



GROUP

Sustainability Report
2024

Inhalt

	Foreword	4–5
💡	ESRS 2 General Disclosures	6–39
🌍	E1 Climate Change	40–59
🌿	E4 Biodiversity	60–65
♻️	E5 Resource Use and Circular Economy	66–75
👥	S1 Own Workforce	76–97
🚚	S2 Workers in the Value Chain	98–105
🛒	S4 Consumers and End Users	106–115
🤝	G1 Governance	116–123
	Annex 1	124–127
	Closing Statement	128
	List of Abbreviations	129
	Imprint	129





” Every decision we make today
shapes the world of tomorrow
– and we take this responsibility
seriously.

“

Dear readers,

Sustainable and responsible action has been firmly anchored in the Nolte Group for many years. With this first group-wide sustainability report, we are clearly committing to a future-oriented way of doing business in harmony with the environment, society, and responsible corporate governance.

The requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) have prompted us to take early action – not least by building on the experience gained from our previous sustainability reports within our subsidiary Nolte Küchen. These foundations have confirmed and strengthened our determination to consistently develop and firmly embed our sustainability strategy across the group. A key milestone in this process was the completion of the double materiality assessment at the begin-

ning of 2025, which enables us to systematically identify and prioritize the ecological, social, and economic issues relevant to us. Our goal is to shape our business models to be resilient, innovative, and responsible at the same time.

Our activities range from ecological measures, the expansion of circular economy practices, and a firm commitment to fair working conditions, continuing education, and employee participation. Even in a challenging economic environment, we remain committed to our objectives and actively drive change forward.

With this report, we provide a transparent insight into our past efforts and our plans for the years ahead. We thank you for your trust and support on our path toward a sustainable future.

Manfred Wippermann
CEO Nolte GmbH & Co. KGaA

The Nolte Group is committed to diversity, equality, and equal opportunities. For better readability, this sustainability report does not use gender-neutral language. All personal terms apply equally to female, male, and diverse persons.



Pavilion in the garden of the NOLTE FORUM.



ESRS 2 | General disclosures

ESRS 2 General Disclosures

BP-1 – General principles for preparing the sustainability statements

Basis for the preparation of sustainability reporting

For the first time, sustainability reporting for the Nolte Group was prepared based on the European Sustainability Reporting Standards (ESRS). We proactively decided to align our sustainability reporting early with the future CSRD reporting obligations according to ESRS requirements. This brings several strategic advantages:

- **Long-term strategic orientation:** The systematic collection and analysis of ESG indicators strengthen the basis for well-founded, future-oriented corporate decisions by integrating sustainability into corporate strategy.
- **Resilience of the business model through consideration of ESG risks and opportunities:** In-depth engagement with ESG topics ena-

bles potential financial risks to be identified and addressed early, and our business model to be aligned accordingly.

- **Fulfillment of information needs of all stakeholders:** ESRS reporting provides comprehensive and comparable information for all relevant stakeholder groups – from investors to customers to the general public.
- **Optimization of sustainability reporting:** The standardized and structured collection of ESG data enables continuous development and greater transparency in our sustainability communication.

The Nolte Group (hereinafter referred to as “Nolte”) includes the following legal entities:

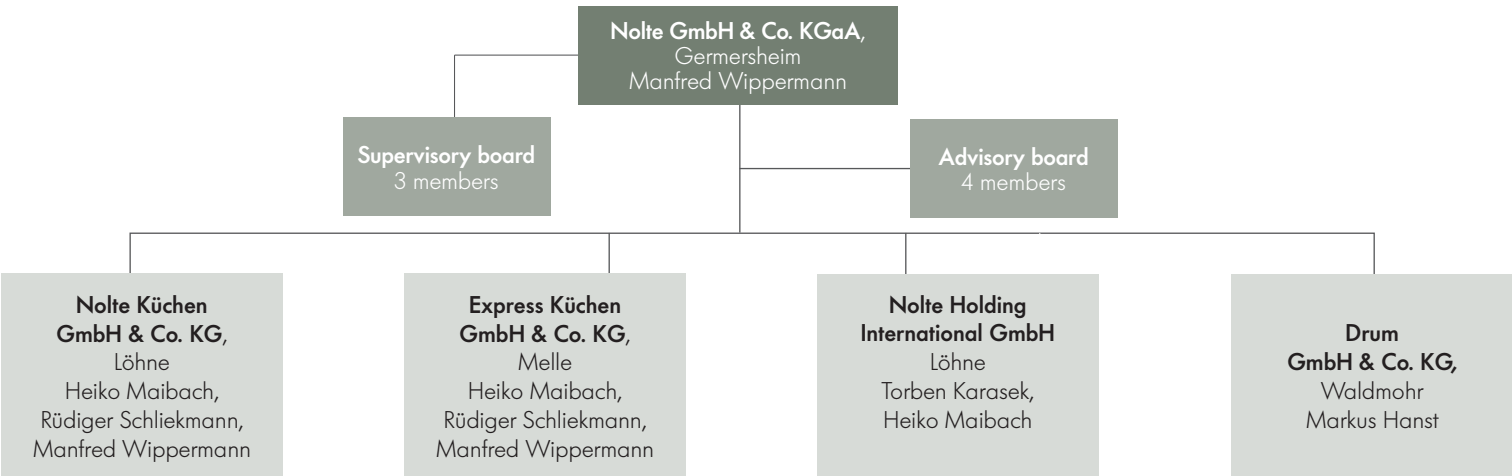
- Nolte GmbH & Co. KGaA (hereinafter referred to as Nolte Holding), Germersheim
- Nolte Küchen GmbH & Co. KG (hereinafter referred to as Nolte Küchen), Löhne
- Express Küchen GmbH & Co. KG (hereinafter referred to as Express Küchen), Melle
- Nolte Holding International GmbH (hereinafter referred to as Nolte Holding International), Löhne

- Drum GmbH & Co. KG (hereinafter referred to as DRUM), Waldmohr

Our core legal entities Nolte Küchen and Express Küchen make up the kitchen segment. Together, they account for around 88–89 % of the Nolte Group’s revenue and workforce.

Nolte Küchen, as the largest legal entity of the Nolte Group, has been publishing comprehensive information on its internal and external sustainability management activities since 2021. Starting with fiscal year 2024, this publication will be integrated into this group report.

Nolte Holding International was established in 2024 as a merger of the previous international sales companies. As of December 31, 2024, no personnel were employed at Nolte Holding International, and therefore, no corresponding key figures in ESRS S1 – Workforce of the undertaking – are reported for this entity.



The consolidation scope of the consolidated sustainability statement is the same as for the annual financial statements

The consolidation scope for sustainability reporting differs slightly in the 2024 reporting year from the annual financial statements of the Nolte Group. The consolidated sales companies, with a revenue share of approximately 8.5% and around 100 employees, are not included.

Disclosure of the extent to which the sustainability statement covers the upstream and downstream value chain

Our sustainability statement covers both direct and indirect business partners in the upstream and downstream value chain. In doing so, we limit ourselves to business relationships that are under the direct control or influence of Nolte.

BP-2 – Disclosures in connection with specific circumstances

Disclosure of the definitions of medium- or long-term time horizons

We have applied definitions for short-, medium-, and long-term time horizons for the assessment of impacts, risks, and opportunities in accordance with ESRS 1:

- Short-term: Reporting period
- Medium-term: 1 to 5 years
- Long-term: More than 5 years

Disclosure of metrics that include estimated data on the value chain based on indirect sources

The metrics for our greenhouse gas (GHG) emissions for Scope 3 were calculated according to the methodology of the Greenhouse Gas (GHG) Protocol. Further details are provided in ESRS E1-6.

Description of the basis for preparing metrics that include estimated data on the value chain based on indirect sources

The calculation basis for our metrics for GHG emissions for Scope 3 is based on primary metrics and indirect sources, as well as scenario-based assumptions. Further details are provided in ESRS E1-6.

Description of the resulting degree of accuracy of metrics that include estimated data on the value chain based on indirect sources

We assess the resulting degree of accuracy of our Scope 3 GHG emissions inventory calculations as good.

Description of planned actions to improve the accuracy of future metrics that include estimated data on the value chain based on indirect sources

In order to enable more precise calculations of our Scope 3 greenhouse gas emissions in the future, we will from now on systematically maintain relevant data in our ERP system. This particularly concerns information on materials purchased by us and products manufactured internally. The recorded data will form the basis of our sustainability reporting and help us better analyse and manage our environmental impacts.

Disclosure of assumptions, approximations, and judgements made in the assessment

We explain our quantitative metrics and the respective underlying assumptions, approximations, and judgements for the relevant data points in the sustainability report.

Disclosure of other legal requirements or generally accepted standards and frameworks for sustainability reporting on which the information in the sustainability statement is based

The Nolte Group is committed to the following internationally recognised principles:

- Universal Declaration of Human Rights of the United Nations
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Declaration of the International Labour Organization (ILO) on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- Ten Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises



The Supervisory Board and Advisory Board are in continuous dialogue with our Executive Management.

GOV-1 – The Role of the Administrative, Management, and Supervisory Bodies

Number of executive and non-executive members

The administrative, management, and supervisory bodies of the Nolte Group are based on German law. At Nolte Küchen, the administrative body is referred to as our Advisory Board (“Beirat”). The supervisory body corresponds to our Supervisory Board (“Aufsichtsrat”), and the management body to our Executive Management (“Geschäftsführung”). Both our Supervisory Board and our Advisory Board are composed of members of the founding family.

The Executive Management of the Nolte Group consists of a total of five members.

The Advisory Board comprises four non-executive members, and the Supervisory Board consists of three non-executive members.

Information on the representation of employees and other workers

In all legal entities – with the exception of Nolte Holding – the Nolte Group has implemented a Works Council composed of elected employees. Further details on the composition of our Works Councils are provided in ESRS S1-2.

Information on the experience of members with respect to the company’s industries, products, and geographical locations

We are a traditionally managed family business that is deeply rooted in its regional locations. As such, our members possess highly quali-

fied expertise, in some cases developed over decades, and contribute their professional experience in the kitchen and furniture industry to our company.

Gender and diversity representation among the members of the administrative, management, and supervisory bodies

- Female: 8%
- Male: 92%
- Diverse: 0%

Gender diversity in the administrative body

Our Advisory Board consists of 25% (n = 1) female and 75% (n = 3) male members.

Percentage of independent members

The proportion of independent members on the Advisory Board, measured against the total number of its members, is 50% (n = 2 out of N = 4).

Information on the identity of the administrative, management, and supervisory bodies or the person(s) within these bodies responsible for overseeing impacts, risks, and opportunities

The administrative, management, and supervisory bodies of the Nolte Group are committed to ensuring sustainable corporate governance. Through regular monitoring and reporting processes, as well as strong integration into governance procedures, sustainability and compliance are firmly anchored in the company.

For the kitchen sub-group, Nolte has implemented a multidisciplinary and cross-functional Sustainability Committee to oversee impacts, risks, and opportunities. This committee, in close coordination with the management of all legal entities, is responsible for carrying out the double materiality assessment and collecting metrics to monitor the progress of sustainability performance within the Nolte Group.

The Sustainability Officer for Nolte Küchen is responsible for preparing the Sustainability Report for the Nolte Group and works with individuals from all functional areas across the Group to collect the necessary data. An external sustainability consultancy supports the Sustainability Committee in an advisory capacity.

.



Disclosure of how the responsibilities of the committees or individual members within the committees for impacts, risks, and opportunities are reflected in the company's bylaws, board mandates, and other related policies

The Sustainability Committee is responsible for the following areas of activity:

- **Strategy development:** Development and definition of the company's sustainability strategy.
- **Monitoring and reporting:** Monitoring and reporting on the company's status in achieving its sustainability objectives. Responsible for preparing and publishing the sustainability report.
- **Risk management:** Assessment and management of risks associated with environmental, social, and governance factors.
- **Stakeholder engagement:** Promoting dialogue and collaboration with various stakeholders on sustainability-related issues.
- **Awareness and education:** Promoting a better understanding of sustainability inside and outside the company.
- **Compliance:** Meeting legal requirements and industry standards relating to sustainability.

Description of the role of executive management in the governance processes, controls, and procedures used to monitor, manage, and oversee impacts, risks, and opportunities

The Executive Management of the Nolte Group plays a central role in governance processes and is actively involved in monitoring, managing, and overseeing impacts, risks, and opportunities. This role is ensured through regular management meetings, structured coordination, and defined reporting lines. Close cooperation takes place with the Sustainability Committee, which coordinates the sustainability strategy.

The Chief Compliance Officer reports regularly to management and provides information on compliance risks, policies, training measures, and the whistleblowing system, as well as on the implementation of the requirements of the German Supply Chain Due Diligence Act (LkSG). These integrated processes and controls are designed to monitor and continuously adapt the company's sustainability objectives to ensure long-term success and compliance with legal requirements.

Description of how oversight is exercised over the position or management-level committee to which the management role is delegated

The Sustainability Committee of the Nolte Group is headed by the Sustainability Officer of Nolte Küchen, the largest legal entity. The officer reports regularly on progress and the implementation of sustainability objectives and activities. The Sustainability Committee works closely with the officer to ensure that sustainability aspects are integrated into all business processes.

