>2</sub> emissions.



## 2.3. PRODUCT-RELATED SUSTAINABILITY

Product-related sustainability is a key factor in sustainability. This begins during product development and continues throughout the production and usage stages until the product is recycled or disposed of properly. A fundamental aspect of product-related sustainability is the testing of products and materials in accordance with recognised high standards. This testing is carried out by neutral, independent external bodies and demonstrates compliance with these stringent standards (from within Germany and beyond).



### BLUE ANGEL

The Blue Angel is an environmental label of the German Federal Environmental Agency and RAL. This label is awarded for furniture that is particularly low in harmful substances and emissions based on a list of criteria. The Blue Angel assesses products from their production through to disposal, while considering a number of consumer issues. Since 2008, Interstuhl has continuously fulfilled the Blue Angel award criteria for a large number of its products.



### BIFMA E3

Since 2012 Interstuhl's core products have been certified in accordance with the BIFMA e3 sustainability standard. BIFMA (Business and Institutional Furniture Manufacturer's Association) is an American association of business and institutional furniture manufacturers; the BIFMA e3 standard is the US equivalent of the European 'FEMB level'. The standard addresses product-based characteristics relating to materials, the environment, health and social aspects, among others.



### TESTED FOR HARMFUL SUBSTANCES

Since 2000, we have had our products regularly tested for harmful substances. By labelling certain products with the test seal 'TÜV Rheinland zertifiziert – Emissionsgeprüft Schadstoffgeprüft' (TÜV Rheinland certified – tested for emissions and harmful substances), we want to show that these products satisfy significantly higher requirements for the emission of harmful substances or environmentally harmful materials. This independent emissions and materials certification significantly exceeds the legal thresholds for the emission of harmful substances.



### FEMB

A certifiable European sustainability standard, the FEMB standard sets out the benchmarks for its four elements – Materials, Energy and Atmosphere, Human and Ecosystem Health, and Social Responsibility – to which we first submitted 13 of our collections for certification in 2018. Last year, we were able to extend our Level 3 certification (the highest level) to 20 collections.

## 2.4. E-MOBILITY

We are gradually converting our fleet to electric vehicles. The benefit for the climate is further enhanced by the fact that two quick charging stations are currently being constructed in addition to the existing ones. Furthermore, electric cars do not emit CO<sub>2</sub> or particulate matter while in operation, unlike vehicles with combustion engines. Materials, production and the recyclability and reusability of batteries are becoming ever more environmentally friendly. We also keep constant track of our Company vehicle pool in order to ensure that our inventory

solely comprises vehicles that are truly necessary, or to achieve a reduction. We also aim to reduce the number of journeys and kilometres driven, as well as to reduce fuel consumption through careful driving.

Our mobility concept includes bicycle and electric bike leasing for our employees, which has been on offer since November 2014. Currently, around 114 bicycles are in use through the leasing scheme. The proportion of electric bikes is around 92%.

## 2.5. BIODIVERSITY

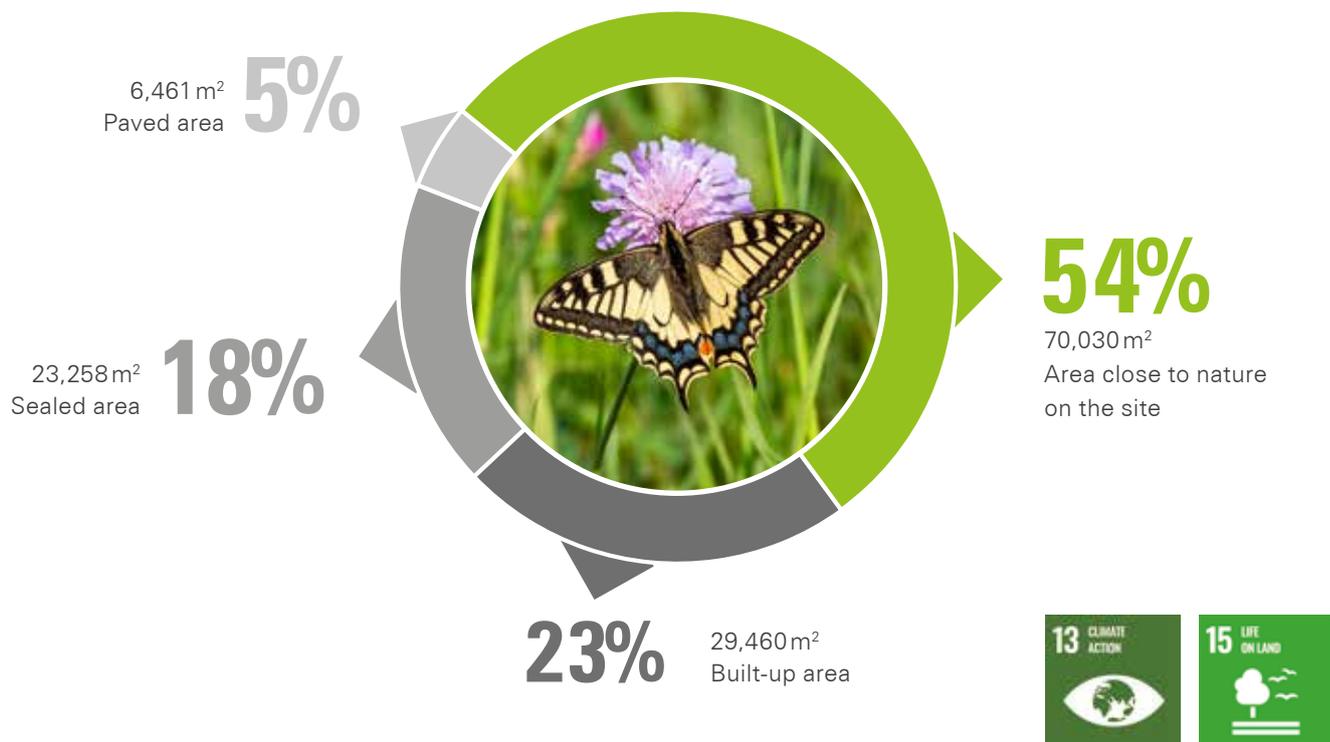
The great variety of natural resources that biodiversity provides forms the basis for life. What was previously a given is already under threat today.

For this very reason, when considering area usage we are particularly focused on maintaining, as far as possible, the proportion of sealed surfaces and ensuring that this does not

increase. In order to compensate for built-up areas (biodiversity), an open-space plan was put together to create areas of grassland, planted with species-appropriate trees and shrubs. We would also like to give special mention to the annual planting of fruit tree saplings for each of our employees' newborn children.

### WHEN LOOKING AT BIODIVERSITY, WE CONSIDER THE USAGE OF THE BUILT-UP AREA

Total land area 129,209 m<sup>2</sup>



**COOPERATION WITH LOCAL AGRICULTURE**

As part of the development of a sustainable energy concept, in 2014 the decision was taken to use the unused waste heat produced by a biogas plant 1.5 km away with the aim of significantly reducing fuel oil consumption.

A number of technical measures were implemented, including the laying of pipeline on difficult terrain. Investments were made in the six-figure range. Using this waste heat has made it possible to meet the demand for process heat.



**RETENTION PONDS**

The rainwater from the roofs is not discharged via the municipal sewer system, but via two retention ponds into a flowing body of water. This relieves the burden on the municipal sewage treatment plant.

**TREE PLANTING CAMPAIGN**

It is of particular importance to Interstuhl to preserve the region for future generations and to foster awareness of nature from an early age. Interstuhl's tree planting campaign has therefore become a long-running tradition. Every family plants a fruit tree sapling for their newborn child and receives a 'sponsorship board'. 229 trees have already been planted here and the majority are already bearing fruit.



## 2.6. MEMBERSHIPS AND PARTNERSHIPS

Interstuhl is involved in various associations and working groups focussing on environmental protection and sustainable business management. In doing so, we focus on industry-specific and professional work, along with mutual exchange within and outside the industry.



### COMMITTEE MEMBER FOR THE CHAMBER OF INDUSTRY AND COMMERCE (IHK) AT DISTRICT LEVEL

As a representative for the regional economy, Joachim Link is a member of the plenary assembly, the budget committee and the IHK committee.

We are pleased to be a part of these networks. We are involved in the Neckar-Alb environment network and sustainability network. These networks are concerned with the implementation of sustainability aspects in corporate strategy, and with areas of application and action relating to sustainability. We are also involved in the KEFF energy management network.



### VNU/EMAS CLUB EUROPE

The aim of the VNU (Verband für Nachhaltigkeits- und Umweltmanagement (Association for European Sustainability and Eco-Management Professionals)) is to promote environmentally friendly management across Europe. We actively take part in EMAS Club Europe members' meetings and participate in events held by the Southwest regional group. As an EMAS member, we are involved in professional exchange among members and attend specialist lectures. In 2018, we hosted an event for the EMAS Club.



### FOUNDATION FOR FAMILY BUSINESSES

The Foundation for Family Businesses promotes science and research in the area of family businesses and encourages exchange at regional, national and international level. The aim of the foundation is to facilitate interdisciplinary study, to advise on issues relating to the law, tax and economic policy, and to encourage the development of young talent. As an owner-managed family business, we have been a supporting member of this foundation since 2011.