Information on reporting lines to the administrative, management, and supervisory bodies

Regular reporting on all areas of activity of the Sustainability Committee is provided to the Executive Management. The Executive Management informs the Supervisory Board as part of its scheduled meetings. In addition, ad hoc reporting to the Advisory Board is established, for example by our Chief Compliance Officer regarding the conduct and results of compliance risk analyses, the adoption of compliance policies, training measures, our whistleblowing system, and tax compliance.

Information on how specific controls and procedures are integrated with other internal functions

We have a risk management system covering our entire value chain, which integrates sustainability-related risks and opportunities. In addition, we regularly update our double materiality assessment and maintain close dialogue with our relevant stakeholders regarding our material impacts, risks, and opportunities.

Disclosure of how the administrative, management, and supervisory bodies, as well as the highest executive level, oversee the setting of targets in relation to material impacts, risks, and opportunities, and how progress in achieving these targets is monitored

Through formal reporting lines and continuous dialogue between our Sustainability Committee, Executive Management, and external expert support, we ensure that our sustainability strategy is consistently implemented and that set objectives are regularly reviewed and achieved. In addition, we gain comprehensive knowledge of relevant issues, which are incorporated into our decision-making processes. This ensures that sustainability is actively lived within our company and that we meet our targets.



Nolte Küchen stands for exceptional quality, diversity and service, reliability, and continuity.

Disclosure of how the administrative, management, and supervisory bodies determine whether appropriate skills and expertise to oversee sustainability matters are in place or being developed

We ensure the availability of skills and expertise for overseeing sustainability matters by:

- providing our workforce with specialised training and further education, and involving external expertise,
- defining, implementing, monitoring, and reporting on our strategies,
- sharpening our own knowledge and skills through market expertise, and
- obtaining feedback through ongoing dialogue with our departments to adapt and expand existing measures for ensuring and enhancing skills and expertise.

Information on sustainability-related expertise that the bodies either possess directly or have access to

Through a combination of internal expertise, external consulting resources, continuous training opportunities, and the support of the Sustainability Committee, the bodies possess comprehensive and up-to-date knowledge in the field of sustainability. This enables them to make well-informed decisions and to implement the company's sustainability strategy effectively.

Disclosure of how sustainability-related skills and expertise relate to material impacts, risks, and opportunities

Within our sustainability management, our internal and external stakeholders play a central role. As experts in their respective fields, we rely on their knowledge, skills, opinions, and ideas. Therefore, we engage—also in the context of the double materiality assessment, for example through expert interviews—in intensive, cross-departmental stakeholder dialogues. These dialogues are already formalised in our daily exchanges. In this way, we jointly identify, monitor, address, and/or strengthen our material impacts, risks, and opportunities.

GOV-2 – Information and sustainability matters addressed by the company's administrative, management, and supervisory bodies

Disclosure of whether, by whom, and how often the administrative, management, and supervisory bodies are informed about material impacts, risks, and opportunities; the conduct of due diligence; and the results and effectiveness of the strategies, actions, metrics, and targets adopted to address them

The type of exchange at the leadership level regarding responsibilities and the management of material impacts, risks, and opportunities takes place within the following framework:

- Executive Management meetings (weekly)
- Meetings between Executive Management and all senior managers (quarterly)
- Steering and project control committee meetings for strategic projects (monthly)
- Advisory Board meetings (quarterly)
- General staff meetings (biannually)
- Works Council meetings (monthly)
- Economic Committee meetings (quarterly)
- Exchange between Executive Management and the Works Council (monthly)

At DRUM, exchanges regarding the management of material impacts, risks, and opportunities take place as needed. General staff meetings are held annually.

In addition, regular coordination takes place in our product range meetings concerning range development.

Disclosure of how the administrative, management, and supervisory bodies consider impacts, risks, and opportunities when monitoring strategy, making decisions on major transactions, and overseeing the risk management process

In 2024/2025, we carried out the double materiality assessment for the Nolte Group in accordance with ESRS for the first time. The results regarding our material impacts, risks, and opportunities form the basis for the ongoing development of our sustainability strategy. The material risks and opportunities are integrated into our risk management system. This enables us to derive objectives and measures that are aligned with our corporate strategy and business model.

Disclosure of the list of material impacts, risks, and opportunities addressed by the administrative, management, and supervisory bodies or their relevant committees

The graphic on the next page shows the material impacts, risks, and opportunities that the administrative, management, and supervisory bodies, as well as the Sustainability Committee of the Nolte Group, continuously address.

Overview of material impacts, risks and opportunities according to the double materiality assessment

ESRS E1 Climate change	Climate adaption	Climate protection	Energy		
ESRS E2 Pollution	Air pollution	Water pollution	Soil pollution	Pollution of living organisms	Food resources
	Substances of concern	Substances of very high concern	Microplastics		
ESRS E3 Water and marine resources	Water consumption	Water withdrawal	Water discharge	Water discharge into oceans	Use and extraction of marine resources
ESRS E4 Biodiversity and ecosystems	Climate adaption	Land use change	Direct exploitation	Invasive alien species	Environmental pollution
	Species population size	Global extinction risk	Land degradation	Desertification	Soil sealing
	Dependencies on eco-system services	Other			
ESRS E5 Circular economy	Resource inflows incl. resource use	Resource outflows related to products & services	Waste		
ESRS S1 Own workforce	Secure employment	Working hours	Adequate remuneration	Work-life balance	Occupational health and safety
	Social dialogue	Freedom of association, existence of works councils, workers’ rights	Collective bargaining incl. proportion of employees covered by collective agreements	Gender equality and equal pay	Diversity
	Employment & inclusion of persons with disabilities	Training & skills development	Measures against violence and harassment in the workplace	Child labour	Forced labour
	Adequate accommodation	Data protection			

ESRS S2 Employees in the value chain	Secure employment	Working hours	Adequate remuneration	Work-life balance	Occupational health and safety
	Social dialogue	Freedom of association, existence of works councils, workers’ rights	Collective bargaining incl. proportion of employees covered by collective agreements	Gender equality and equal pay	Diversity
	Employment & inclusion of persons with disabilities	Training & skills development	Measures against violence and harassment in the workplace	Child labour	Forced labour
	Adequate accommodation	Data protection			
ESRS S3 Affected communities	Adequate housing	Adequate nutrition	Water & sanitation	Land-related impacts	Safety-related impacts
	Freedom of expression	Freedom of assembly	Impacts on human rights defenders	Free, prior and informed consent	
ESRS S4 Consumers and end users	Data protection	Freedom of expression	Access to (high-quality) information	Health & safety	Personal safety
	Child protection	Non-discrimination	Access to products & services	Responsible marketing practices	
ESRS G1 Business conduct	Corporate culture	Protection of whistle-blowers	Animal welfare	Political engagement and lobbying activities	Management of supplier relationships incl. payment practices
	Reporting & detection of corruption and bribery incl. training	Incidents of corruption and bribery			

Legend:

Double materiality	Financial materiality	Impact materiality	Not material	Not relevant for further consideration
--------------------	-----------------------	--------------------	--------------	--

GOV-3 – Integration of sustainability-related performance into incentive schemes

Existence of incentive schemes and remuneration policies linked to sustainability aspects for members of the administrative, management, and supervisory bodies

At Nolte Küchen, we link part of the variable salary components of our N1- and N2-level executives to the sustainability performance of the Nolte Group.

Description of the main features of the incentive schemes

The variable remuneration system is based on the performance indicator first-pass yield (Gutquote) of our manufactured products. The first-pass yield refers to the proportion of produced and delivered units that meet the defined quality requirements, relative to the total number of units.

Disclosure of how sustainability-related performance indicators are considered as performance measures or integrated into the remuneration policy

By measuring the performance indicator first-pass yield, we track the increase in our productivity and contribute to reducing the complaint rate. This also indirectly measures our contribution to the continuous improvement of customer satisfaction. In addition, increasing the first-pass yield enables resource savings in terms of materials, energy, and transport, thereby also reducing GHG emissions.

Percentage of variable remuneration dependent on sustainability-related targets and/or impacts

Since 2024, in our largest legal entity, Nolte Küchen, up to 25% of the variable remuneration of our N1-level executives and 10% of the variable remuneration of our N2-level executives has been tied to the first-pass yield.

Description of the level in the company at which the conditions of the incentive schemes are approved and updated

The approval and updating of the conditions for our incentive schemes are the responsibility of the respective executive management teams within the Nolte Group.

GOV-4 – Statement on Due Diligence

Disclosure of the allocation of information provided in the sustainability statement on the procedure for fulfilling due diligence obligations

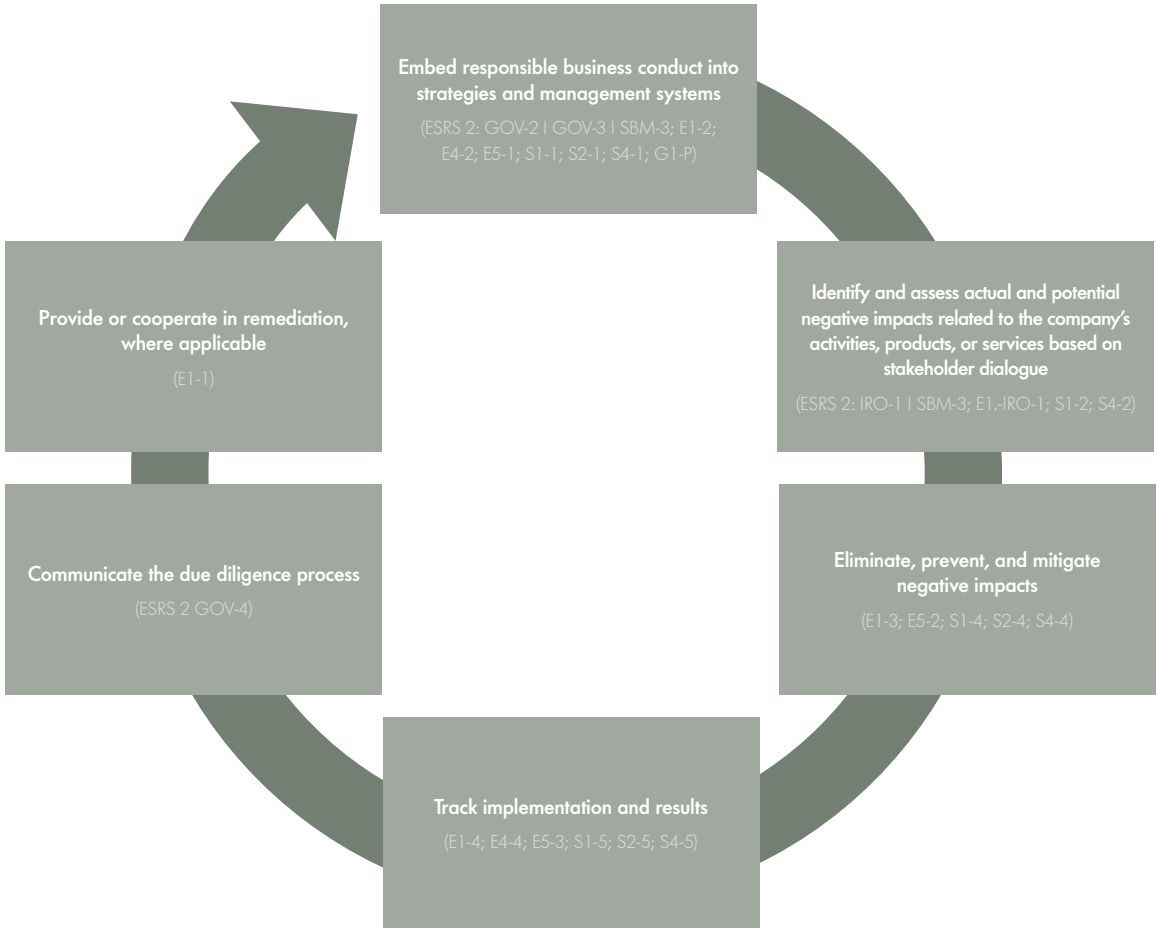
We fully meet our due diligence obligations by establishing value-chain-wide risk management across all business units, maintaining continuous and open dialogue with our stakeholders, integrating our sustainability focus topics into

our corporate strategy and business model development, and having our sustainability strategy validated by external experts.

The process includes the identification and assessment of environmental and social risks, as well as the implementation of measures to mitigate those risks. These measures include the introduction of policies, employee training programmes, regular monitoring processes, and audits. The results of these measures are communicated

both internally and externally to ensure comprehensive reporting and stakeholder engagement.

The Nolte Group follows the OECD Due Diligence Guidance for Responsible Business Conduct. The graphic below illustrates the Nolte Group’s due diligence process, with references to the relevant ESRS data points containing further information.



GOV-5 – Risk Management and Internal Controls for Sustainability Reporting

Description of the scope, key features, and components of the risk management and internal control procedures and systems in relation to sustainability reporting

- Our risk management consists of the following components and procedures:
- Identification of sustainability risks based on the double materiality assessments in accordance with ESRS and other risk analyses
 - Evaluation and prioritisation of the identified risks
 - Derivation of objectives and measures to mitigate identified risks
 - Documentation of risks in the risk monitor
 - Monitoring of material risks
 - Linking sustainability management with corporate strategy as an integral part of business activity
 - Stakeholder engagement to review the effectiveness of measures

Description of the risk assessment approach applied

The Nolte Group assesses financial effects from sustainability-related topics in terms of risks, opportunities, and likelihood of occurrence. Material risks must be reported in the risk monitor.

Description of the main risks identified and their mitigation strategies

Based on our double materiality assessment, our material risks are located in the topic

area of climate change, with mitigation strategies described in more detail under ESRS 2 SBM-3 and in chapter E1 Climate Change.

The identification of potential and actual risks in the field of climate change was carried out in line with the risk classification of the Task Force on Climate-Related Financial Disclosures (TCFD). These risks can be divided into two categories:

- 1) **Risks related to the global transition to a low-carbon economy**
- Political and legal risks: Rising operating costs due to CO₂ pricing/taxation (material risk)
 - Technological risks: Investment costs for energy efficiency measures; limited potential for expanding photovoltaic systems due to structural conditions
 - Market risks: Rising costs for fossil raw materials (material risk)
 - Reputational risks: None identified
- 2) **Physical impacts of the climate crisis, e.g. extreme weather events such as floods or heat stress, which require additional investments in adaptation measures to protect company sites.**
- Nolte has already implemented comprehensive structural adaptation measures at production sites in potential flood-prone areas based on building regulations and expert reports, and has developed preventive behavioural guidelines to protect our employees and production facilities. No material physical climate risks have been identified.
 - Conducting a detailed climate risk analysis regarding physical climate risks has been assessed as a business opportunity to identify potential long-term climate risks at

all our sites at an early stage and mitigate them through further adaptation measures. Further details are provided in ESRS E1.IRO-1 and E1-9.

Description of how the results of the risk assessment and internal controls relating to the sustainability reporting process have been integrated into relevant internal functions and processes

The identified risks and the results of internal controls are regularly discussed in Executive Management meetings and directly incorporated into strategic decision-making. The Sustainability Committee coordinates strategy development and reporting. The relevant specialist departments manage the risk monitor and ensure that the findings from the risk assessment are integrated into operational processes. Furthermore, the results are communicated to all affected departments to implement targeted risk mitigation measures. The Chief Compliance Officer plays a central role by regularly reporting on compliance risks, internal controls, and the progress of implementing regulatory requirements. This integrated approach ensures that sustainability strategies are consistently implemented and continuously adapted to new challenges.

Description of the regular reporting of risk assessment and internal control results to the administrative, management, and supervisory bodies

Reporting on the results of the risk assessment and internal controls to the administrative and supervisory bodies takes place once a year. The update of the risk monitor is discussed as part of this process.

SBM-1 – Strategy, Business Model, and Value Chain

Description of the main groups of products and/or services offered

The Nolte Group’s product portfolio includes high-quality furniture for kitchens, utility rooms, living spaces, and bathrooms, as well as partition wall systems for office interiors. Our services include customer care and servicing of the products sold to end users, supplemented by the provision of spare parts.

Description of the key markets and/or customer groups served

Our customer groups include trading partners such as furniture retailers and kitchen studios, as well as general contractors and project partners in the construction sector for residential and commercial properties, e.g. office buildings, hotels, and student residences in Germany and abroad.

- Our key markets are:
- Germany, Austria, and Switzerland
 - France, the United Kingdom, Belgium, the Netherlands, Luxembourg
 - United Arab Emirates

The export share at Nolte Küchen and Express Küchen is around 37%, measured by exported furniture parts. Every day, we ship more than 800 Nolte kitchens to over 60 countries, which corresponds to approximately 1.7 million units in 2024. The export share at DRUM is around 5%. In procurement, we focus on suppliers from the region and Europe.

Nolte Holding International operates its own showrooms where the product ranges of Nolte Küchen and Express Küchen are displayed and provides on-site customer support abroad.



More space for ideas – with glass partition walls from Drum Systeme

Total number of employees (headcount) at the end of the reporting period

As of the reporting date (31 December 2024), the Nolte Group comprises 1,847 employees. These are distributed among the legal entities as follows:

Nolte Holding	Nolte Küchen	Express Küchen	Nolte Holding International	DRUM
6	1.492	285	0	64

Note: Approximately 100 employees from the former sales companies are not included.

Total revenue

As of 31 December 2024, our revenue is distributed among our legal entities as follows:

Nolte Holding	Nolte Küchen	Express Küchen	Nolte Holding International	DRUM
0,5 %	64,6 %	23,5 %	0 %	3,0 %

Note: The former sales companies, representing 8.5% of total revenue, are not included.

Description of sustainability-related targets in relation to key product and service groups, customer categories, geographic areas, and stakeholder relationships

The Nolte Group’s commitment to achieving our sustainability targets and to consistently pursuing our long-established sustainability activities in ongoing dialogue with our stakeholders is the key to long-term economic success.

Climate transition plan

In 2025, we will fully account for Nolte Küchen’s GHG emissions – including Scope 3 – and establish a decarbonisation roadmap for our upstream and downstream value chain. On this basis, we will derive sustainability-related targets for key products and services. By 2030, we aim to reduce our Scope 1 and 2 emissions by 50% compared to the base year 2019 [t CO₂-eq].

Resources

In the timber sector, we use only raw materials certified according to

internationally recognised standards (PEFC/ FSC) and achieve a recycled wood content of around 60% in particleboards across our entire procurement volume. We also work continuously to improve resource efficiency and promote the circular economy in order to ensure the longevity of our products and minimise environmental pollution.

Innovation

From the 2026 product range onwards, the sustainability criterion will be integrated into the development of new products.

Social

Our commitment to our own workforce comes first. We create safe, attractive, and inspiring working conditions and foster a corporate culture based on co-determination, training, and well-being. The cultural shift towards a sustainably operating company is in full swing, and we are proud of the progress we have already achieved together.

Governance

We do not tolerate corruption or bribery at any time or under any circumstances in any of the regions in which we operate.

List of ESRS sectors relevant to the company

The Nolte Group’s business activities are classified under the following NACE codes:

- 31.01 (Manufacture of office and shop furniture)
- 31.02 (Manufacture of kitchen furniture)

Description of the business model and value chain

Nolte Holding manages the Group’s strategic direction. It is responsible for group accounting, liquidity management, and group reporting, as well as coordinating services for the subsidiaries,

such as insurance, IT systems support, and risk management through diversification of subsidiaries.

Nolte Küchen, one of the top 5 kitchen furniture manufacturers in Germany, serves a diverse consumer and end-user base with a broad product range that meets a wide variety of needs, tastes, and budgets. Nolte Küchen designs and develops kitchen, bathroom, and living room furniture tailored to current trends and customer requirements. Furniture can be customised in a variety of designs, shapes, sizes, and materials. The extensive product range is showcased in company-owned showrooms and primarily marketed through retail partners in furniture stores and kitchen studios.

Nolte Holding International markets the Nolte Küchen and Express Küchen product ranges abroad and provides on-site customer support to end users.

The Express Küchen product portfolio is similar to that of Nolte Küchen but complements market access by offering products in the entry-level price segment and through an additional sales channel via online platforms.

DRUM designs made-to-measure partition and cabinet wall systems for office spaces, tailored to current trends and the specific requirements of architects and general contractors. The partition systems are made from various materials such as glass, aluminium, steel, and wood to meet a wide range of space division needs and to allow flexible reconfigurations.

The Nolte Group has four production sites, all located in Germany. Nolte Küchen manufactures in Melle and Löhne, Express Küchen in Melle, and DRUM Systeme in Waldmohr. In 2025, Nolte Küchen will expand the Melle site and integrate worktop production into its own value chain. Electrical appliances, sinks, fittings, lighting, as well as accessories and fittings are sourced from

the upstream value chain. DRUM processes raw materials and semi-finished goods, such as particleboard and aluminium profiles, through cutting and glazing. Hinges, locks, and handles are sourced from the upstream value chain.

Description of inputs and the approach to sourcing, developing, and securing inputs

Our main raw materials for manufacturing our products are wood and wood-based materials such as particleboard and medium-density fibreboard (MDF). These are primarily made from recycled wood, which is available in large quantities. Together with our suppliers, we work towards further reducing the proportion of virgin wood in our purchased raw materials. Other raw materials, in addition to wood products, include glass, aluminium, and steel.

To secure our inputs, we have always followed a multi-supplier strategy to ensure the resilience of our supply chain. To prevent raw material shortages, the analysis of raw materials exposed to elevated climate risks will form a systematic part of our risk analysis.

For our production, we require machinery and equipment that is developed in close cooperation with suppliers to meet our manufacturing requirements, assembled, maintained for long-term operation, and, if necessary, optimised.

Description of output and results in terms of the current and expected benefits for customers, investors, and other stakeholders

The output of our business activities consists of high-quality, customised, modern, and durable kitchen furniture as well as partition wall systems, which we distribute in Germany and abroad. Our products combine excellent quality, attractive value for money, contemporary aesthetics, sustainability, and reliable, trustworthy, and consistent collaboration. For our business customers, we are a long-term and reliable partner. For our end users, we offer premium products whose longest possible service life is supported by services such as repair offerings.

Description of the main characteristics of the upstream and downstream value chain and the company's position within the value chain

The main characteristics of the Nolte Group's value chain are described below, focusing on the legal entities with manufacturing operations: Nolte Küchen, Express Küchen, and DRUM. Differences in the value chain steps of the individual legal entities are explained separately.

Upstream value chain

- **Raw material extraction:** Extraction of the main raw materials for our production: wood, metals (especially steel and aluminium), basic plastics, packaging materials, glass products.
- **Processing of raw materials and production of intermediate and finished products, as well as transport:** The raw materials are processed by manufacturing companies into intermediate products. These include particleboard & MDF boards, wooden door leaves, aluminium profiles, fittings (hinges, door hinges and handles, locks), glass cuttings, as well as paints, adhesives, and tools.

We source our primary raw material, wood, and our other main raw materials exclusively from European suppliers with whom we maintain close contact. Around 86% of our particleboard is purchased in Germany. In addition to particleboard, we procure MDF boards and pre-fabricated fronts that serve as the base material for our kitchens. In 2024, 48% of the purchasing volume consisted of kitchen components not made of wood, such as semi-finished or finished parts like screws, fittings, as well as a small proportion of electrical appliances and kitchen accessories. All transport for the Group is carried out by a logistics service provider. We place great emphasis on short transport distances and therefore focus on proximity to our most important suppliers and finishers. 52% of the purchasing volume for Nolte Küchen and Express Küchen, and 23% for DRUM, comes from suppliers located within a delivery radius of less than 100 km. In addition, capital goods, machinery, and IT infrastructure are purchased for the operation of our production sites.

Own operations

- **Design and development:** Nolte Küchen designs and develops kitchen, bathroom, and living room furniture – also on behalf of Express Küchen. DRUM designs and develops partition and cabinet wall systems for office spaces, adapted to current trends and architectural requirements.
- **Production:** At Nolte Küchen and Express Küchen, the main production processes for processing raw materials and semi-finished products are cutting wood and particleboard, painting, order picking, cabinet assembly, and quality control. Upon customer request, additional supplied parts such as fittings, sinks, lighting components, and kitchen appliances are sold.

At DRUM, the main production processes for processing raw materials and semi-finished products are cutting aluminium profiles and particleboard to the required size and building individual frames for glass partitions or parts for cabinet walls made of particleboard. DRUM sources aluminium profiles and particleboard in individually manufactured surface finishes. In addition to glass frames, aluminium frame doors are also produced by cutting and glazing the profiles and are equipped with supplied components such as hinges, locks, and handles according to customer specifications.

- **Packaging:** At Nolte Küchen and Express Küchen, the pre-assembled cabinets remain assembled for transport. Supplied parts are picked and packaged together with the cabinets for each customer order. At DRUM, the produced glass frames, aluminium frame doors, and particleboard parts are packaged for safe transport to the construction site. Individual supplied parts are picked together with the partition and cabinet wall components for transport.

- **Marketing:** The main marketing activities include producing catalogues and product brochures, advertisements in trade journals, trade fairs, website and online campaigns, as well as organising various events and exhibitions.
- **Sales:** At Nolte Küchen and Express Küchen, the product range is sold via business-to-business (B2B) channels, including kitchen studios, kitchen retailers, and furniture stores. In addition, sales take place through online platforms and through project business in the construction sector, e.g. furnishing hotels and student residences. DRUM sells products via business-to-business (B2B) channels, including general contractors and selected specialist retail partners.

Downstream value chain

- **Transport to the trading partner:** The cabinets and supplied parts, or the partition walls for office buildings, packaged for final transport, are delivered by contracted freight forwarders to the trading partners, who then

- arrange onward transport to the end user.
- **Assembly and installation at the end user's site:** At Nolte Küchen and Express Küchen, the partly pre-assembled cabinets and supplied parts such as built-in appliances are installed and assembled into complete kitchens by trained fitters from the trading partners. At DRUM, the individual parts are assembled into finished partition and cabinet wall systems by trained installation service providers (subcontractors). The transport packaging materials are taken back by the installers and properly disposed of by certified waste management companies.
- **Product use phase:** The Nolte Group offers customer service and after-sales service (warranty, repairs, modifications, spare parts, exchanges) to end users.
- **End-of-life:** Kitchens and their components, such as electrical appliances, are disposed of by end users at the end of their service life.





SBM-2 – Interests and Views of Stakeholders

Description of stakeholder engagement

Within the Nolte Kitchens sub-group, the integration of our stakeholders is embedded as a core element of our management approach in accordance with DIN EN ISO 9001:2015. The continuous involvement of our stakeholders serves as an important instrument for meeting the expectations of our long-established company today and in the future, while continuously improving our economic, environmental, and social performance. Through dialogue, we gain a holistic understanding of the opportunities, trends, and challenges that arise.