### IBA (INDUSTRIEVERBAND BÜRO- UND ARBEITSWELT E.V. (INTERIOR BUSINESS ASSOCIATION))

The Interior Business Association is concerned with the central issues of office work such as furnishings, acoustic solutions, lighting and digital networking. Its members include a large number of German companies that deal with office work. The association seeks to lay the foundations for the office work of the future and to solve the problems that this may present. Helmut Link was appointed as the new Chairman in September 2021.



### TECHNOLOGY WORKSHOP

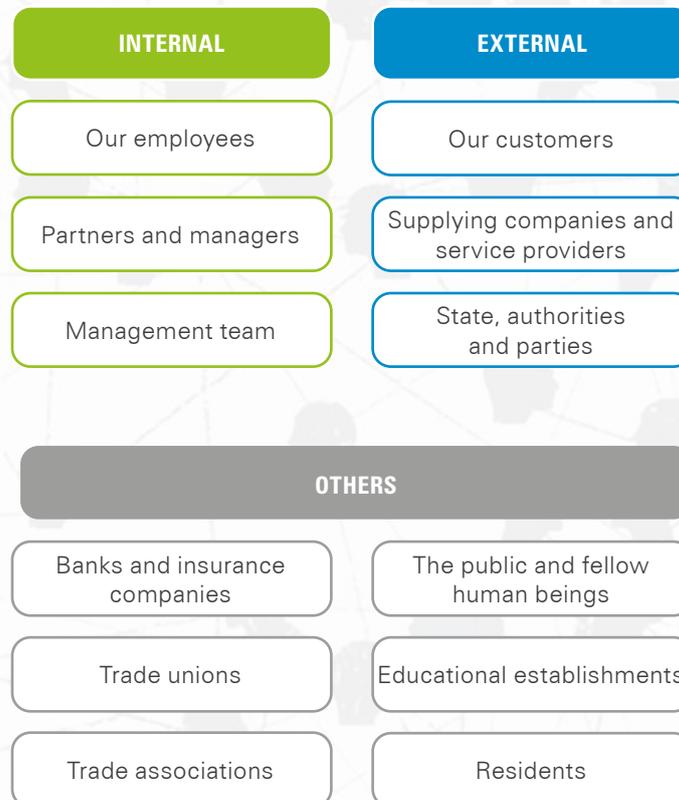
Interstuhl has been an official partner of the Albstadt Technology Workshop since 2015 and now provides support as a Gold Partner. This involves sponsoring the programme, which provides technological and entrepreneurial training for pupils, as well as a number of innovative courses and topics. Simultaneously a start-up centre, co-working space and venue for events and education, the Technology Workshop serves as a meeting place for the region's start-up scene.



### 3. OUR STAKEHOLDERS

People are becoming increasingly concerned with how a product is made and where it comes from. We, too, associate sustainability with obligations, as well as economic opportunities. As part of a stakeholder analysis, we have identified the key Interstuhl stakeholders.

#### OUR KEY STAKEHOLDER GROUPS ARE:



Our employees have various means of voicing their concerns, either through the works council, the sustainability team, their managers or, of course, directly to the Executive Board.

Dedicated Interstuhl contacts communicate regularly with our supply companies. They also discuss issues affecting our supply companies that go beyond their day-to-day business.

# 4. SUSTAINABILITY IN THE ADDED VALUE CHAIN

For us, the added value chain for our products starts long before the material is procured or the products are physically manufactured, and doesn't end until as much as possible has been recycled.

We firmly believe that our commitment to sustainability is of crucial importance. This safeguards our added value chain and reduces the associated risks. Only in this way can our Company continue to experience healthy growth.



## 4.1. DEVELOPMENT

A product's structural properties has the greatest influence on its carbon footprint. From as early as the development stage, energy-intensive materials are minimised and production processes are optimised. In line with our internal construction guidelines, our focus is on sustainable design. This includes the consideration of, for example, detachable constructions, the replacement of wear parts, non-adhesion of upholstery parts, the replaceability of the gas spring, plug-in castors/glides and the use of materials that can be separated by type. Our FDM machine also enables us to produce fully functional, durable prototypes and small-batch series by means of 3D printing, reducing the need for additional prototype tools.

Our fundamental aim is to achieve long service life. Depending on user behaviour, a service life of 15-20 years can be achieved. The high demands we place on our products are also reflected, for example, in our long-term warranty of 10 years. Validation is carried out by our own test laboratory during the development phase in accordance with standardised testing, as well as by external bodies.

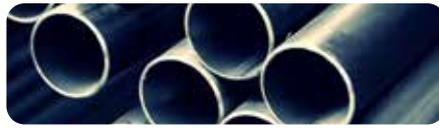


## MATERIAL DIVERSITY



### WOOD

When procuring wood materials, we ensure that our wood comes from certified forestry sources (FSC/PEFC). Materials used in our table tops and space-structuring systems should be very low-emission and comply with emissions class E1.



### STEEL

The majority of the semi-finished products processed by us are made of metal. We use strips of sheet steel to manufacture mechanism housings. These are made of non-alloy and low-alloy steel with especially good cold formability.



### ALUMINIUM

Aluminium components are primarily used for their visual appearance and strength properties. Our use of aluminium is under continuous review, as its extraction is highly energy-intensive.



### PLASTICS

The plastic products we use primarily comprise polypropylene, polyamide and polyethylene; this is because they are 100% recyclable. We are also working to continue increasing the proportion of recycled material that has already been reused. To facilitate the sorting of waste by type, plastic parts are provided with tool-side material labelling.



### LEATHER

We source the leather we use exclusively from companies in Germany and Italy. Most of the genuine leather we use comes from a single Italian manufacturer that attaches great importance to sustainability, just as we do. All leathers we use for upholstery have been certified in accordance with the Blue Angel (DE-UZ 148), among others.



### TEXTILES

With regard to textiles, the most important requirements for our customers are that our textiles are durable and free of harmful substances. We therefore place particular emphasis on ensuring that our textiles are compliant with the OEKO-TEX® Standard 100 or the EU Ecolabel. These tests, carried out by neutral and independent testing institutes, are particularly important for us.



### FOAMS

When producing our polyurethane flexible foams, we not only focus on high quality but on optimum environmental compatibility. For this reason, all of our flexible foams have been free of physical blowing agents, such as perfluorinated hydrocarbons, since the 1990s. In addition, no plasticisers, organotin catalysts or halogenated flame retardants are used. The Blue Angel (DE-UZ 117) has therefore been the standard for all of our flexible foams since 2008.



## 4.2. PROCUREMENT LOGISTICS

### A COLLABORATIVE AND RESPONSIBLE SUPPLY CHAIN

The individuals and companies that supply our goods form the basis for responsible procurement and for the manufacture of our products in accordance with ecological and social standards. This has been consolidated through years of cooperation and common interests.

We regularly request that our supplying companies provide verification of existing certificates for their management systems. Any activities carried out must also be based on the Supplier Code. Through this code, our suppliers commit to respecting human rights, working standards, occupational safety and environmental protection. New companies are screened for environmental and social aspects during initial assessment. In the framework agreement, all suppliers also undertake to use energy, production materials and resources as economically as possible during production and to limit wastage of residual material throughout the construction stage and product processes. These companies must give priority to materials that are recyclable after use, provided this is reasonable in terms of safety, quality or technical possibilities. This aspect is assessed in accordance with defined evaluation principles.

When selecting companies, we make sure to keep transport routes as short as possible. 55% of our German suppliers are from Baden-Württemberg; 30% from less than 50 km away. We reduce packaging waste by means of a return and refill system for various transport containers, which is used by most of our suppliers.



PRODUCT GROUPS	PROPORTION*
Plastic parts	30%
Other chair components	24%
Steel, steel parts	12%
Cover material	8%
External production	7%
NF metal, die-cast metal	5%
Foam parts	5%
Packaging	5%
Wooden parts	4%
Others	2%

\*measured according to value of goods



## 4.3. PRODUCTION



### METAL PREFABRICATION

Our steel construction involves the mechanical processing of sheet metal and pipes. The sheets are stamped and shaped using the follow-on composite tool. Slit strips that have the ideal fixed widths are used in order to keep the amount of waste as low as possible.

Bases, components for mechanisms and conical sleeves are among the parts that are manufactured and processed. This involves the use of welding robots and semi-automatic systems. The mechanisms and individual parts are then assembled into various components in our component assembly department.



### COATING

Individual parts and base frames are surface-coated in the powder coating facility. They pass through the following workstations: degreasing, rinsing, drying at 150°C, electrostatic spray booth powder application and oven powder curing (approx. 200°C), with subsequent cooling phase. An efficiency rate of around 97% is achieved thanks to the built-in powder recovery system, which recycles any overspray.



### TEXTILE PREFABRICATION

At Interstuhl, all fabrics are cut using a CNC cutting machine. The cutting patterns for the seat and backrest upholstery are created by textile development and positioned on the cutting machines using nesting software so that as little waste as possible is generated. This allows up to 20 layers of fabric to be automatically cut simultaneously. This optimal arrangement also helps to reduce electricity consumption.

The genuine leather we use is manually cut, using templates, into cover parts for the chair upholstery so that defects in the leather can be avoided as best as possible. This ensures a high recovery ratio, as well as high quality.