Description of key stakeholders

We maintain regular dialogue with the following stakeholder groups:

- Shareholders and Advisory Board
- Employees and Works Council
- Suppliers
- Customers and trading partners
- End users
- Financial institutions (investors and banks)
- Government and society, such as authorities, trade unions, associations, initiatives, the general public, media representatives, and residents in the region
- Graduates and applicants
- Schools and universities

Description of stakeholder categories engaged with

We maintain regular dialogue with all our stakeholder groups. However, we distinguish between stakeholders that significantly influence our corporate strategy and business model, and those that have an indirect influence on our business activities. These include:

- Government and society, e.g. NGOs
- Authorities
- Trade unions, associations, initiatives, the general public, media representatives
- Residents near our production sites
- Graduates and applicants
- Schools and universities

Description of how stakeholder engagement is organised

Stakeholders are prioritised according to the significance of their influence on the organisation and/or the influence the organisation has on them, to ensure a focused and targeted approach to engagement.

The following describes the frequency with which we conduct stakeholder dialogues with our stakeholder groups. Further details on our engagement with employees, suppliers, customers, trading partners, and end users can be found in ESRS S1, ESRS S2, and ESRS S4:

- Our shareholders and Advisory Board meet four times a year.
- Exchange between Executive Management and the Works Council takes place weekly.
- The Works Council holds monthly meetings.
- Our employees are involved in dialogue at departmental and company level as needed.
- We engage with our suppliers through direct contact between our product and purchasing departments.
- Our customers and trading partners are in close contact with our field sales team, internal sales team, and sales management.
- We engage with end users indirectly through our customer service, end-user satisfaction surveys, website contact forms, as well as in person at trade fairs and via social media.
- Our Executive Management communicates with financial institutions as required.

- We maintain contact with trade unions, associations, industry initiatives, the general public, media representatives, and local residents.
- We cooperate with vocational schools and universities in the context of our training programmes and project work.
- We connect with graduates, applicants, schools, and universities at career fairs and on-site at universities. In addition, we offer projects in our training workshop, showroom tours, and factory visits at our locations.

Description of the purpose of stakeholder engagement

We take the significance of our stakeholders in relation to our sustainability management very seriously. Our commitment is to continuously strengthen our relationships with each of them and to safeguard their interests with the utmost care and responsibility.

Description of how the results of stakeholder engagement are taken into account

Close collaboration with our stakeholders is essential to us for developing a sound and responsible sustainability strategy. Their valuable input and perspectives are a key foundation for shaping our sustainable business practices.

From November 2024 to March 2025, as part of our double materiality assessment, we discussed the perspectives of our most important stakeholders in depth and integrated the results into our materiality analysis. Further details are provided in IRO-1.

We define stakeholders that indirectly influence our business activities as affected communities.

Based on our technical expertise, we have assessed the topics of the ESRS standard for affected communities (S3) as not material for the Nolte Group, and have therefore not included them in the assessment of impact materiality or financial materiality. Nevertheless, we meet our obligations in all human rights matters, including those concerning affected communities, and are committed to complying with internationally recognised frameworks. These are listed in BP2.

To date, no cases of non-compliance with these frameworks, nor any serious human rights-related problems or incidents concerning affected communities in connection with our business activities or our upstream and downstream value chain, have been reported.

The Nolte Group is actively engaged in a variety of social initiatives in the context of corporate citizenship and places great importance on working in partnership with local and regional authorities. We comply with all legal requirements in accordance with our operating permits.

Note: This paragraph refers to disclosure requirements in accordance with ESRS S3-1 [16, 17]; ESRS S3-4 [36]]

Description of changes to the strategy and/or business model

The corporate strategy of the Nolte Group is reviewed annually. The perspectives of our stakeholders are integrated into this process. We have long recognised that sustainability, as a central element, connects the expectations of all stakeholder groups. We are continuously working to achieve more together through dialogue and therefore strategically focus on close collaboration with our key stakeholders – for example, to use or develop more sustainable materials, optimise resource use and production, and reduce waste (especially plastics). The exchange between the various functions on sustainability-related matters within the Nolte Group serves to enhance our sustainability performance. Further details are provided in GOV-1 and GOV-2.

Description of the understanding of the interests and views of key stakeholders in relation to the company’s strategy and business model

Below are the interests and views of our stakeholders that significantly influence our corporate strategy and business model:

Employees

- *Interests and perspectives*
 - Working conditions: Employees value safe, healthy, and motivating work environments.
 - Corporate culture: A respectful atmosphere, diversity, and inclusion are considered a given.
 - Career development: Opportunities for professional training and advancement are important.
 - Co-determination: Employees want to have a voice in company decisions and value transparent communication.
 - Sustainability: There is growing demand for an employer that is demonstrably committed to sustainability.

- *Consideration in strategy and business model*
 - Workplace design: Implementation of programs to improve working conditions and occupational safety.
 - Training: Provision of training and development programs to enhance employee skills.
 - Employee involvement: Regular employee meetings and the establishment of communication channels and participation programs to involve staff in decision-making processes.

Suppliers

- *Interests and perspectives*
 - Partnership: Suppliers seek fair and long-term collaboration.
 - Planning security: Transparent communication regarding order volumes, call-off cycles, and long-term planning is essential.
 - Payment terms: Reliable and punctual payments are crucial.
 - Sustainability: Suppliers are increasingly focused on sustainable business relationships.

- *Consideration in strategy and business model*
 - Long-term contracts: Building long-term partnerships with reliable suppliers.
 - Fair terms: Ensuring fair and transparent payment conditions.
 - Sustainable sourcing: Implementation of sustainable procurement strategies and collaboration with suppliers who apply sustainable practices.

End users

- *Interests and perspectives*
 - Quality and design: End users value the quality, durability, and aesthetic design of kitchen furniture.
 - Customization: There is strong demand for tailor-made and personalized solutions.
 - Service orientation: Fast delivery, expert advice, and convenient customer service are clear advantages.
 - Value for money: Customers seek a good balance between cost and benefit.
 - Sustainability: There is growing awareness of environmentally friendly and sustainable products.

- *Consideration in strategy and business model*
 - Product development: Investment in high-quality materials and innovative designs that meet end-user needs.
 - Personalized offerings: Introduction of custom kitchen solutions tailored to individual customer requirements.
 - Sustainability initiatives: Development and marketing of sustainable products using eco-friendly materials and processes.

Retail partners

- *Interests and perspectives*
 - Quality, design, and innovation: Retailers want to offer high-quality, visually appealing products that stand out from the competition and meet market demands.
 - Reliability and availability: Retailers appreciate consistent and reliable delivery with short lead times.
 - Support: They expect comprehensive support in the form of marketing materials, training, and customer service.
 - Competitiveness: Retailers seek competitive pricing and attractive margins.
 - Sustainability: Interest in sustainable products and practices is growing. In the project business, sustainability is one of the key criteria for being considered in tenders.

- *Consideration in strategy and business model*
 - Product development: Investment in high-quality materials and innovative designs that meet end-user needs.
 - Stable supply chains: Ensuring a stable and reliable supply chain to meet the needs of retail partners.
 - Support programs: Providing training, marketing resources, and technical support to assist partners in their sales efforts.
 - Attractive terms: Offering competitive pricing and attractive margins to foster long-term, successful partnerships.
 - Sustainable practices and products: Integration of sustainable practices throughout the supply chain and promotion of sustainable products to meet rising expectations.

Banks

- *Interests and perspectives*
 - Returns: Investors expect stable and growing financial returns.
 - Risk: Risk minimization and transparent risk assessments are important.
 - Innovation: A focus on future-proof products and markets ensures long-term stability and creates competitive advantages.
 - Sustainability: Investors increasingly value sustainable business models and compliance with environmental, social, and governance (ESG) criteria.

- *Consideration in strategy and business model*
 - Growth strategy: Development and implementation of strategies to increase company growth and profitability.
 - Risk management: Implementation of a robust risk management system.
 - ESG reporting: Transparent reporting on sustainability initiatives and ESG performance.

SBM-3 – Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model

Description of the material impacts, risks, and opportunities resulting from the materiality assessment

The results of our double materiality assessment are presented in an overview, indicating the respective chapters in which we provide a more detailed explanation of our impacts, risks, and opportunities.

Environment

1. Upstream value chain	2. Our sites in Löhne and Melle	3. Downstream value chain
	GHG reduction targets (existing Scope 1 & Scope 2 reduction target) +	
	GHG reduction targets (missing Scope 3 reduction targets)	- R
Climate transition plan (contribution to mitigating climate change) +	Cost savings and reputational gain + ✓	Climate transition plan +
	Rising operating costs due to CO ₂ pricing/ taxation - R	
	Use of fossil fuels / rising costs - R	
	Energy efficiency (continuous improvement of energy efficiency) + ✓	
	Use of renewable energies + ✓	
	Adapting strategy to physical climate risks ✓	
	Biodiversity (wood-based materials from certified sources) + ✓	
		Resource outflows (loss of raw materials at the end of the product life cycle) -
Strategic sourcing: multi-supplier strategy, partnerships for circular economy models ✓	Resource flows (recycled content in materials), product innovation, market positioning & competitiveness + ✓	
	Resource outflows (extension of product life cycle) +	
	Waste (waste reduction) +	

Legende: + Positive impact - Negative impact ✓ Opportunity R Risk

Social

1. Upstream value chain	2. Our sites in Löhne and Melle	3. Downstream value chain
	Secure employment + ✓	
	Fair wages (fair remuneration system) +	
	Social dialogue (inclusion of employee concerns & freedom of association and co-determination) +	
	Working conditions (collective bargaining agreements as clear framework conditions) +	
	Working time (work-life balance) + ✓	
	Occupational health and safety (effective health protection measures) + ✓	
	Equal opportunity & inclusion (equal pay for equal work) +	
	Skills and training (employee qualifications) +	
	Diversity (diversity and equal treatment) +	
Supply Chain Due Diligence Act (LkSG): Duty of care for workers in the value chain (secure employment) + ✓		
	Dialogue with consumers and end users strengthens brand image & innovation (freedom of expression) ✓	Freedom of expression for consumers and end users +
	Customer loyalty through high-quality product information ✓	Access to product information +
		Health and safety of consumers and end users +
		Data protection (data protection risks, cyberattacks) -

Governance

1. Upstream value chain	2. Our sites in Löhne and Melle	3. Downstream value chain
	Corporate culture (employee satisfaction) + ✓	
	Whistleblowing system (protection of whistleblowers, safe working environment, trust in the company) + ✓	
Payment practices with suppliers (fair and industry-standard payment behaviour) +	Supplier relationships and payment practices: strong business relationships ✓	
	Prevention of corruption and bribery (clear measures and training) + ✓	

Disclosure of the current and anticipated effects of material impacts, risks, and opportunities on the business model, value chain, strategy, and decision-making, and how the company has responded or plans to respond to these impacts

In the chapters ESRS E1 Climate Change, E4 Biodiversity, E5 Resource Use and Circular Economy, S1 Own Workforce, S2 Workers in the Value Chain, S4 Consumers and End Users, and G1 Business Conduct, we report in detail on how we respond to material impacts, risks, and opportunities in relation to our business activities and strategy.

Information on the resilience of the strategy and business model with regard to the ability to address material impacts and risks and to seize material opportunities

Our corporate strategy and business model are resilient due to our long-standing practice of continuously improving our sustainability performance, based on defined sustainability targets and the consistent pursuit of our sustainability activities in active dialogue with our internal and external stakeholders. Further details on our strategy and business model are provided in SBM-1 and SBM-2.

IRO-1 – Description of the process for identifying and assessing material impacts, risks, and opportunities

Description of the methods and assumptions applied in identifying impacts, risks, and opportunities

The double materiality assessment was carried out from November 2024 to March 2025 and is based on the current understanding of the requirements of the EU Sustainability Reporting Standards (ESRS) published in July 2023.

The double materiality process was divided into four phases:

1. Preparation phase:
- Definition of the reporting scope
 - Analysis of the value chain
 - Identification of stakeholders
2. IRO definition and validation:
- Identification of relevant sustainability topics in accordance with ESRS 1 AR 16, taking into account the Nolte Group’s value chain
 - Identification and formulation of the related impacts, risks, and opportunities
 - Validation of the impacts, risks, and opportunities with the relevant departments and Executive Management

3. Assessment of impact materiality and financial materiality
- Stakeholder dialogue to assess the scale and likelihood of occurrence of the validated impacts
 - Consolidation of results for the final assessment of the materiality of impacts in terms of scale, scope, irremediability, and likelihood of occurrence

- Workshop with the relevant functional areas and Executive Management to assess the financial effects of the validated risks and opportunities

4. Consolidation and process documentation:
- Validation of the results of the double materiality assessment with Executive Management

Description of the process for identifying, assessing, prioritising, and monitoring potential and actual impacts on people and the environment based on the due diligence process

The analysis focused on business activities in the value chain that are within the direct control or influence of the Nolte Group, as well as on the perspectives of the most important stakeholder groups with which the Nolte Group maintains continuous dialogue through various engagement formats. The central stakeholder groups for the Nolte Group are as follows:

- Employees
- Environment (as a “silent stakeholder”)
- Suppliers
- Customers (trading partners)
- Nolte Group
- Capital providers (investors/banks)

The Nolte Group was advised and supported in carrying out the double materiality assessment by an external sustainability consultancy. The selected best practice approach took into account regulatory requirements, scientific insights, industry-specific factors, and long-standing knowledge of Nolte Küchen’s business processes, as well as insights into stakeholder perspectives. This enabled a comprehensive and well-informed identification of sustainability issues.