The cut fabric and leather pieces are further processed in the sewing room using overlocking machines, lockstitch machines or CNC automatic quilting machines to produce complete chair covers. The individual pieces are sewn together to form complete covers and a drawstring is added to the upholstery for some components.



### **FOAMING DIVISION**

Our foaming division almost exclusively uses moulded foams, which are manufactured using various different systems. These include a robot-assisted flexible moulded foam facility with two rotary tables, a manual facility for small-batch series and foams containing melamine (fire protection), as well as a manual rotary table facility for integral foams. In the main foam facility, the mixing head is controlled by a robot. The robot operates two rotating rotary tables, each holding 20 moulds, which function as a modular mould carrier system.



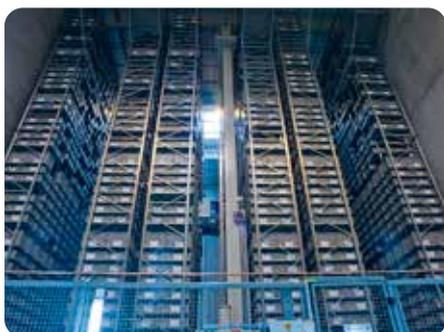
### **UPHOLSTERY SHOP**

In the upholstery shop, fabrics are stapled to the upholstery support using an pneumatic stapler. In many cases, the 'drawstring' method is used, where the covers are pulled over the foam-covered pads and secured on the underside using a drawstring. In this case the cord, not the fabric, is firmly stapled in place, reducing the number of staples while maintaining the same degree of stability. The fact that the pieces are not glued together also means that the materials can be sorted by type.



### **ASSEMBLY**

In various final assemblies, prefabricated components and other purchased parts are assembled to form the complete chair. A key part of our final assembly is the so-called Rennerlinie (top seller line). Models that are in particular demand are driven between workstations on unmanned transport vehicles. Unlike assembly line production, however, this production line is not rigid, but flexible. The transport vehicles stop at different workstations depending on the option to be installed.



### **WAREHOUSING**

Interstuhl has operated a fully automated high-bay warehouse since 1987. This was expanded in 2007 to accommodate pallets and stillages, as well as Euro containers. This warehouse contains over 20,000 storage locations in total. Thanks to our modern, computerised warehouse management system, storage containers or individual items can be provided just-in-time to the individual workstations.

## 4.4. SALES LOGISTICS



### SHIPPING AND LOGISTICS

Our chairs are packed in accordance with the customers' wishes, for example, in protective film or cardboard. As standard, we only use cardboard featuring single-colour lettering, avoiding costly four-colour printing. During shipping, only vehicles that are completely full leave the production facilities. Delivery, both domestically and abroad, is carried out by the Company's own or by external carriers.

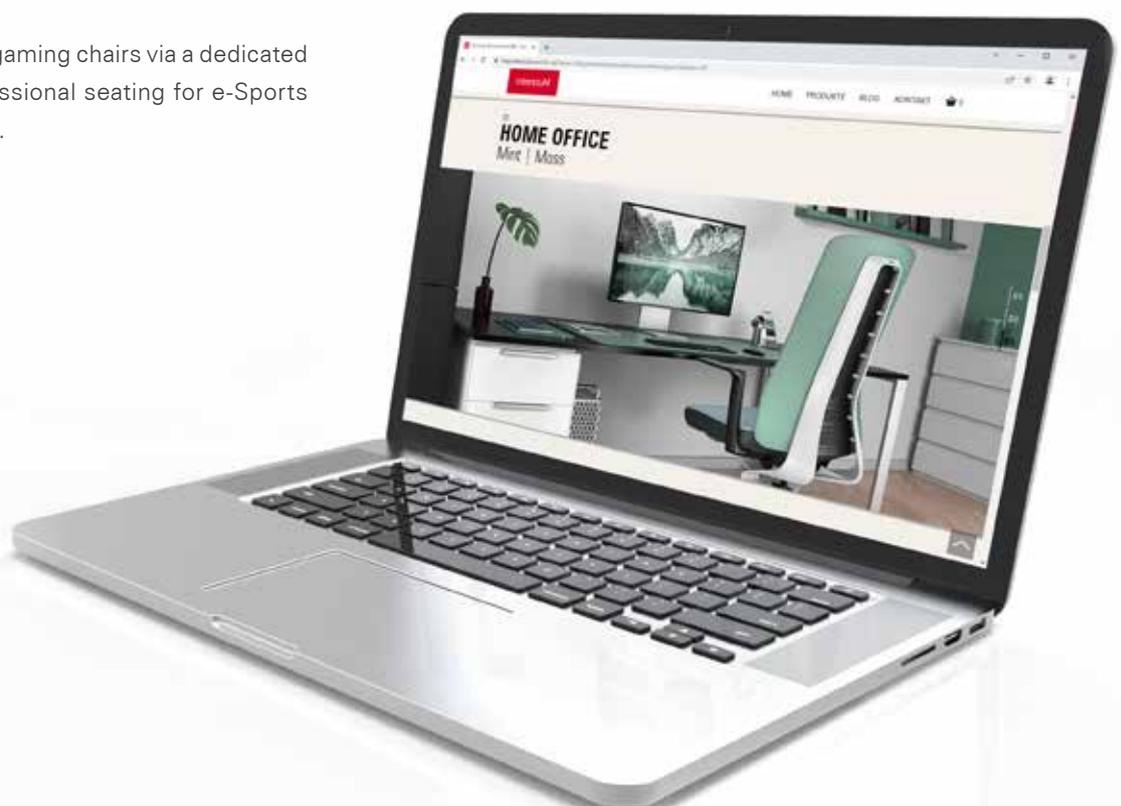
### ONLINE STORE

Our online stores enable private customers to obtain professional, ergonomic seating solutions for the home directly from our brand.

In order to provide the optimal home office solution, we have adapted our customers' most popular office chairs in our Interstuhl online store and divided them into three categories: ACTIVE, INTERIOR and FASHION. Each model features its own concept for colours and materials, meaning that every person can find the right model to suit their style and perfectly integrate it into their personal home office setting.

We sell our Backforce brand gaming chairs via a dedicated online store, providing professional seating for e-Sports and the entire gaming scene.

Order processing is fully automated in both stores, and because all of our models are held in stock, our office chairs are delivered to customers within the shortest possible timeframe. Our online stores are already available in several countries. We provide a dedicated support team for our customers.



## 4.5. USE PHASE AND RECYCLING

Interstuhl offers support in the use of its products by providing interactive operating instructions. Our long-term warranty of 10 years also contributes to sustainability. The option to return the product after use and the recycling of materials also play an important role in environmental protection.

Wear parts such as castors, upholstery and gas springs can be easily replaced and exchanged, enabling extended use of the product. Quick repair and recycling are possible thanks to easy separability.

We work with a certified regional disposal company to ensure that any chairs returned to us are disposed of in a way that is environmentally friendly.

## 5. FIELDS OF RESPONSIBILITY



Fundamental responsibility for the organisation, monitoring and implementation of all environmental protection measures lies with Technical/Financial management.

Our officers, the Environment & Energy Team and the individuals responsible for executing the measures within line management are responsible for implementation and for complying with objectives and legal requirements.

Management representatives and sustainability officers monitor overall performance, including key figures, and are responsible for updating, maintaining and developing the integrated management system. They also maintain contact with the authorities and external bodies.

Our strategy, mission, values and principles are jointly defined by the Executive Board and the managers. The resulting Company/department objectives are reviewed in an annual strategy meeting and adjusted as necessary.

All employees are bound by the Interstuhl code of practice to act in an environmentally friendly and responsible manner in their work and to observe existing internal instructions. Various environmental data and key figures/definitions are collected, evaluated and monitored regularly by a number of modules in an IT tool.



# 6. STATUTORY PROVISIONS

The development of statutory provisions is continuously monitored. This is achieved by means of regular information from the chambers of industry and commerce, participation in working groups and support from external bodies. Monitoring is carried out via internal inspections and annual external audits, as part of our integrated management system.

We engage specialist companies with the relevant qualifications and approvals in order to carry out testing in accordance with certain statutory requirements. The regulations that apply to us, e.g., the GefStoffV (Ordinance on Hazardous Substances), GewAbfV (Commercial Waste Ordinance), VerpackG (Packaging

Ordinance), ArbSchG (Occupational Health and Safety Act), are managed, reviewed and communicated in the schedule of legal provisions by means of an IT tool.

Interstuhl does not operate any systems that require approval in accordance with the BImSchG (Federal Immission Control Act). We ensure that our waste water treatment system is compliant with waste water requirements through regular examination on behalf of the Agency for Environmental Protection and the Regional Council, by means of official sampling. The wastewater is primarily analysed for pH value, iron and zinc.

# 7. ENVIRONMENTAL ASPECTS

Direct environmental aspects relate to the impact of our activities on site that we can directly influence. We document and assess environmental impacts in a schedule. These environmental impacts are associated with certain statutory regulations. We primarily consider direct environmental aspects to comprise our production processes and we assess the significance of the environmental impact based on the consumption of resources, emissions and the generation of waste. In addition, we then assess compliance with legal aspects. Procedures for potential emergency situations are set out in the form of process

descriptions, emergency plans and escape route plans. Drills and audits are used to verify the efficacy of these procedures. Some processes external to Interstuhl that relate to our activities are also relevant in terms of the environment. These processes are referred to as indirect aspects. We can only exert limited influence on these processes.

In summary, it can be said that the responsible and economical use of our resources is to be considered our most important measure.

## 7.1. DIRECT ENVIRONMENTAL ASPECTS

We have recorded our systems and activities that relate to the environment in a schedule and have assessed their environmental impact in terms of the atmosphere, water, soil contamination, emissions and resources in accordance with defined classification criteria. We use this information to calculate their significance, taking into account the frequency of occurrence. This process is carried out in conjunction with line managers.

Electrical energy is required in all areas, e.g., for lighting, heating, air-conditioning systems and conveyor belts.

### STEEL CONSTRUCTION

- Noise is generated when metal parts are shaped (stamping, pressing, etc.).
- Stamping waste is created during the production process.
- Emulsions produced during the stamping process are disposed of as waste.

### WELDING

- Welding fume emissions are filtered and externally released via an exhaust air system.

### **CUTTING AND SEWING**

- Material remnants (fabric and leather) that have been tested for harmful substances are recycled. Continuous optimisation of the cutting plans and the use of automated CNC cutters keep waste to a minimum.

### **POWDER COATING**

- Use of powder coatings that are free of heavy metals.
- Accumulation of residual powder, taking into consideration treatment/recycling.
- Exhaust air in the form of water vapour.
- Use of fuel oil to heat the plant.
- Generation of rinse water during pre-cleaning of steel parts. This water is treated by means of neutralisation in the Company's own waste water treatment system.
- Energy consumption from operating the powder coating facility.

### **FOAMING DIVISION**

- The two basic components of the foam (polyol and isocyanate) are stored in separate tanks and only brought together for the foaming process. We constantly reduce the shot weight as far as possible in order to decrease emissions. The shot volume depends on the size and type of mould and is constantly optimised.
- Foam remnants are returned to the supplier, where they are shredded so that they can be reused as wadding or recycled.
- The mixing heads are cleaned with air as required.
- Electrical energy and district heating are used to heat the moulds and for pressure build-up.

### **UPHOLSTERY SHOP**

- The use of pneumatic staplers to staple covers/upholstery results in noise production.

### **FINAL ASSEMBLY**

- Compressed air is used to operate the pneumatic screwdrivers.
- Electrical energy is used to move the goods along the conveyor belt transport rollers.
- Generation of waste packaging from purchased parts.

### **SHIPPING AND LOGISTICS**

- Transport emissions.
- The goods are delivered 'assembled in a protective cover' or 'in a box', depending on our customer's preferred packaging type. This leads to the accrument of packaging materials such as film and cardboard.

### **SERVICE**

- Spare parts for repairs/maintenance are provided on-site at the customer's premises in specially selected reusable plastic containers.

## **7.2. INDIRECT ENVIRONMENTAL ASPECTS**

### **SUPPLIERS AND SUPPLY LOGISTICS**

- We are working towards environmentally friendly production processes for our suppliers.
- The total amount of packaging is significantly reduced through the use of a reuse/return system.
- The use of efficient route planning software helps to avoid empty runs.
- Requirement for our suppliers to provide verification (e.g. OEKO-TEX 100 for textiles/leather, Blue Angel environmental label).

### **ALIGNMENT TO THE MARKET AND TO OUR CUSTOMERS**

- Packaging (films, cardboard packaging).
- Production of durable, high-grade products.
- We offer our customers the option of forgoing some of the packaging.

### **EXTERNAL COMPANIES/DISPOSAL COMPANIES/SERVICE PROVIDERS**

- Consideration of certified management systems when engaging specialist companies.

## 8. ENVIRONMENTAL PROGRAMME – SOME EXAMPLES

2021

### TEN ADDITIONAL MEASURING POINTS

Full integration of ten additional measuring points for measuring electricity consumption

2020

### NEW HEATING BOILER

Purchase of a new heating boiler with higher efficiency

2016

### NEW EXHAUST AIR SYSTEM

Installation of a new exhaust air system in the foaming division and in steel construction/welding

2015

### REDUCTION IN FUEL OIL CONSUMPTION

Use of waste heat produced by a biogas plant in order to reduce the consumption of fuel oil.

2010

### PHOTOVOLTAIC SYSTEM

Installation of a photovoltaic system with 410 kWp

2009

### FULLY AUTOMATIC FOAM FACILITY

Fully automatic foam facility by means of rotary table and robot-guided PU mixing head

2002

### SWITCH TO SINGLE-LAYER POWDER

Changeover from two-layer to single-layer powder coating system

2001

### RETENTION PONDS AND SPRING WATER

Initial operation of retention ponds and use of spring water

# ENVIRONMENTAL OBJECTIVES

2022	Responsible	Completed
Installation of new LED lights in the marquee facilities	Head of Electronics	Abandoned due to new hall construction
Window façade replacement in halls 3 and 4 <ul style="list-style-type: none"> <li>4,000 litres of heating oil saved</li> </ul>	Head of Facility Management	To be implemented in July 2023
CO <sub>2</sub> savings thanks to reducing the number of journeys by supplying parts directly <ul style="list-style-type: none"> <li>Total savings of €4,804</li> <li>1,372 kilometres saved on transport</li> <li>902 kg of CO<sub>2</sub> saved</li> </ul>	Head of Supply Chain Management	91%
Procurement of a new CNC cutter <ul style="list-style-type: none"> <li>Savings: 10% of material consumption</li> </ul>	Head of Cutting	0%
2023	Responsible	Completed
Lighting on the ground floor of hall 1 and the upper floors of halls 3 and 4: Change to LED lights <ul style="list-style-type: none"> <li>Savings: 20,000 kWh/year</li> </ul>	Head of Electronics	
Reduction of 45 t/year in plastic use due to change in materials and design adaptations to various components	Head of Research/ Development/ Design	
Change of separating agent for soft foams <ul style="list-style-type: none"> <li>Savings of approx. 40%</li> </ul>	Head of Foaming	



## 9. INPUT/OUTPUT

Using input-output analyses, we track the direct and indirect environmental impacts of our industrial activities throughout the production chain. These analyses serve as a control tool for identifying deviations and initiating countermeasures. New goals are defined based on these analyses. The aim is to create sustainable cycles and to use our resources efficiently.

In order to maintain the site, we use electricity, electricity from the photovoltaic system, fuel oil, district heating, petrol and diesel. Other inputs include raw materials, auxiliary materials, operating materials and water.

Products, resulting emissions and waste are considered output.

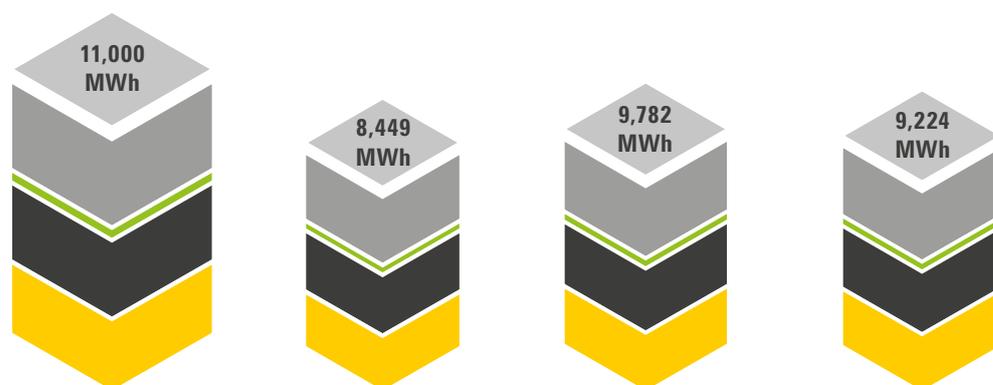
	2019	2020	2021	2022
Production units [number]	952,635	888,536	1,243,390	997,660
Gross value added [€]	78,520,000	75,560,000	92,101,000	88,350,000

### 9.1. ENERGY CONSUMPTION

The efficient use of energy, alongside renewable energies, is more important than ever. This means that we constantly keep energy consumption in mind; be it in relation to the modernisation/purchase of systems and machinery, to vehicles, to logistical processes or to the construction of buildings in future. We do this by recording energy flows through a continually increasing number of measuring points and using our integrated management system to assess the efficiency of energy use.

#### BREAKDOWN

Energy is used for machinery/equipment, electrical appliances, lighting and heating. Petrol and diesel are primarily needed for our field service vehicles and commercial fleets.



Breakdown of energy use by type [MWh]	2019		2020		2021		2022	
	MWh	%	MWh	%	MWh	%	MWh	%
Electricity*	3,128	28.4%	2,914	33.8%	3,427	35.0%	3,305	35.8%
Fuel oil	3,437	31.2%	3,024	35.1%	3,708	37.9%	2,916	31.6%
District heating/biogas	539	4.9%	866	10.0%	768	7.9%	849	9.2%
Petrol and diesel	3,896	35.4%	1,645	21.8%	1,879	19.2%	2,154	23.4%
<b>Total</b>	<b>11,000</b>	<b>100 %</b>	<b>8,449</b>	<b>100 %</b>	<b>9,782</b>	<b>100 %</b>	<b>9,224</b>	<b>100 %</b>

### Energy efficiency

Interstuhl defines 'energy' as the total electricity, district heating and fuel oil.