To incorporate stakeholder interests into the assessment of material impacts, risks, and opportunities, long-standing expertise from all relevant departments of Nolte Küchen – representing the Nolte Group – was included.

Time horizons

The following time horizons were applied in defining impacts, risks, and opportunities, in accordance with ESRS:

- Short-term: Reporting period (0–1 year)
- Medium-term: 1 to 5 years
- Long-term: > 5 years

Based on our technical expertise and industry benchmarks, the topics covered by the ESRS standards on Water and Marine Resources (ESRS E3) and Affected Communities (ESRS S3) were assessed as not material to the Nolte Group and therefore were not included in the assessment of impact materiality or financial materiality.

Description of how the process focuses on specific activities, business relationships, geographical areas, or other factors that pose an increased risk of negative impacts

For the identification of potential or actual negative impacts arising from specific activities, business relationships, geographical areas, or other factors, we refer to recognised indices such as the World Justice Project, the Environmental Performance Index, and the Global Salary Index.

To fulfil our due diligence obligations along the supply chain, we conduct risk analyses of

our suppliers by country and product group in relation to human rights violations. We set our internal assessment threshold very low and therefore subject our suppliers to a comprehensive, case-specific review even at a low risk potential.

Description of how the process considers impacts that the company is involved in through its own activities or as a result of business relationships

For each identified impact, the following aspects were considered:

- Topic and description of the impact
- Relevance of the impact within the value chain (upstream value chain | own operations | downstream value chain)
- Time horizon in which the impact is relevant

Description of how the consultation process integrates affected stakeholders to understand how they may be affected, and which external experts are involved

The stakeholder dialogue was conducted based on a representative strategy. Expert interviews were carried out with individuals from the Nolte Group who represented the perspectives of different stakeholder groups and evaluated the sustainability topics in terms of the scale and likelihood of the impacts.

Description of how the process ranks negative impacts based on their relative severity and likelihood, and positive impacts based on their relative scale, scope, and likelihood, to determine which sustainability matters are material for reporting purposes

Impacts were assessed in terms of their scale, scope, irremediability, and likelihood of occurrence. The assessment criteria were defined in accordance with the ESRS standard (ESRS 1) and the EFRAG implementation guidance. All impacts were evaluated using the following six-point scales:

Scale	Scope	Irremediability	Likelihood of occurrence
5 – extreme	5 – global / >81% of affected stakeholders	5 – irreversible / cannot be remedied	5 – frequent
4 – high	4 – continental / 61–80% of affected stakeholders	4 – very difficult / long-term to remedy	4 – occasional
3 – medium	3 – national / 41–60% of affected stakeholders	3 – difficult / medium-term to remedy	3 – rare
2 – low	2 – regional / 21–40% of affected stakeholders	2 – with effort (time & cost) to remedy	2 – conceivable
1 – minimal	1 – local / 1–20% of affected stakeholders	1 – relatively easy / short-term to remedy	1 – unlikely
0 – none	0 – none	0 – very easy to remedy	0 – very unlikely

The overall score for each impact was determined as follows:

- Positive impacts: Average of the scale and scope ratings
- Negative impacts: Average of the scale, scope, and irremediability ratings

The determination of material impacts was based on an assessment matrix presented in IRO-2.

Description of the process for identifying, assessing, prioritizing, and monitoring risks and opportunities that have or may have financial impacts

For each identified risk or opportunity, the following points were considered:

- Topic and description of the risk/opportunity
- Time horizon in which the risk or opportunity is relevant

Description of how the connections between impacts and dependencies, and the risks and opportunities that may arise from these impacts and dependencies, were considered

To identify relevant sustainability topics in accordance with ESRS 1 AR 16, at the sub-topic level, potential or actual risks and opportunities were derived from each impact — and vice versa — taking into account the value chain of the Nolte Group.

Description of how the likelihood, magnitude, and nature of the identified risks and opportunities were assessed

Risks and opportunities were evaluated in terms of their financial effect and likelihood of occurrence. The assessment criteria were developed in line with typical risk management standards and take into account how risks are evaluated within the Nolte Group. All risks and opportunities were assessed using the following six-point scales:

The financial impacts were measured in absolute euro amounts based on the Nolte Group’s risk management thresholds.

The determination of material risks and opportunities was carried out using an assessment matrix, which is presented in IRO-2.

Risks	Probability
5 – substantial	5 – > 50 %
4 – significant	4 – 26-50 %
3 – moderate	3 – 11-25 %
2 – minimal	2 – 6-10 %
1 – insignificant	1 – 0-5 %
0 – none	0 – none

Opportunities	Probability
5 – substantial	5 – 81-100 %
4 – significant	4 – 61-80 %
3 – moderate	3 – 41-60 %
2 – minimal	2 – 21-40 %
1 – insignificant	1 – 1-20 %
0 – none	0 – none

Description of how sustainability-related risks were prioritised compared to other types of risks

The basis for identifying sustainability-related risks is the Nolte Group’s risk management policy. Through our integrated risk management approach, risks are assessed in a uniform manner.

Description of the decision-making process and associated internal control procedures

The Nolte Group has established a robust risk management and internal control system to identify, assess, and manage risks. The decision-making processes are described in GOV-5.

Description of the input parameters used in the process of identifying, assessing, and managing material impacts, risks, and opportunities

For the identification, assessment, and management of material impacts, risks, and opportunities, we use key figures such as energy consumption, greenhouse gas emissions balance, waste metrics, personnel figures, and other data collected along our value chain. The key figures for the material topics are explained in the following chapters.

E2.IRO-1 Pollution

Description of the procedures for identifying and assessing material impacts, risks, and opportunities related to pollution

The Nolte Group conducts regular consultations at all production sites with its neighbors and local authorities. This ensures that we maintain an ongoing dialogue with environmental authorities and comply with all legal requirements in accordance with our operating permits.

As part of the double materiality assessment, potentially negative impacts from air pollution on the environment and employees were identified for the production sites in Melle, Löhne, and Waldmohr, but these were assessed as not material. Our business activities generate fine dust from wood saws and sanding machines, as well as air emissions from the operation of our wood-fired heating systems. The majority of emissions into the air are prevented directly at the production facilities through extraction systems and the use of filters. All facilities are equipped with sensors to continuously measure and monitor air quality. Maintenance contracts with the equipment manufacturers contribute proactively to the

safe operation of our production facilities. Our wood-fired heating system in Melle is subject to the legal requirements of the Technical Instructions on Air Quality Control (TA Luft). In compliance with reporting obligations, it is regularly inspected by the authorities. In addition, we carry out in-house lacquering of a small proportion of our wooden parts upon customer request. For this purpose, we use only water-based paints, which we source externally. The lacquering process is largely fully automated. Emissions of gaseous and vaporous substances of organic origin (VOC emissions) are well below the legally permitted limits. Our production employees are equipped with personal protective equipment, for example, when replacing filters or handling water-based paints.

The management of our production sites is characterized by exemplary safety management, which not only meets but exceeds the already high legal requirements. Through continuous monitoring and improvement of safety measures, a high level of protection for employees and the environment is ensured. No additional investments in improved technologies for the prevention of air pollution are expected, as the existing systems are already state-of-the-art.

E3.IRO-1 Water and Marine Resources

Description of the procedures for identifying and

assessing material impacts, risks, and opportunities related to water and marine resources

As part of the validation of impacts, risks, and opportunities, and based on water consumption figures and the expertise of our sustainability consultancy, no relevant issues relating to water and marine resources (E3) were identified. Nolte production sites are located exclusively in regions without water stress. Water is mainly used for sanitary facilities and for the operation of our sprinkler systems for fire protection. Water supply and wastewater disposal are handled exclusively via the respective municipal water utilities. Waste from our water-based lacquering plant at the Melle production site is separately disposed of by certified waste management companies, ensuring that there is no contamination of water with chemicals or emissions into wastewater. Water consumption for our lacquering plant is approximately two and a half times the amount used for our sanitary facilities. The financial effects of water consumption for the Nolte Group are negligible.

IRO-2 – Disclosure requirements covered by the company’s sustainability statement as included in ESRS

Disclosure of data points included in the sustainability report

Based on the results of the double materiality assessment for the Nolte Group, the following material data points were derived:

ESRS 2	BP-1 & BP-2	GOV-1	GOV-2	GOV-3	GOV-4	GOV-5	SBM-1	SBM-2	SBM-3	IRO-1	IRO-2
General Disclosures	General context and specific circumstances for preparation	The role of the administrative, management, and supervisory bodies	Sustainability information for management	Integration of sustainability performance into incentive systems	Statement on due diligence	Risk management and internal controls for sustainability reporting	Strategy, business model, and value chain	Interests and viewpoints of stakeholders	Material impacts, risks, and opportunities and their interaction with strategy and business model	Description of the process for identifying and assessing material impacts, risks, and opportunities	In ESRS, disclosure requirements covered by the company's sustainability statement
ESRS E1	E1-1	E1-2	E1-3	E1-4	E1-5	E1-6	E1-7	E1-8	E1-9		
Climate change	Transition plan	MDR-P	MDR-A	MDR-T	Energy consumption	GHG Scope 1-2-3 emissions	GHG offset projects	Internal carbon pricing	Financial effects		
ESRS E2	E2-1	E2-2	E2-3	E2-4	E2-5	E2-6					
Pollution	MDR-P	MDR-A	MDR-T	Pollution of air, water, and soil	(Particularly) polluting substances	Financial effects					
ESRS E3	E3-1	E3-2	E3-3	E3-4	E3-5						
Water and marine resources	MDR-P	MDR-A	MDR-T	Water consumption	Financial effects						
ESRS E4	E4-1	E4-2	E4-3	E4-4	E4-5	E4-6					
Biodiversity and ecosystems	Transition plan	MDR-P	MDR-A	MDR-T	Biodiversity metrics	Financial effects					
ESRS E5	E5-1	E5-2	E5-3	E5-4	E5-5	E5-6					
Resource use and circular economy	MDR-P	MDR-A	MDR-T	Resource inflows	Resource outflows	Financial effects					

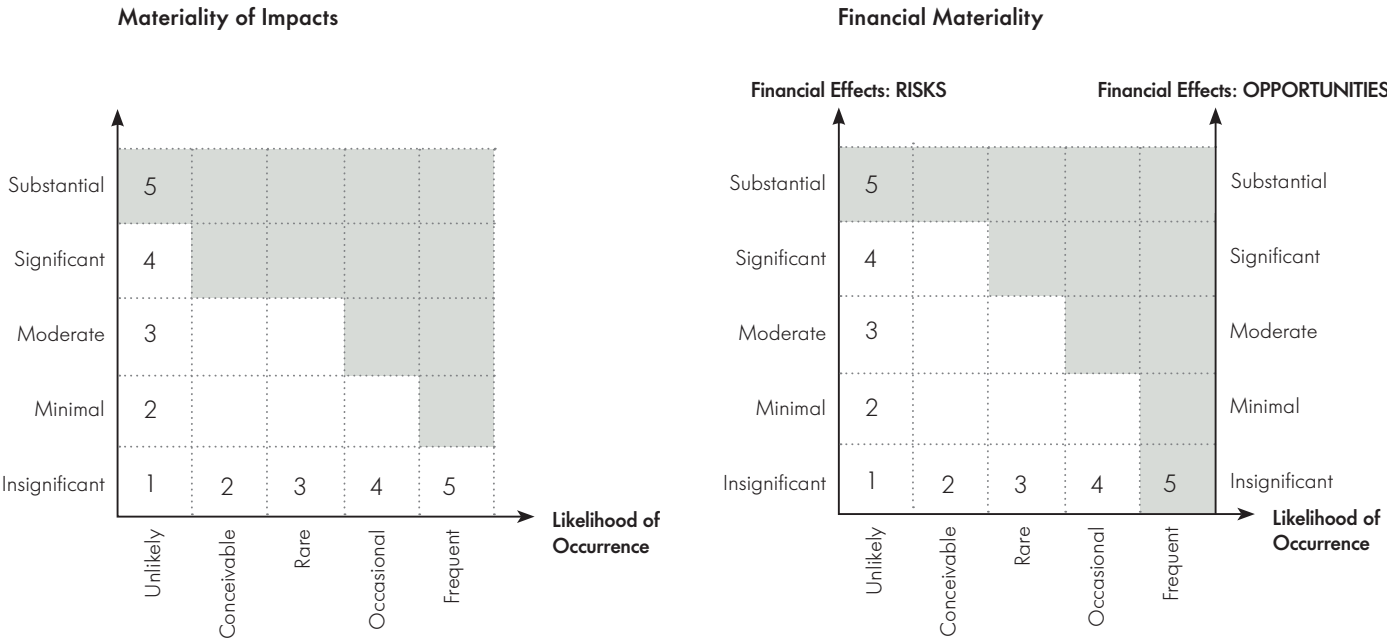
MDR-P, MDR-A, MDR-T = Minimum disclosure requirements for material topics. Material data points are highlighted in color.