	2019	2020	2021	2022*
[MWh/million € ]	91	90	86	80

\* The electricity consumption for 2022 is subject to change due to minor deviations in data at the utility company. The measured values are currently being reviewed.



## 9.2. FUEL OIL

	2019	2020	2021	2022
Fuel oil [l]	343,699	302,474	370,803	291,577
Specific fuel oil consumption [l/production unit]	0.36	0.34	0.30	0.29

## 9.3. DISTRICT HEATING

District heating is used to meet the demand for process heat in the foaming division, as well as for the washing system in the surface finishing division. Through the use of district heating, we save around 171 t of CO<sub>2</sub>.

	2019	2020	2021	2022
District heating [kWh]	538,916	866,256	768,443	849,113

## 9.4. PETROL AND DIESEL

	2019	2020	2021	2022
Petrol and diesel [MWh]	–	1,809	1,879	2,154
Business trips/service/internal transport* [MWh]	2,309	–	–	–
Employee commutes [MWh]	1,587	–	–	–

\*Adaptation due to change in situation (pandemic)



## 9.5. ELECTRICITY, PHOTOVOLTAICS

### ELECTRICITY CONSUMPTION

Our major electricity consumers are found in production due to the systems/machines involved, for example, presses in steel construction, the powder coating facility and welding robots. Electricity is also required for the supply systems, as well as for workplace and hall lighting.

Improvements, such as the use of LED lighting, or more efficient pumps and motors, are constantly being incorporated into all maintenance measures.

Measurements are taken via a number of different measuring points on buildings and facilities. An additional ten new measuring points were incorporated in 2021. This means that our energy-controlling system comprises a total of 50 measuring points for the monitoring of buildings and facilities. The electricity we purchase is composed of 64% renewable energy. Up from 2023 this number raises to 100%.

	2019	2020	2021	2022*
Electricity [MWh]	3,128	2,914	3,427	3,305
Specific electricity consumption [kWh / production unit]	3.28	3.28	2.76	3.31

### PV SYSTEM:

Interstuhl uses a rooftop photovoltaic system to cover part of its energy requirements; this was put into operation in 2010. The system comprises 2,281 modules and has a module area of 2,923 m<sup>2</sup>, with an output of 410.58 kWp. With this system, we generated a total of 432 MWh\* in 2022, mostly for our own direct use. With a consumption of 3,190 kWh (source: Federal Statistical Office), this annual yield corresponds to the annual consumption of around 135 households.

Any excess power is fed into the power grid.

In doing so, Interstuhl avoids CO<sub>2</sub> emissions that would otherwise have been generated through conventional electricity generation. By using solar energy to generate electricity, we save around 184 t of CO<sub>2</sub>.

	2019	2020	2021	2022*
Generation [kWh]	383,142	389,512	309,334	432,280
Ratio of PV electricity generation to total consumption	12.3%	13.3%	9.0%	13.1%
Internal use [kWh]	343,033	338,880	297,068	415,220
Internal use	90%	87%	96%	96%

\* Values for 2022 are subject to change due to minor deviations in data at the utility company. The measured values are currently being reviewed.





## 9.6. WATER

Water is the most valuable resource on our planet; it is therefore crucial that we use it wisely. We need water both to live and as a raw material in production. Our water consumption primarily comprises two main consumers: 'powder coating facility' and 'sanitary water'.

By using spring water (as process water) in the powder coating facility, it has been possible to reduce our total water consumption. The spring, which we have been granted the right to use, is located on the Company grounds.

The water used in the zone washing system is fully treated in the water treatment system before discharge, which means that it can be discharged into the sewer system.

Fluctuations in the use of spring water are attributable to the product portfolio, or more specifically the coated parts. Reductions in the volume of spring water are attributable to changes in the production process (shift times, repair work, etc.).

Changes in sanitary water correlate to the annual number of employees.

	2019	2020	2021	2022
Water [m <sup>3</sup> ]	3.630	2.863	3.699	3.704
Spring water [m <sup>3</sup> ]	1.356	1.257	1.266	1.167
<b>Total water [m<sup>3</sup>]</b>	<b>4.986</b>	<b>4.120</b>	<b>4.965</b>	<b>4.871</b>
<b>Total water [m<sup>3</sup>/million €]</b>	<b>63</b>	<b>55</b>	<b>54</b>	<b>55</b>
Water [m <sup>3</sup> /employee]	4.97	3.92	4.71	4.70
Spring water [l / production unit]	1.42	1.41	1.02	1.17



## 9.7. MATERIALS AND AUXILIARY MATERIALS

Metals (e.g. slit strip) still represent the largest proportion of materials used, followed by plastics, components and wood. A rise in production volume results in increased consumption. Specifically viewed in terms of gross value added, material efficiency remains constant.

<b>Material consumption</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Metal [t]	8,129	6,972	7,985	6,705
Plastics [t]	4,297	4,035	4,569	4,029
Components [t]	1,946	1,877	2,920	2,107
Packaging [t]	1,621	1,490	1,792	1,783
Wood [t]	1,613	1,579	1,908	1,461
Polyol [t]	497	471	649	549
Upholstery materials [t]	274	325	451	280
Isocyanate [t]	257	245	346	279
<b>Material efficiency [t/million €]</b>	<b>243</b>	<b>230</b>	<b>230</b>	<b>200</b>

<b>Auxiliary materials</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Consumption [t]	29	32	27	27

## 9.8. WASTE

Our overarching objective is to avoid waste as much as possible. We also observe the general principle that recycling is always given priority over disposal.

As well as avoiding waste and aiming to produce as little waste as possible, it is important to treat any waste generated as recyclable raw material. To do this, the waste must be sorted by type.

The appropriate sorting of individual waste fractions is carried out departmentally before reaching the central waste collection point. This includes classic production waste, packaging materials and household-type commercial waste.

The waste is passed to certified regional specialist disposal companies.

By consistently adhering to waste separation, it has been possible for us to maintain a recycling rate of 99% on average.

Individual disposal processes are documented as part of the waste management system.

99%

Waste code	Waste designation	2019	2020	2021	2022
12 01 02	Iron, dust, particles [t]	707	658	594	563
15 01 01	Paper [t]	0	7	5	9
12 01 04	Cast aluminium [t]	19	13	10	8
03 03 08	Cardboard bales [t]	431	428	548	496
20 01 01	Files for shredding [t]	15	13	0	19
17 02 01	Scrap wood [t]	403	307	465	459
15 01 02	Plastic/polystyrene packaging [t]	45	29	29	30
20 03 01	Mixed municipal waste [t]	438	320	487	402
20 03 01	Chair parts for disassembly** [t]	19	22	126	129
16 02 14	Electronic waste [t]	2	0	1	2
13 05 08*	Sludge from oil/water separators	0	0	0	14
20 02 01	Green waste [t]	0	6	17	17
15 02 02*	Suction and filter materials [t]	3	4	3	3
17 01 07	Construction and demolition waste [t]	1	5	2	10
07 02 08*	Polyol/isocyanate waste [t]	0	1	3	0
11 01 09*	Sludge from parts cleaning [t]	10	7	10	0

Note: Waste fractions not generated in significant quantities are not listed.

\* Hazardous materials in accordance with waste classification.

\*\* From returned chairs

Waste fractions	2019	2020	2021	2022
<b>Total waste volume [t]</b>	2,113	1,826	2,316	2,187
Recycling rate (waste for recycling as a percentage of waste volume)	99.4%	99.3%	99.3%	99.9%
Specific waste volume [kg/million €]	27	24	25	25
Specific waste volume [kg / production unit]	2.22	2.03	1.86	2.19
Waste for recycling [t]	2,100	1,813	2,300	2,184
Waste for disposal [t]	13	13	16	3
Hazardous waste* [t]	18	16	19	19
Spec. waste volume: Hazardous waste [kg / production unit]	0.016	0.018	0.015	0.019
Non-hazardous waste [t]	2,095	1,810	2,297	2,168

\* Hazardous materials in accordance with waste classification.



## 9.9. EMISSIONS

### AIR TRAVEL

The years 2020 and 2021 saw a huge decrease in air travel as a result of both the pandemic and the economic situation. This resulted in a significant reduction in CO<sub>2</sub> emissions.

Air travel was on the rise in 2022, but we are striving to reduce journeys to the minimum required.

Air travel	2019	2020	2021	2022
CO <sub>2</sub> [t]	408	71	78	448

### OUTPUT EMISSIONS

In addition to the efficient use of materials and other valuable resources, it is critical to reduce CO<sub>2</sub> emissions to a minimum. This is the only way to minimise our impact on the climate and the environment. To do this, each year we calculate our emissions resulting from consumption.

Emissions were determined using factors from GEMIS 5.0 until 2021. Other emissions that are not significant compared with CO<sub>2</sub> emissions are not currently determined.

Energy source	CO <sub>2</sub> equivalent [t]				CH <sub>4</sub> [t]				NO <sub>x</sub> [t]				SO <sub>2</sub> equivalent [t]			
	2019	2020	2021	2022**	2019	2020	2021	2022**	2019	2020	2021	2022**	2019	2020	2021	2022**
Fuel oil	1,234	1,103	1,352	740.6	0.3	0.24	0.29	1.76	0.66	0.66	0.82	0.88	1.45	1.07	1.32	0.33
Electricity***	1,087	1,009	1,227	727.5	1.9	0.93	1.12	12.74	1.78	1.06	1.14	1.43	2.45	1.71	1.84	0.61
District heating**	-	-	-	0.2	-	-	-	0.12	-	-	-	0.12	-	-	-	0.06
Petrol and diesel*	-	566	587	554.1	-	0.11	0.12	0.39	-	2.16	2.14	2.18	-	1.66	1.66	0.16
Business trips/service and internal fleet*	531	-	-	-	0.43	-	-	-	1.18	-	-	-	1.45	-	-	-
Employee commutes*	365	-	-	-	0.29	-	-	-	0.38	-	-	-	0.71	-	-	-
<b>Total</b>	<b>3,217</b>	<b>2,678</b>	<b>3,166</b>	<b>2,022.4</b>	<b>2.92</b>	<b>1.28</b>	<b>1.53</b>	<b>15.01</b>	<b>4.00</b>	<b>3.88</b>	<b>4.10</b>	<b>4.61</b>	<b>6.06</b>	<b>4.44</b>	<b>4.82</b>	<b>1.16</b>



\* Adaptation due to change in situation (pandemic)

\*\* Changed basis for calculation (CCF calculation by TÜV Rheinland)

\*\*\* Values for 2022 are subject to change due to minor deviations in data at the utility company. The measured values are currently being reviewed.

# 10. VALIDATION

The undersigned, Peter Fischer, EMAS environmental expert with registration number DE-V-0060, accredited or certified for division 31 (NACE-Code), confirms that he has assessed that all organisations described in the updated environmental statement of

**INTERSTUHL BÜROMÖBEL GMBH & CO KG.**  
**BRÜHLSTRASSE 21**  
**72469 MEßSTETTEN-TIERINGEN**

with registration number D-168-00006, fulfil all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

In signing this declaration, it is confirmed that

- The assessment and validation were carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009 in conjunction with Regulations (EU) 2017/1505 and 2018/2026.
- The result of the assessment and validation confirms that there is no evidence of non-compliance with the applicable environmental legislation.
- The data and information in the organisations' environmental statements present a reliable, credible and accurate picture of all of the organisations' activities within the scope set out in the environmental statement.

This declaration does not equate to an EMAS registration. EMAS registration may only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009. This statement may not be used as a stand-alone basis for informing the public.



Meßstetten, 18 May 2023

The deadline for submission of the next environmental statement is July 2024. Each environmental statement will be validated by a qualified expert and made public by the issuing company.

Peter Fischer, Environmental Expert  
DE-V-0060



# 1. INTRODUCTION



As a family business, community and social cohesion are particularly important and our commitment to these values is a given for us. This is reflected by the variety of areas in which we are engaged:

## SOCIAL ASPECTS

A number of clubs and charitable organisations enrich life in our region and make it a worthwhile place to live. We support these organisations in the areas of education and training, as well as financing places in a children's day care centre.

## SPORT AND CULTURE

We support various local associations.

## EMPLOYEES

An assistance fund is available for employees in hard times. Interstuhl also subsidises the in-house canteen and offers various health and fitness initiatives.

## BALANCING BUSINESS AND EMPLOYMENT

Interstuhl is loyal to the Meßstetten-Tieringen area and is continuously creating new jobs, which are guaranteed even in difficult economic times. A number of measures and projects have been implemented for this purpose.

We protect and respect the rights of our employees locally and worldwide by helping to ensure that forced or involuntary labour is not used or endorsed in any form, that employment is voluntary and that child labour is not tolerated in any form.

We assume a great deal of responsibility for our surroundings and are very deeply committed to social, cultural, educational, ecological and economic concerns in our region.

We regularly offer a variety of support measures for our employees and for the region. Interstuhl commits around 0.5% of its turnover each year to support social aspects across a wide range of areas.

## 2. OCCUPATIONAL HEALTH AND SAFETY

### OCCUPATIONAL SAFETY

Health and well-being are often described as the ultimate good for people. In ensuring effective occupational health and safety, we want to do our part for our employees' well-being – especially in view of the modern, rapidly changing world of work and demographic changes.

Furthermore, effective occupational health and safety is given top priority across the entire Company. With this in mind and for the protection of our employees, we feel very strongly about avoiding any health risks or workplace accidents within our Company. As part of our safety culture, we therefore conduct our business in a way that creates a healthy and safe environment for everyone (employees, external companies, local residents, the community and our customers).

Health and safety at the workplace is everyone's responsibility. This includes: line managers as well as employees; supply companies as well as external companies. Employees receive health and safety training when they enter the Company and on a regular basis thereafter. Employees can support their training in a number of ways: by reporting an unsafe situation in the appropriate IT tool; by volunteering as safety officers, fire marshals or first aiders; or by using the Company suggestion scheme, for example.

We receive support from the employers' liability insurance association in the form of advice and measurements, as well as through inspections with the competent trade supervisory authority. The implementation of occupational health and safety, as well as compliance with laws and regulations, is reviewed as part of our integrated management system in accordance with OHSAS 18001/ISO standard 45001 (from 2013) by means of annual external audits. External review of the management system also significantly contributes to safeguarding occupational health and safety and to identifying potential improvements.



## HEALTH PROMOTION

Demographic changes call for a rethink of our staffing policy. Our employees are actively involved in shaping their working conditions. Their needs and concerns are ascertained in order to reach solutions that work for everyone. Only in so doing can we guarantee that they are comfortable in the workplace.

Health and fitness opportunities at and outside work are intended to increase our employees' awareness, helping them to take care of themselves and their health. This is facilitated by our implemented Company health management system.

The division and department managers offer opportunities to participate in various ventures, provide impetus and lead the way in their position as role models. They encourage employees to take full advantage of the opportunities on offer. Furthermore, they take up their employees' suggestions and pass them on to the working committee of our Company health management system.

### HEALTH AND FITNESS INITIATIVES:

- Participation in running events
- Electric bike leasing
- Participation of our Interstuhl football team in various recreational tournaments
- Membership in two regional gyms at reduced rates
- Open clinic with Company doctor
- Structured integration management
- Free water dispensers and hot-drinks machines
- Distribution of drinking bottles and cups to all employees





## 2.1. CANTEEN

As well as employees, guests and training participants, external persons are also welcome in our in-house canteen. A large number of people (e.g. employees, companies in the region, private individuals and families, as well as former employees and retirees) frequently and happily make use of this service. Everyone is provided with healthy food, including organic produce. Preference is given to regional produce in order to reduce energy consumption and transportation, as well as to organic foods.

As an added bonus, the canteen staff also cater for various special occasions (Christmas parties, anniversary gatherings, retirement celebrations, etc.) and for guests.

All employees have the opportunity to help themselves at the water dispensers and to use the glass drinking bottle provided to them.

## 2.2. HAZARDOUS MATERIALS MANAGEMENT

It is essential to take special care when using chemicals. Every effort is made to avoid or substitute hazardous materials where possible. Where this is not possible, a risk assessment is carried out and the hazardous material is used in accordance with current guidelines.

When doing so, compliance with the code of practice, operating/work instructions and other protective measures is required at all times.

Operational hazardous materials management is carried out by means of an IT tool that has been in use at Interstuhl for over eight years. Alongside the management of all information relating to working materials and hazardous materials, as well as safety data sheets, this is also used to regulate the handling of hazardous materials via an approval process. Line managers and the Company doctor are involved in this process. This tool also supports the preparation of operating instructions and risk assessments.

# 3. SOCIAL ASPECTS

## 3.1. TRAINING

We are ambitious. We are one of the most innovative and successful companies in Europe for efficient seating solutions. However, we also know that this cannot be achieved without highly-trained, efficient young talent. For this we need young people who are motivated and committed, have a desire to perform, want to connect theory with practice from day one, and who would like to take on responsibility. In return, we have a lot to offer. An equally high standard of training for those choosing a commercial or technical career path. This includes regular internal feedback meetings, monitoring of learning progress, joint activities and involvement in various projects. Our committed expert team of tutors and training mentors also has a key role to play in this process. Learning by doing is only one aspect of the training we offer. Those who decide on a career with us also learn how to question, to manage themselves under stress and to drive their work forward as part of a team. We are looking for self-assured and independent employees who enjoy being involved in thought processes and in shaping, changing and implementing, but who are also committed to being part of a team to achieve a common goal. The term we have coined for this goal is: 'Enjoy seating performance'. There is far more to training than the practical skills and factual knowledge that young people bring. Interests and aptitudes are equally as important. We firmly believe that these attributes play a key role in professional success. Only those with a true enthusiasm for what they do can encourage others to do what needs to be done. We invest heavily in providing modern, high-quality training that will ensure that young people find both enjoyment and success in their chosen career, helping them to achieve what they have always wanted.