ESRS S1	S1-1	S1-2	S1-3	S1-4	S1-5	S1-6	S1-7	S1-8	S1-9	S1-10	S1-11			
Own workforce	MDR-P	Process: Involvement of workers	Process: Remediation of impacts	MDR-A	MDR-T	Charac-teristics of employees	Characteris-tics of non-employee workers	Collective bargaining coverage	Diversity indicators	Adequate wages	Social protection			
	S1-12	S1-13	S1-14	S1-15	S1-16	S1-17								
	People with disabilities	Training and skills develop-ment	Occupatio-nal health and safety	Work-life balance	Remu-neration indicators	Grievances and severe impacts related to human rights								
ESRS S2	S2-1	S2-2	S2-3	S2-4	S2-5									
Workers in the value chain	MDR-P	Process: Involvement of value chain workers	Process: Remediation of negative impacts	MDR-A	MDR-T									
ESRS S3	S3-1	S3-2	S3-3	S3-4	S3-5									
Affected Communities	MDR-P	Process: Involvement of affected communities	Process: Remediation of negative impacts	MDR-A	MDR-T									
ESRS S4	S4-1	S4-2	S4-3	S4-4	S4-5									
Consumers and End Users	MDR-P	Process: Involvement of consumers and end users	Process: Remediation of negative impacts	MDR-A	MDR-T									
ESRS G1	MDR-P	MDR-A	G1-1	G1-2	G1-3							G1-4	G1-5	G1-6
Business Conduct	Strategies / practices	Measures	Corporate culture	Supplier relationships	Detection of corruption and bribery							Incidents relating to corruption or bribery	Political engagement and lobbying activities	Payment practices

MDR-P, MDR-A, MDR-T = Minimum disclosure requirements for material topics. Material data points are highlighted in color.

Determination of Materially Assessed Impacts, Risks and Opportunities

Nolte Group has carried out the double materiality assessment based on the current understanding of the requirements of the ESRS sustainability reporting standards (as of March 2025) and used the following scales and threshold values for assessing impacts, risks, and opportunities:





E1

Climate change

Climate protection starts where we preserve our nature.

ESRS E1 Climate Change

The following graphic presents the material impacts, risks, and opportunities of Nolte Group in relation to E1 – Climate Change along our value chain and for the relevant time horizons:

E1 Climate Change	Description of Material Impacts, Risks & Opportunities	Value Chain	Impact / Risk / Opportunity	Time Horizon
Physical climate risks in the value chain	Adjustment of strategy to climate risks: With the help of a climate risk and climate resilience analysis, the strategy can be adapted to physical climate risks.	Own operations	Opportunity	Long-term
GHG reduction targets (existing Scope 1 & Scope 2 reduction targets)	Long-term reduction of GHG emissions through GHG reduction targets for Scope 1 & 2: Nolte Küchen has Scope 1 and Scope 2 reduction targets. Nolte Küchen has a positive impact on reducing GHG emissions by pursuing the set targets.	Overall	Positive impact	Medium- and long-term
GHG reduction targets (existing Scope 1 & Scope 2 reduction targets)	Rising operating costs due to CO ₂ pricing/taxation: CO ₂ pricing or stricter emission regulations will lead to higher costs in the medium and long term (e.g., CO ₂ taxation in the transport and logistics sector).	Own operations	Risk	Medium- and long-term
GHG reduction targets (existing Scope 1 & Scope 2 reduction targets)	Reputation enhancement: GHG reduction targets and communication of progress can have a positive effect on reputation. Product declarations for the construction sector (DRUM) are in demand in tenders abroad for the Nolte Holding International subsidiaries.	Own operations	Opportunity	Long-term
GHG reduction targets (missing Scope 3 reduction targets)	Potential negative environmental impact due to missing GHG reduction targets for Scope 3: Potential negative impact due to GHG emissions and missing Scope 3 targets, and therefore no reference framework for assessing and implementing reduction measures (initial evaluation of Scope 3 in 2024).	Overall	Negative impact	Medium- and long-term
Climate transition plan	Contribution to mitigating climate change: By introducing a transition plan with concrete measures and targets (e.g., reducing Nolte Küchen's CO ₂ emissions in Scope 1 & 2 by 50% by 2030 compared to 2019) and continuously monitoring defined KPIs (e.g., CO ₂ footprint per production unit), Nolte actively contributes to achieving the Paris climate targets.	Overall	Positive impact	Short-, medium-, and long-term

E1 Climate Change	Description of Material Impacts, Risks & Opportunities	Value Chain	Impact / Risk / Opportunity	Time Horizon
Climate transition plan	Cost savings and reputation enhancement: A strategic transition plan for reducing GHG emissions can reduce costs in the long term and have a positive effect on reputation.	Own operations	Opportunity	Long-term
Climate transition plan	Rising operating costs due to CO ₂ pricing/taxation: CO ₂ pricing or stricter emission regulations will lead to higher costs in the medium and long term (e.g., CO ₂ taxation in the logistics sector or raw materials).	Own operations	Risk	Medium- and long-term
Übergangsplan für den Klimawandel	Negative climate impact from GHG emissions: Emissions of GHGs across the entire value chain have a negative impact on climate change.	Overall	Negative impact	Short-, medium-, and long-term
Energy efficiency	Continuous improvement of energy efficiency (e.g., through the energy management system) reduces relative energy consumption (e.g., per production unit) and thus has a positive effect on the reduction of GHG emissions.	Own operations	Positive impact	Short-, medium-, and long-term
Energy efficiency	Energy and cost savings: There is an opportunity for the medium- and long-term alignment towards energy-efficient production, which will lead to corresponding energy and cost savings.	Own operations	Opportunity	Medium- and long-term
Consumption of fossil fuels	Negative climate impact from fossil fuels: The use of fossil fuels at own sites and in mobility (e.g., company vehicles) has a negative impact on climate change.	Eigene Geschäftstätigkeiten	Negative impact	Short-, medium-, and long-term
Use of renewable energy	Use of wood from production waste: Burning residual wood generated in production reduces dependence on fossil fuels and has a positive impact on the environment.	Vorgelagert, Eigene Geschäftstätigkeiten	Positive impact	Short-, medium-, and long-term
Use of renewable energy	Independence from gas supply and prices: Burning residual wood generated in production and using solar energy increases independence in energy generation.	Own operations	Opportunity	Short-, medium-, and long-term
Use of renewable energy	Reduction of GHG emissions: The purchase of green electricity has a positive effect on the reduction of GHG emissions.	Own operations	Positive impact	Short-, medium-, and long-term
Use of renewable energy	Reputation enhancement: The purchase of green electricity reduces Scope 2 emissions and has a positive impact on reputation.	Own operations	Opportunity	Short-, medium-, and long-term

E1-1 – Climate Transition Plan

Disclosure of the transition plan for climate change mitigation

Nolte is aware of its responsibility to mitigate climate change and intends to develop a sustainability strategy for all subsidiaries, which will include a long-term climate transition plan. As a basis, since 2024 we have been collecting the complete greenhouse gas (GHG) inventory for Scope 3 for our largest manufacturing unit, Nolte Küchen. Based on this data, we will subsequently develop our decarbonisation transition plan and derive further decarbonisation measures for the Nolte Group.

Our kitchen division has been recording GHG emissions for Scope 1 and 2 every two years since 2021. Our largest legal entity, Nolte Küchen, has already completed a full GHG inventory, set targets for Scope 1 and 2, and is implementing measures to reduce emissions. Nolte Küchen continues these activities on an ongoing basis and will again prepare a complete GHG inventory in 2025, including Scope 3.

Below, we report details on our concepts, measures, and progress toward achieving our targets.

Explanation of how the targets are consistent with limiting global warming to 1.5°C in line with the Paris Agreement

At the reporting date of the first and voluntary sustainability report, the Nolte Group has not set Group-wide targets for limiting global warming to 1.5°C in line with the Paris Climate Agreement.

The company is excluded from benchmarks aligned with the Paris Agreement

The Nolte Group is not excluded from the EU benchmarks under the Paris Agreement based on Regulation (EU) 2022/2453 (reporting template I – transition risk related to climate change) and Article 12(1)(d) to (g) and Article 12(2) of Commission Delegated Regulation (EU) 2020/1818 (Climate Benchmarks Regulation).

E1.SBM-3 – Material Impacts, Risks, and Opportunities and Their Interaction with Strategy and Business Model

Type of climate-related risk

As part of the double materiality analysis, the Nolte Group has identified the following climate-related transition risk:

Rising operating costs due to medium- and long-term CO₂ pricing/taxation and/or stricter emission regulations, e.g., CO₂ pricing in the transport and logistics sector and CO₂ taxation of certain raw materials.

Description of the scope of the resilience analysis

Nolte has not conducted a scenario-based resilience analysis of climate-related transition risks. Nevertheless, we have taken measures to respond to rising CO₂ pricing in the logistics sector and for certain raw materials. Nolte already manages these risks within its procurement strategy and engages in dialogue with business partners, who either fully or partially pass on the-

se costs to us. Nolte monitors legal requirements and developments and integrates potential financial effects from planned CO₂ taxation/pricing into strategic procurement planning.

For the Nolte Group, a resilience analysis of physical climate risks was carried out, covering own activities and facilities at owned and leased sites in Germany, as well as the foreign sales subsidiaries of Nolte Holding International. We view the analysis conducted as an opportunity to adapt our business activities and sites to climate risks over the long term. The results are incorporated into the corporate strategy and are used to assess assets as well as to inform investment decisions regarding ongoing and planned climate protection measures.

Disclosure of when and how the resilience analysis was conducted

We carried out our resilience analysis of physical climate risks in 2025. The analysis of physical climate risks was conducted in five steps:

- 1. Identification and selection of relevant climate projections
- 2. Determination of relevant impact chains
- 3. Recording of existing and planned adaptation solutions
- 4. Damage assessment
- 5. Final vulnerability assessment and documentation

Time horizons for the resilience analysis

The time horizons of the resilience analysis differ from the time horizons defined in our double materiality assessment in accordance with ESRS 2. The time horizons applied for the resilience analysis of climate-related physical risks are as follows:

Period	Time horizon	Type of analysis
2025-2035	Short-term	In-depth climate risk analysis
2035-2055	Medium-term	In-depth climate risk analysis
2030-2099	Long-term	Climate risk screening

Description of the results of the resilience analysis

Steps 1 and 2 of our resilience analysis revealed that our sites in Waldmohr (DRUM), Germersheim (Nolte Holding), and Melle (Nolte Küchen) are exposed to climate hazards. In the initial assessment (Steps 1 and 2 of the analysis), the following high or very high hazards were identified, leading to a detailed risk analysis for the respective sites:

Location	Legal Entity	Identified Climate Risks
Germersheim	Nolte Holding	Flooding, Heat stress
Melle	Nolte Küchen	Flooding
Waldmohr	DRUM	Heat stress

After a more in-depth examination of the system elements affected by climate risks and the current and planned measures for risk mitigation and climate adaptation, we classify the risk profile for the medium-term time horizon as low to medium. The existing or planned measures for risk mitigation and climate adaptation were evaluated and documented for each site.

The following table presents the results of our climate risk analysis:

Location	Identified Climate Risks	Risk After Analysis of Mitigation and Climate Adaptation Measures
Germersheim	Flooding, Heat stress	Low
Melle	Flooding	Medium (for buildings)
Waldmohr	Heat stress	Medium (for employees and buildings)

The existing or planned measures for risk mitigation and climate adaptation have been evaluated and documented for the respective sites.



Climate risks in focus: The Rhine at the Germersheim site.

Description of the ability to adapt strategy and business model to climate change

Nolte sees it as an opportunity to align the corporate strategy with climate hazards in the long term and to make our business model robust through climate risk and resilience analysis.

We regard it as a short-, medium- and long-term opportunity to measure our contribution to mitigating climate change on the basis of a Group-wide strategic climate transition plan within the Nolte Group and to communicate it transparently to the market. By setting GHG reduction targets and communicating our progress, we meet our customers’ demand for product declarations in the construction sector and respond to requests from international clients as part of tenders. This secures our reputation and strengthens our market position in the long term. At the same time, we recognize that reducing GHG emissions can lower our operating costs in the long term by identifying the most effective levers for decarbonization and developing and implementing measures based on our Group-wide climate transition plan.

With regard to energy, we see it as a short-, medium- and long-term opportunity to strengthen our independence from fossil fuels in heat generation through the use of wood waste and the generation of solar energy, and at the same time to save operating costs in the medium and long term. We also see it as an opportunity to achieve medium- and long-term energy and cost savings by focusing on energy-efficient production facilities. Nolte Küchen and Express Küchen are already climate-neutral in terms of their carbon balance through the purchase of 100% green electricity and the offsetting of unavoidable GHG emissions, and are certified as “Climate-Neutral Kitchen Manufacturers.” We view it as an opportunity to maintain our reputation in the long term by operating climate-neutrally across the Group.

To ensure the resilience of our upstream supply chain, we have always pursued a multi-supplier strategy for the procurement of key raw materials, such as wood products. To adapt to physical climate risks, we are already taking numerous measures to protect our properties, facilities, operations and employees. Should new business activities or sites be added over the years, they will be subjected to a new resilience analysis.