Elements of our training:

### MODERN TRAINING SYSTEM

- High degree of personal responsibility
- Motivated, experienced tutors and training mentors
- Quality assurance via Company training plans and checklists
- Regular feedback and appraisal meetings

### TRAINING COURSES

- First aid training for all new trainees
- Rights and obligations of trainees
- Product and ergonomics training
- Code of conduct for trainees
- Individual training courses depending on occupation

### EVENTS, INTERNSHIPS AND PROJECTS

- Internship in production
- Participation in apprenticeship fairs and career information days
- Involvement in specialist projects
- Development and realisation of trainee collaborative projects
- Involvement in our trainee social media presence
- Possibility of internships abroad

### TRAINEE ACTIVITIES

- Excursions
- Barbecue
- Christmas party
- Football tournament

### OUR BENEFITS

- Training allowance as per the IG Metall trade union pay scale
- Additional holiday pay and Christmas bonus
- Allowance for occupational pension provision
- Monthly fuel voucher
- Accident insurance
- 30 leave days per year ('Duale Hochschule' students: 25 days per year)
- Flexible working time model
- Events as part of workplace health management



## 3.2. WORK, FAMILY AND SOCIAL BENEFITS

### MYINTERSTUHL

Through our new Company digital blog, myInterstuhl, we want to create a new form of internal communication. All of Interstuhl, its brands, subsidiaries, showrooms, offices and various employees across Germany and worldwide will make their contribution. The platform will feature interesting articles, videos, images and podcasts, and offer the chance to share know-how, inspiration and a wide range of activities across the Interstuhl Group from a single central location. Our aim is to foster a sense of community and encourage exchange between departments.

### IDEA MANAGEMENT

Active participation by all employees in the Company's idea management system makes a considerable contribution to identifying, analysing and implementing concepts and improvements. This participation results, among other things, in improvements to products and processes, as well as to the improved consumption or conservation of resources.

### ASSISTANCE FUND FOR EMPLOYEES

Our assistance fund, which has been set up to support our employees, is managed by our works council. It is designed to provide employees with financial support during hard times, for example, in the event of bereavement, flooding or a fire in their home. Employees themselves have the option of donating any spare change from their wages/salary to support their colleagues. The Executive Board makes a financial contribution to the assistance fund, as well as to special initiatives.

### WORKING TIME MODELS

For a number of years we have offered our employees variable working time models (full-time, part-time, etc.). For this purpose, we have established frameworks for working time accounts – and consequently work accounts. Work accounts help to ensure income and job security by enabling capacities to be more appropriately adjusted in line with economic or market-related fluctuations. All measures ensure that the site remains competitive and that jobs can be preserved.

## 3.3. FURTHER TRAINING, PROFESSIONAL DEVELOPMENT

For us, well-qualified employees are the most important factor for successful, sustainable business activity. Due to the age composition in our society, maintaining and developing employees' qualifications through to pension age is becoming increasingly important. Our management team is also involved in this matter, for example, by undertaking further training to become technicians or master craftsmen and master crafts-women, taking distance-learning courses, etc.

- Individual development and support programmes and opportunities (advanced professional examinations, courses of study, etc.)
- Promotion of language courses for employees from a migration background
- Training courses, fire safety and evacuation response

## 4. KEY EMPLOYMENT FIGURES

Our employees are our most valuable resource. However, demographic changes and the associated competition for skilled workers and young talent are among the greatest challenges we will face in the future. Our strategy for tackling this, including with regard to our Company's ongoing commitments, is multifaceted and takes into account various concepts such as equal opportunities, health, further training, work-life balance, Company inclusion and demographic changes.

- Additional holiday pay and Christmas bonus
- Allowance for occupational pension provision
- Accident insurance
- 30 leave days per year
- Flexible working time model
- Company-subsidised canteen
- Events as part of workplace health management

EMPLOYEES*	2021			2022		
	Total	Female	Male	Total	Female	Male
Employees	786	219	567	788	223	565
Permanent	651	184	467	689	200	489
Temporary	135	35	100	99	23	76
Full time	754	191	563	760	199	561
Part time	32	28	4	28	24	4
Trainees/students	44	24	20	37	21	16

	2021	2022
Employees under collective agreement	86.5%	85.3%
85.3% with disabilities	9.4%	7.2%
Foreign employees	18.8%	22.6%

\*based on the Tieringen site



## 4.1 EQUALITY

We consider our committed, motivated employees – the most important factor in our Company's success – to be equal partners. Our employees' interests are represented by the works council, our committees (e.g. women's representatives, training representatives) and our representative body for severely disabled persons.

Ever since the Company was founded, equality between men and women has been a matter of course at Interstuhl. Currently, 28% of Interstuhl's workforce is female.



28%

The proportion of women at middle- and upper management level (head of department, head of division, head of business unit) at Interstuhl is 16%. The principle of equal rights also applies to our foreign employees, who make up 23% of the total workforce. Our foreign colleagues provide cultural enrichment to our daily working life. Non-discrimination on the basis of religious belief or ideology, age, sexual orientation or disability is also a matter of course for us.



7%

In 2022, the proportion of Interstuhl employees with disabilities was 7%. Contracts have also been awarded to various institutions, such as the Stiftung Lebenshilfe Zollernalb.



# 5. SOCIAL COMMITMENT

With locations in Bisingen and Lautlingen, the Zollernalb Werkstätten provide rewarding jobs across various sectors for people with mental and/or multiple disabilities, and have been a permanent fixture among our supply companies for a number of years. This collaboration has been continuously expanded since 1999, and has contributed to an increase in both our production assortment as well as vertical integration.

The company's technical equipment and rapid response to changing requirements make for an optimal collaboration, which is also characterised by high quality. Our partnership, which rests on the reliability and a high level of employee commitment, has been continuously developed in the past and will continue to be a very important element of our supply chain.

# 6. REGIONAL COMMITMENT

As a regionally embedded company, assuming social responsibility in and for the region has always been part of Interstuhl's identity. As we benefit from the local people who work for us, so should people from every generation and all demographic groups also benefit from social facilities and projects sponsored by Interstuhl. Today, the focus of our commitment is primarily on projects in the areas of education, sport, and work and social aspects.



## CHILDREN'S DAY CARE CENTRE

Particularly in sparsely populated regions, retaining qualified employees over the long term is key. Historically, many young couples employed at Interstuhl have felt conflicted between their work and their desire to have children. Following an initiative by Interstuhl, the local nursery was expanded into a day care centre and given annual financial support, as was the nursery in Hausen am Tann, where two places are reserved for children of Interstuhl employees between the ages of six weeks and three years old. The nursery is actively supported through other measures as well, e.g., the children's lunches are cooked by Interstuhl's kitchen. In return, the children of Interstuhl employees can attend the nursery. A win-win situation for everyone.

## YOUTH SUPPORT

We support youth employment in particular within various associations. By doing so, we help to ensure that children are supported and encouraged at an early age. As part of this, we assume responsibility for sports training, social education and personal development.

For example, Interstuhl pays for office supplies and teaching aids for the Tieringen/Oberdigisheim primary school and offers financial support through the sponsors' association.

In addition, Interstuhl has cooperation agreements and education partnerships with Gymnasium Meßstetten (grammar school), Haupt- und Werkrealschule (technical secondary school) Schömberg, Haupt- und Werkrealschule Hohenbergschule Albstadt and Burgschule Meßstetten (primary and technical secondary school).





## 6.1. INTERSTUHL TRAIL



The Interstuhl trail offers an open invitation to explore and discover more about different aspects of sitting. The inspiration for the project came from right outside the gates of the company headquarters: from the awe-inspiring natural beauty of the landscape around Tübingen and from the aspiration to think beyond the chair, the office or the factory. Extraordinary seating solutions are located along the entire trail. They are placed like sculptural signposts, marking the most breathtaking viewpoints and just waiting to be discovered and tried out.

## 6.2. INTERSTUHL CUP



The Interstuhl Cup is the largest road cycling series for amateur cyclists in southern Germany. Interstuhl took on the role of title sponsor for this event in 2007. After the German Cycling League and the Baden-Württemberg League, today the Interstuhl Cup is Germany's third major cycling series, attracting participants from across Germany, Austria and Switzerland.

# 1. GENERAL ECONOMIC PRINCIPLES

The aim of our economic activities is to secure the future of our Company for the next generation and to safeguard our location for our employees and the region. Our focus is on organic growth to over 200 million euros in sales by disproportionately increasing our exports, alongside targeted growth within Germany. In line with sustainable development, we do

not see the economic dimension as an isolated factor. As a regional family business, we also see it as our responsibility to safeguard opportunities for future generations to live their lives freely. To do this, preserving the natural necessities of life, ensuring responsible financial and social policy and maintaining scope for manoeuvre are key.

## 2. INVESTMENTS

Investment decisions are always made by taking economic, social and ecological aspects into consideration. A return on investment (ROI) over the medium- to long-term is deemed acceptable where this also has an impact on sustainability and results in qualitative and/or environmental improvements. Interstuhl has continually invested in safeguarding its location

over recent years; particularly in production, in new and innovative products and in the development of our IT systems. Interstuhl intends to continue making significant investments in its sites. These include, among others, the construction of new production buildings in Tieringen and Slovakia, along with the relocation of state road L440.

## 3. FINANCING, LIQUIDITY AND EQUITY

The Company has a relatively high equity quota of more than 40%. This will be continuously increased over the long term. The Company largely receives long-term financing from large international and regional banking institutions with whom it has good, long-standing relationships. On a short-term scale, a sufficient number of free credit lines exist in order to cover fluc-

tuations in liquidity. The existing loans from credit institutions are fixed by means of fixed-rate loans, i.e. fixed interest rates, and are repaid in the form of monthly or quarterly payments. Overdraft facilities are used minimally to ensure sufficient liquidity. Liquidity planning takes place on a specific date.



## 4. PROFITABILITY

The Company's profits have not been distributed and will not be distributed. Instead, all profit is being put back into the Company as a business loan, fully available for future investments. A detailed business plan is in place to safeguard the long-term profitability of the Company.