E1.IRO-1 – Description of procedures for identifying and assessing material climate-related impacts, risks and opportunities

Description of procedures regarding impacts on climate change

Nolte has identified and assessed actual and potential impacts on climate change as part of its double materiality assessment. The assessment methodology and evaluation are consistent with the disclosures under ESRS 2 IRO-1 and IRO-2.

Description of the process regarding climate-related physical risks in own operations and along the value chain

We have analyzed our climate-related physical risks. For our resilience analysis, we first conducted a climate hazard screening based on climate hazard assessments from the rating agency Moody’s. This assessment uses an index screening method to identify locations that are particularly exposed to climate change. Sites are assessed for climate-related hazards in the categories of flooding, heat stress, hurricanes and typhoons, sea-level rise, water stress, wildfires and earthquakes on a scale from 0 (low risk) to 100 (high risk). The criteria for this analysis include detailed clima-

te hazard forecasts that measure the relative degree of change in extreme events such as the intensity and frequency of precipitation, high temperatures, historical tropical cyclone activity, coastal flooding, drought and water stress, as well as the potential for wildfires. The analysis focuses on both current impacts of extreme weather events (e.g., tropical cyclones) and other forward-looking climate impacts.

For our owned and leased sites, the assessment includes an overview of the physical climate risk in all seven risk categories based on RCP4.5 and RCP8.5 scenarios in decadal time horizons from 2030 to 2099 (long term). The Representative Concentration Pathways (RCP) scenarios are in line with the 5th Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) and are as follows:

- **RCP4.5:** Moderate development. This scenario assumes a controlled increase in GHG emissions, reaching approximately 650 ppm (parts per million) CO₂ equivalent by 2100. Emissions then stabilize, and the so-called radiative forcing – a measure of the additional energy input into the climate system – remains constant in the long term.
- **RCP8.5:** High-emissions scenario. In this scenario, GHG emissions continue to rise unchecked, reaching over 1,370 ppm CO₂ equivalent by 2100. Radiative forcing remains high beyond the year 2300.

The leased sites were excluded from a detailed resilience analysis, as leases can be terminated in the event of increasing climate hazards and the Group has limited ability to implement climate adaptation measures. For these sites, the climate hazard screening serves as the source for risk assessment.

For the detailed resilience analysis of our own sites, we based our work on the scenario with the potentially greatest climate impacts (RCP8.5)

for two time horizons (short term and medium term). Finally, we examined the extent to which our own sites and employees are exposed to physical climate risks, whether adaptation or mitigation measures exist/are planned, and what further recommendations can be derived for the future.

Description of the process regarding climate-related transition risks and opportunities in own operations and along the value chain

We considered climate-related transition risks and opportunities as part of our double materiality assessment, drawing on internal expertise from the sustainability, procurement, production and strategy departments. Nolte has not conducted a systematic assessment of political, legal and technological risks, as well as market and reputational risks – for example, using recognized transition scenarios such as IPCC SSP1-1.9 (Intergovernmental Panel on Climate Change) or IEA Net Zero by 2050 (International Energy Agency) – as part of its initial and voluntary reporting.

Description of the process for identifying climate-related hazards considering high-emission climate scenarios

Nolte has identified climate-related physical hazards based on site-specific climate hazard assessments and official climate hazard maps published by public authorities.

Description of the process for assessing how assets and operations may be exposed and sensitive to climate-related hazards, leading to major physical risks for the company

We have assessed how assets and operations may be exposed and sensitive to climate-rela-

ted hazards. After identifying climate hazards, we determined the system elements (such as employees, owned buildings, production facilities and processes, operating equipment, warehouses, site and regional connectivity, and supply) that are or will be exposed to climate hazards and sensitive to them. We then assessed the extent of physical climate risks, taking into account existing mitigation measures.

E1-2 – Concepts related to climate change mitigation and adaptation

Existing concepts for managing the material impacts, risks and opportunities related to climate change mitigation and adaptation

Through the double materiality assessment, Nolte has implemented a concept for identifying impacts, risks and opportunities related to climate change. This concept is aligned with the ESRS standard and the legal requirements of the CSRD, as well as the company's internal strategic objectives for climate change mitigation and adaptation.

For both owned and leased sites, a systematic analysis of physical climate risks was carried out in parallel with the double materiality assessment. In addition to risks from regulatory changes or weather-related disruptions, we identify opportunities in the development of resource-efficient products, process optimization, and increased energy efficiency.

Since 2021, the Kitchen sub-group has been measuring Scope 1 and 2 GHG emissions on a biennial basis. To reduce GHG emissions, the manufacturing units source electricity exclusively from renewable sources (green electricity). Since 2024, Nolte Küchen has also been recording Scope 3 emissions, providing initial insights into indirect emissions in the value chain.

Within our Kitchen sub-group, we have implemented an energy management system in accordance with DIN EN ISO 50001 to continuously increase energy efficiency. The measures aim at systematically identifying potential savings and improving energy-related processes throughout production and infrastructure. Continuous energy monitoring

enables us to measure progress and increase our energy efficiency on a solid data basis.

To reduce emissions in the area of mobility, Nolte Küchen and Express Küchen have established an internal mobility policy. This policy addresses GHG emissions from business travel and employee commuting, and includes requirements for the use of alternative drives, carpooling, and increased use of public transport.

Sustainability aspects in the climate strategy

Climate protection:

- Long-term reduction of Scope 1 and Scope 2 GHG emissions
- Reduction of GHG emissions through Group-wide purchase of green electricity
- Continuous increase in energy efficiency for Nolte Küchen and Express Küchen
- Energy and cost savings
- Independence from gas supply and prices

Climate change adaptation:

- Alignment of strategy with climate change (physical climate risks)

E1-3 – Actions and resources related to climate concepts

Actions and resources related to climate change mitigation and adaptation

Recording of GHG emissions:

One of our climate change mitigation measures is the recording of GHG emissions from our Nolte Küchen and Express Küchen sites in Löhne and Melle (Scope 1 & 2) and our upstream and downstream value chain for Nolte Küchen

(Scope 3). We are implementing and plan to implement the following measures:

- Nolte Küchen and Express Küchen have been recording Scope 1 & 2 GHG emissions since 2019.
- Nolte Küchen prepared a GHG inventory for the most relevant Scope 3 categories for the first time in reporting year 2023 and updated it for 2024.
- Nolte Küchen is currently developing digital data structures that will in future enable the recording of primary data such as the mass of purchased materials, in order to produce a more accurate Scope 3 inventory and derive reduction measures.
- We are developing a roadmap to reduce our Scope 3 GHG emissions in order to contribute to the Paris Agreement's 1.5°C target by 2050.

Reduction of GHG emissions:

In addition to recording GHG emissions, Nolte implements measures that contribute to reducing GHG emissions along our value chain, both now and in the future:

- Nolte's production units source 100% green electricity, thereby reducing GHG emissions.
- The Kitchens sub-group offsets unavoidable Scope 1 GHG emissions from heat generation using wood and from fuel consumption by the vehicle fleet through compensation certificates, in order to remain climate-neutral in balance sheet terms.
- Nolte Küchen and Express Küchen have an internal mobility policy that sets out requirements for the use of means of transport on business trips and prioritises the use of e-mobility for company vehicles. To further reduce fuel consumption, we actively encourage our employees to form carpools or use public transportation for business trips.
- Since May 2023, the Kitchens sub-group has

offered the leasing of fully electric vehicles. The goal is to gradually convert our fleet to e-mobility and to grant diesel vehicles to company car-entitled employees only in exceptional cases.

- When expanding or renewing our vehicle fleet, Nolte actively considers the purchase of fuel-efficient vehicles. The planned PV systems are intended, among other things, to be used for charging our electric vehicles at our sites.
- Our freight forwarder supports us in optimising transport routes and reducing empty runs. In doing so, our freight forwarder exclusively uses Euro 6 diesel vehicles as well as vehicles powered by LNG (liquefied natural gas). Together, we identify opportunities to increase efficiency in downstream transport, develop measures, and promote sustainable activities.
- GHG emissions are generated during the use phase of our kitchens. We aim to reduce these by using only energy-efficient lighting solutions in our kitchens. One example is LED strips, which require around 30% less electricity for the same brightness.
- In the interest of increased circularity, we are continuously working to increase the recyclable content of the components used as well as the share of recycled materials. In addition, a large proportion of the materials we use are already recyclable today.
- We focus on the quality and longevity of our products and strive to enhance these through service and repair offerings.

Use and expansion of renewable energy:

At our kitchen production sites in Löhne and Melle, we use wood to operate our heating boilers, which means we are hardly dependent on fossil fuels. Nolte Küchen uses wood waste (cut-offs and sawdust) for in-house heat gene-

ration in wood-fired boilers at the Löhne and Melle sites. This enables us to reduce natural gas purchases to less than 1% of the total annual energy consumption for heat generation. As a result, Nolte Küchen can supply its sites with heat almost entirely independently and minimise risks associated with gas supply, such as rising gas prices and increasing CO₂ taxation. Express Küchen sources district heating from Nolte Küchen, which is generated in wood-fired boilers. In addition, Nolte has installed PV systems on suitable roof surfaces at our sites in Löhne, Melle, and Waldmohr.

Energy management:

With a certified, continuous, strategic, and innovative energy management system in accordance with DIN EN ISO 50001 at our Nolte Küchen sites in Löhne and Melle, we are increasing our energy efficiency, saving energy costs, and thereby reducing our GHG emissions. One of the most important measures is the conversion of lighting to energy-efficient LED technology. It remains our goal to implement measures to further reduce our electricity consumption. Ensuring the availability of sustainable energy, along with the associated cost management and the implementation of measures for the continuous improvement of energy efficiency, is an integral part of our financial planning.



Through the renovation measures in the lighting sector, we have already achieved a considerable energy saving.

Type of decarbonisation lever

Below are our main climate protection measures implemented during the reporting year, each linked to a specific decarbonisation lever. The measures and plans are categorised as follows:

- Lever 1: Energy efficiency
- Lever 2: Use of renewable energy
- Lever 3: Electrification
- Lever 4: Product innovation
- Lever 5: Decarbonisation of the value chain

Achieved reduction of greenhouse gas emissions

Use of renewable energy:

The switch to certified renewable electricity on 1 January 2021 enabled a 100% reduction of our Scope 2 GHG emissions compared to 2020. Since then, we have exclusively used green electricity.

Product change:

From 2025, our waste collectors will contain 30% recycled content. Compared to conventional waste collection systems, this results in a 20% lower CO₂ footprint. At constant delivery volumes, this will save 94,000 kg CO₂-eq in 2025 in the Scope 3 category "Purchased goods and services".

Explanation of the extent to which the ability to implement measures depends on resource availability and allocation

Decarbonising our business model and value chain requires investments. To create a baseline for a climate transition plan, we will invest in capturing all Scope 1, Scope 2 and Scope 3 GHG emissions. Based on this, we will set a GHG re-

duction target aligned with the Paris Agreement.

We have invested in PV systems on suitable rooftops to reduce purchased electricity consumption in the long term, and in expanding e-charging stations and electric vehicles. We have also established an annual budget for the implementation of energy efficiency and reduction measures at our sites operating an energy management system according to DIN EN ISO 50001.

Explanation of the relationship between significant capital and operating expenditures required for implementing the measures and the corresponding items or notes in the annual financial statements

Financial key figures and information in accordance with the EU Taxonomy are not part of this sustainability report; therefore, no figures have yet been set for aligning business activities with these criteria.

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

Tracking the effectiveness of strategies and measures against targets

Once the Nolte Group has set targets for reducing GHG emissions, we will report annually on the effectiveness of strategies and measures in the sustainability report. This report will include a progress update with reference to the baseline year and the respective target.

We also track and report on the effectiveness of strategies and measures against targets through our energy management systems and the biennial Scope 1 and Scope 2 assessments for Nolte Küchen and Express Küchen. The biennial assessment is also linked to the biennial DGM (Deutsche Gütegemeinschaft Möbel e.V.) certification for climate-neutral furniture manufacturing.

In this chapter, we report our key figures for our legal entities with production activities, to the extent that data for the reporting year 2024 has been collected.

Disclosure of how GHG reduction and/or other targets have been set to manage material climate-related impacts, risks and opportunities

Nolte Küchen has worked with employees from specialist departments to define measurable, results-oriented targets in our focus areas.

Baseline year and GHG reduction targets

Nolte Küchen has defined a GHG reduction target for Scope 1 and Scope 2 emissions: By 2030, Nolte Küchen will reduce Scope 1 and Scope 2 emissions by 50% compared to the 2019 baseline year [t CO₂-eq].

Explanation of how the consistency of the GHG reduction targets with the GHG inventory boundaries has been ensured

For our Scope 1 and Scope 2 GHG reduction target for Nolte Küchen, we selected a representative pre-COVID year based on revenue as the baseline. When setting Group-wide GHG reduction targets, we will re-examine the representativeness of the baseline year.

Description of the expected decarbonisation levers and their quantitative overall contribution to achieving the GHG reduction target

To achieve Nolte Küchen's target of reducing GHG emissions by 50% by 2030 (compared to 2019), we have identified the following key decarbonisation levers:

Switch to renewable electricity (Scope 2): By fully sourcing certified green electricity for our production sites from 2021 onwards, we achieve an annual saving of around 8,000 tonnes CO₂-eq in the Kitchen sub-group, which corresponds to 100% of its current Scope 2 footprint.