## 5. COMPANY SUCCESS

Our activities are aimed at safeguarding the Company for the next generation and for our employees. We are focussing on organic growth, particularly in our export markets. In line with sustainable development, we do not see the economic dimension as an isolated factor.

### WE ARE A FAMILY BUSINESS

As a family-owned company, we see it as our particular duty to leave our children and grandchildren an intact economic, ecological and social environment. We are, and will remain, an independent, owner-managed family business headquartered in Tieringen. We will continue to offer the people here secure jobs and opportunities for personal growth. Our Company's long-term profitability is being secured through the following actions:

- Preparation of a five-year business plan and the appropriate controlling
- Risk management, especially with regard to financing
- Balanced financing with sufficient equity
- Financing needs mainly via long-term loans
- A sufficient number of free credit lines with banks.

Corporate decisions are always made by taking economic, social and ecological aspects into consideration. Particularly for investments, it is not just short-term returns on investment (ROI) that are accepted; medium- to long-term ROI (5-10 years) are also acceptable where these have an impact on sustainability and result in qualitative and/or environmental improvements. Our business model is set up in such a way that it has sufficient flexibility to be able to adapt to fluctuations, even major fluctuations, without there being a significant negative impact, i.e., our fixed costs are not too high.

## 6. RESILIENCE

Our business model is set up in such a way that it has sufficient flexibility to adapt to fluctuations – even major fluctuations. This is only possible thanks to appropriately flexible working time models, with reasonable fixed costs, and strong cooperation between employees, the works council and management. This structure is guaranteed at Interstuhl for the foreseeable future.

## 7. RISK MANAGEMENT

Risk management is undertaken by the commercial managers. The managers are given daily updates on regularly defined areas, to ensure that the relevant employees can be notified in good time of any problematic developments in order to act early with remedial measures. When necessary, we use an exchange rate hedging tool to ensure we are alerted to any currency risks in good time. The risks surrounding supplying companies and purchased parts are managed by always having a secondary company or secondary tools in place for critical companies or regions, and by ensuring these can be switched at short notice. Price is not the only deciding factor; it is also essential that a long-term and flexible supply can be assured and that quality and environmental standards are met.

## 8. ANTI-CORRUPTION

Corruption is a threat to the stability and security of our community. Across the world, corruption undermines democracy and the rule of law and threatens fair and sustainable development. Corruption in the public economy not only undermines the trust of our customers and other interested parties, but also encourages the enrichment of individuals at the expense of the community. Where an improper act or omission is detected, the law enforcement authorities will be called where there is reasonable suspicion of a criminal act.

**APPENDIX:****GRI CONTENT INDEX**

In accordance with GRI standards 2021

<b>GRI criteria</b>	<b>Required information</b>	<b>Comments</b>	<b>Pages</b>
<b>GRI 2: General disclosures</b>			
2-1	Organisational details		6, 9
2-2	Entities		6
2-3	Reporting period, frequency and contact point		43, 57
2-4	Rectifications and restatements	Not applicable	
2-5	External assurance		43
2-6	Activities, value chain and other business relationships		6-9, 23-29
2-7	Employees		6, 50
2-9	Governance structure and composition		29
2-22	Statement on sustainable development strategy		3
2-23	Policy commitments		3
2-27	Compliance with laws and regulations	No fines or other sanctions due to non-compliance with laws or regulations during the reporting period	10, 30, 44, 56
2-28	Membership associations		21
2-29	Approach to stakeholder engagement		22
2-30	Collective bargaining agreements		3, 50
<b>GRI 3: Material topics</b>			
3-1	Process to determine key topics		3, 11, 20
3-2	List of key topics		3, 6, 11, 13, 30, 31, 44, 54

Interstuhl Büromöbel GmbH & Co. KG provided reporting on the information listed in this GRI index for the period from 1st January 2022 to 31st December 2022 with reference to the GRI standards.

Economics			
GRI criteria	Required information	Comments	Pages
<b>201 Economic performance</b>			
201-1	Directly generated and distributed economic value		6, 54
204 Procurement practices			
204-1	Proportion of spending with local suppliers		25
<b>205 Fighting corruption</b>			
205-3	Confirmed incidents of corruption and measures taken	No incidents of corruption during the reporting period	
<b>206 Anti-competitive conduct</b>			
206-1	Legal procedures in the event of anti-competitive conduct, anti-trust and monopoly practices	No legal procedures resulting from anti-competitive conduct or violations of anti-trust or monopoly law during the reporting period	

Environment			
GRI criteria	Required information	Comments	Pages
<b>301 Materials</b>			
301-1	Materials used by weight and volume		39
<b>Energy</b>			
302-1	Energy consumption within the organisation		34-37
302-3	Energy intensity		34
302-4	Reduction in energy consumption		34-37
302-5	Reduction in energy requirements for products and services		36, 37
<b>303 Water and wastewater (GRI standard 2018)</b>			
303-1	Water as a shared resource		38
303-2	Approach to the effects of water recirculation		38
303-3	Water abstraction		38
<b>304 Biodiversity</b>			
304-2	Serious effects of activities, products and services on biodiversity		19
304-3	Habitats protected or restored		14, 17
<b>305 Emissions</b>			
305-1	Direct GHG emissions (Scope 1)		42
305-2	Indirect, energy-induced GHG emissions (Scope 2)		42
305-4	Intensity of GHG emissions		42
305-5	Reduction in GHG emissions		42
305-7	Nitrous oxide (NOX), sulphur oxide (SOX) and other significant air emissions		42
<b>306 Wastewater and waste</b>			
306-1	Wastewater discharge by quality and discharge location		38
306-2	Waste by type and disposal method		40, 41
306-3	Significant discharge of harmful substances	No discharge of harmful substances during the reporting period	
306-4	Transport of hazardous waste		41
<b>307 Environmental compliance</b>			
307-1	Non-compliance with environmental protection laws and ordinances	No fines or other sanctions due to non-compliance with environmental protection laws and ordinances during the reporting period	
<b>308 Environmental assessment of suppliers</b>			
308-1	New suppliers who have been assessed based on environmental criteria	All new suppliers (100%) are initially assessed on the basis of environmental criteria.	25
308-2	Negative environmental impacts in the supply chain and measures taken	All suppliers (100%) are assessed on the basis of environmental criteria within the scope of the annual supplier assessment.	25

Social aspects			
GRI criteria	Required information	Comments	Pages
<b>401 Employment</b>			
401-3	Parental leave	According to German law, all parents are entitled to parental leave until the child reaches the age of 3 years. This is implemented at Interstuhl.	
<b>403 Occupational health and safety (GRI standard 2018)</b>			
403-1	Management system for occupational health and safety		45
403-4	Employee involvement, consultation and communication with regard to occupational health and safety		45, 46, 49
403-5	Employee training on occupational health and safety		45, 48, 50
403-6	Promoting the health of employees		45, 46
403-7	Avoiding and minimising impacts on occupational health and safety that are directly associated with business relations		44, 45, 47
403-8	Employees who are covered by a management system for occupational health and safety	The management system certified in accordance with ISO 45001 applies to all employees.	45
403-9	Work-related injuries	There were no cases of death during the reporting period.	
403-10	Work-related illnesses	No work-related illnesses were reported during the reporting period.	
<b>404 Training and further education</b>			
404-2	Programme for improving the skills of employees and for transition assistance		48, 50
404-3	Percentage of employees who receive a regular appraisal of their performance and professional development	Annual performance appraisal for all employees	
<b>405 Diversity and equal opportunities</b>			
405-1	Diversity in controlling bodies and among employees		50, 51
<b>406 Non-discrimination</b>			
406-1	Incidents of discrimination and remedial measures taken	No incidents of discrimination during the reporting period	
<b>413 Local communities</b>			
413-1	Business premises with links to local communities, impact assessments and support programmes		20, 52
<b>414 Social assessment of suppliers</b>			
414-1	New suppliers who have been assessed based on social criteria	All new suppliers (100%) are initially assessed on the basis of social criteria.	25
414-2	Negative social impacts in the supply chain and measures taken	All suppliers (100%) are assessed on the basis of social criteria within the scope of the annual supplier assessment.	21
<b>416 Customer health and safety</b>			
416-1	Assessment of the impact of various product and service categories on health and safety	All products (100%) are inspected with regard to safety and ergonomics.	18
416-2	Violations associated with the impact of products and services on health and safety	No violations of regulations or voluntary rules of conduct with regard to the impact of products and services on health and safety during the reporting period	
<b>417 Marketing and labelling</b>			
417-2	Violations associated with product and service information and labelling	No violations of regulations or voluntary rules of conduct with regard to product and service information and labelling during the reporting period	
417-3	Violations associated with marketing and communication	No violations of regulations or voluntary rules of conduct with regard to marketing, communication, advertising, sales promotion or sponsoring during the reporting period	
<b>418 Protection of customer data</b>			
418-1	Justified complaints with regard to breach of security and loss of customer data	No complaints with regard to breach of security of customer data during the reporting period	
<b>419 Socio-economic compliance</b>			
419-1	Non-compliance with laws and regulations in the social and economic sphere	No fines or other sanctions due to non-compliance with laws or regulations in the social and economic sphere during the reporting period	26

## Headquarters

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