Energy efficiency measures in production (Scope 2): By optimising production processes and increasing energy efficiency, e.g., through electricity savings, we aim to reduce GHG emissions in the medium and long term and improve resource use. The ongoing switch to LED lighting in Nolte Küchen plants in 2025 is expected to save around 128 MWh annually.

Energy efficiency measures in production (Scope 1): In areas such as heating processes, motor controls and heat recovery, we rely on technical optimisations aimed at reducing energy consumption and thereby lowering emissions over time.

Electrification of the vehicle fleet (Scope 1): By offering electric company vehicles, we will be able to reduce our Scope 1 GHG emissions from mobility and sales activities in the future. The contribution is currently being validated but is considered strategically relevant in the medium term.

Greenhouse gases covered by the target

Our current GHG reduction target for Nolte Küchen covers Scope 1 and Scope 2 GHG emissions determined in accordance with the Greenhouse Gas Protocol and includes at least the gases covered therein: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).



The expansion of renewable energy at our sites is regularly reviewed

E1-5 – Energy consumption and energy mix

Non-renewable energy generation

We do not generate any electricity from non-renewable sources.

Renewable energy generation

In 2024, Nolte Küchen generated 16,962 MWh of thermal energy from wood chips and wood offcuts, which are by-products of our production processes. In addition, Nolte Küchen and DRUM generated approximately 130 MWh of renewable electricity from photovoltaic (PV) systems.

The total energy consumption is summarised in the table below.

	Nolte Küchen			Express Küchen	DRUM
Total energy consumption and energy mix	2022	2023	2024	2024	2024
(1) Fuel consumption from coal and coal products: 0 MWh for all entities and years.	0	0	0	0	0
(2) Fuel consumption from crude oil and petroleum products:	2.019	2.644	2.070	548	0
(3) Fuel consumption from natural gas:	383	363	652	0	551
(5) Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	0	0	0	0	0
(6) Total consumption of fossil energy (MWh) ■ Share of fossil sources in total energy consumption (%)	2.402 5,23 %	3.007 7,20 %	2.722 6,74 %	548 13,02 %	551 75,90 %
(7) Consumption from nuclear sources (MWh) ■ Share of consumption from nuclear sources in total energy consumption (%)	0 0 %	0 0 %	0 0 %	0 0 %	0 0 %
(8) Fuel consumption from renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.) (MWh)	19.990	17.130	16.962	0	0
(9) Consumption from purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	23.482	21.609	20.721	3.661	78
(10) Consumption of self-generated renewable energy that is not fuel (MWh)	–	–	1	0	97
(11) Total consumption of renewable energy (MWh) ■ Share of renewable sources in total energy consumption (%)	43.472 94,76 %	38.739 92,80 %	37.683 93,26 %	3.661 86,98 %	175 24,10 %
Total energy consumption (MWh):	45.874	41.746	40.405	4.209	726

E1-6 – Gross GHG Emissions for Scope 1, 2 and 3 Categories and Total GHG Emissions

Gross Scope 1, 2, 3 and Total GHG Emissions – Scope 3 GHG Emissions (GHG Protocol)

We record Scope 1 and 2 GHG emissions for our subsidiaries Nolte Küchen and Express Küchen, and Scope 3 GHG emissions for Nolte Küchen for the material Scope 3 categories. For Express Küchen, we have assessed the upstream Scope 3 categories. Our reporting approach is based on the principle of financial control.

Below, the GHG emissions for Nolte Küchen and Express Küchen are presented separately in table form.

Disclosure of material changes in the definition of the reporting company and its value chain, and explanation of their impact on comparability of reported GHG emissions between reporting years

This report represents the first consolidated sustainability report in accordance with ESRS requirements. In the reporting year, a group-wide definition of the organisational boundaries of the company and the associated value chain for future emissions reporting

purposes was established for the first time. Future comparability of GHG emissions will be ensured on the basis of this newly defined boundary. Any structural changes (e.g., through acquisitions, divestments or restructurings) will be disclosed in subsequent reporting years, along with explanations of their impacts on emissions comparisons.

Disclosure of the methods, key assumptions and emission factors used to calculate or measure GHG emissions

The basis for estimating GHG emissions in our upstream and downstream value chain is the data we collect on purchased goods and services, third-party logistics, capital expenditures, and assumptions regarding use and disposal scenarios for the evaluation of our sold products. We have also assessed GHG emissions from our waste, business travel, hotel overnight stays, and employee commuting (including home office). For this purpose, we have used recognised and, where possible, up-to-date emission factors, and have documented the assumptions made, particularly for the downstream Scope 3 categories.

Percentage and types of contractual instruments related to Scope 2 GHG emissions

We purchase 100% certified green electricity for our production units.

Disclosure of reasons for the exclusion of Scope 3 GHG emissions

Scope 3 categories 3.10 Processing of sold products, 3.13 Leased assets, 3.14 Franchises, and 3.15 Investments are not relevant for Nolte Küchen and Express Küchen, as no such activities are undertaken.

Disclosure of the reporting boundaries and calculation methods used to estimate Scope 3 GHG emissions

Our determination of GHG emissions in the relevant Scope 3 categories is in line with the requirements of the GHG Protocol. The reporting boundary is based on the financial control of Nolte Küchen. The methods and emission factors used are based on recognised sources under the GHG Protocol and are documented in the 2024 Scope 3 GHG inventory report of Nolte Küchen.

GHG Emissions for Nolte Küchen

Scope according to GHG Protocol	GHG emissions by category	2020 [t CO ₂ eq]	2022 [t CO ₂ eq]	2023 [t CO ₂ eq]	2024 [t CO ₂ eq]	2024 Share in %
Scope 1	Heat consumption	48,3	91,0	–	145,6	21,6
	Fuel consumption in the company	422,4	510,5	–	528,0	78,4
	Refrigerants (cooling agents)	0	0	–	0	0
	Direct GHG emissions from industrial processes	0	0	–	0	0
Total Scope 1		470,7	601,5	–	673,6	100
Scope 2 ^a	Electricity consumption (market-based)	0	0	–	0	0
	Electricity consumption (location-based)	6.466,0	8.594,3	–	7.107,5	0
	District heating / cooling	–	–	–	–	–
Total Scope 2 (market-based)		0	0	–	0	0
Scope 3 ^b	3.01 Purchased goods and services	–	–	104.442,6	88.671,6	58,5
	3.02 Capital goods	–	–	9.146,8	8.577,3	5,7
	3.03 Fuel- and energy-related emissions	–	822,9	–	488,7	0,3
	3.04 Upstream transportation and distribution (purchased)	–	–	12.061,9 ^c	10.722,6	7,1
	3.05 Waste generated in operations	–	612,3	–	497,4	0,3
	3.06 Business travel	–	42,3	–	76,2	0,1
	3.07 Employee commuting	–	1.647,1	–	1.651,7	1,1
	3.11 Use of sold products	–	–	25.581,4	16.052,4	10,6
	3.12 End-of-life treatment of sold products	–	–	29.038,3	24.812,9	16,4
Total Scope 3		–	3.124,6	180.226,9	151.551,0	100

a) The location-based approach for Scope 2 accounting considers the country-specific emission factor for calculating emissions from purchased energy, depending on the national energy mix. The market-based approach considers the supplier-specific emission factors and is independent of the development of national emission factors.

b) The Scope 3 GHG emissions for the 2024 financial year are reported for all categories relevant to Nolte Küchen (based on the classification of our estimated GHG emissions in Scope 3). The GHG emissions in category 3.04 for the 2023 financial year have been adjusted and now include inbound logistics, internal transport, and outbound logistics – in line with our 2024 calculation.

GHG Emissions for Express Küchen

Scope according to GHG Protocol	GHG emissions by category	2020 [t CO ₂ eq]	2022 [t CO ₂ eq]	2024 [t CO ₂ eq]	2024 Share in %
Scope 1	Heat consumption	0	0	0	0
	Fuel consumption in the company	116,6	143	139,6	100
	Refrigerants (cooling agents)	0	3	0	0
	Direct GHG emissions from industrial processes	0	0	0	0
Total Scope 1		116,6	146	139,6	100
Scope 2 ^a	Electricity consumption (market-based)	0	0	1,3	–
	Electricity consumption (location-based)	744,4	873,6	809,7	–
	District heating / cooling	5,6	526,3	364,3	0
Total Scope 2 (market-based)		5,6	526,3	365,7	100
Scope 3 ^b	3.01 Purchased goods and services	22,3	18,2	131,9	13,4
	3.02 Capital goods	–	13,6	232,4	24,0
	3.03 Fuel- and energy-related emissions	–	163,4	119,0	12,1
	3.04 Upstream transportation and distribution (purchased)	–	–	59,5	6,1
	3.05 Waste generated in operations	56,6	64,0	74,9	7,6
	3.06 Business travel	2,0	1,8	6,2	0,6
	3.07 Employee commuting	257,6	241,9	357,3	36,4
	3.11 Use of sold products	–	–	–	–
	3.12 End-of-life treatment of sold products	–	–	–	–
Total Scope 3		338,5	502,9	981,2	100

^a | The location-based approach for Scope 2 accounting considers the most recent country-specific emission factor for calculating emissions from purchased energy, depending on the national electricity mix. The market-based approach considers the energy supplier-specific emission factor and is to be understood as independent of the development of national emission factors.

Extent of greenhouse gas emission reductions or removals from climate protection projects outside the value chain, financed or intended to be financed through the purchase of CO₂ certificates

We purchase CO₂ offset certificates for our Kitchen Division. By acquiring CO₂ offset certificates, we were able to offset unavoidable Scope 1 GHG emissions for Nolte Küchen and Express Küchen for 2024. Nolte Küchen is, as confirmed by the Deutsche Gütegemeinschaft Möbel e.V. (DGM), carbon-neutral in Scope 1 and Scope 2.

The purchase of CO₂ offset certificates enables us to compensate for our own GHG emissions by supporting an international project that contributes to GHG reductions on a global scale. Through the acquisition of the offset certificates, Nolte Küchen and Express Küchen were able to once again offset their ecological footprint for 2024 and maintain their carbon-neutral balance sheet status.

The extent of the reduction in GHG emissions is 100% of our Scope 1 GHG emissions. Our Scope 2 is already emission-free due to the purchase of green electricity.

The total volume of compensated GHG emissions outside our value chain amounts to 8,909 tonnes of CO₂ equivalents, financed through climate protection projects via the purchase of CO₂ offset certificates by Nolte Küchen and Express Küchen. These comprise two wind power projects in Türkiye (6,260 t CO₂-eq offset by Nolte Küchen and 2,649 t CO₂-eq by Express Küchen). The wind power project delivers a direct and quantifiable impact on climate protection

and has been monitored, verified, and certified by the Gold Standard.

Total volume of CO₂ certificates outside the company's value chain, verified to recognised quality standards and cancelled during the reporting period

No CO₂ equivalents were cancelled in the reporting period itself; cancellation will occur retrospectively in 2025.

Total volume of CO₂ certificates outside the company's value chain in tonnes of CO₂ equivalent planned for cancellation and whether they are based on existing contractual agreements

In 2025, we compensated 8,909 tonnes of CO₂ equivalents. This volume is based on the calculated Scope 1 and Scope 2 emissions of Nolte Küchen and Express Küchen. The compensation is based on contractual agreements. The volume of cancelled CO₂ certificates is intentionally higher than the reported emissions because we only collect our Scope 1 and Scope 2 data every two years. In years without current calculations, we assume a similar emissions volume and offset that as well. This ensures that we offset not only the emissions of the current reporting year but also those of the following year.

To ensure carbon neutrality, Nolte Küchen and Express Küchen maintain their own certificate account, documenting all acquired CO₂ certificates.

Disclosure of the scope of use and the quality criteria for CO₂ certificates

The certificates used originate from a project certified to the Gold Standard, based on renewable electricity generation from wind power in Türkiye. We place particular emphasis on projects with high environmental integrity, social co-benefits, and strict verifiability.

The issuance and ownership of these Gold Standard CO₂ offset certificates were recorded in the Gold Standard Impact Registry with unique serial numbers to prevent double counting or double selling. The offset certificates meet the ESRS quality standards for CO₂ certificates.

Share (percentage of total volume) of projects for emission reductions and carbon removals

Our CO₂ certificates are exclusively from an emission avoidance project (renewable electricity generation). The share of such projects is 100% of the total volume of certificates purchased in 2024.

Explanation for CO₂ certificates from removal projects on whether they come from biogenic or technological sinks

Certificates from technological CO₂ sinks, such as Direct Air Capture and Storage (DACCS) or Bioenergy with Carbon Capture and Storage (BECCS), have not yet been used, as such projects are currently still limited in availability and associated with high costs.

Share (percentage of total volume) of each recognized quality standard

100 %

Share (percentage of total volume) of projects within the EU

0 %

Share (percentage of total volume) qualifying as a corresponding adjustment under Article 6 of the Paris Agreement

0 %

CO₂ certificates cancelled in the reporting year and intended for future cancellation

In 2024, Nolte Küchen and Express Küchen did not cancel any CO₂ certificates. Since the Scope 1 and Scope 2 accounting took place in 2024 and is updated every two years, with results available the following year, GHG emissions are compensated in the year after the accounting period.

Greenhouse gas neutrality in connection with the use of publicly claimed CO₂ certificates

We currently claim carbon neutrality on a corporate level for Nolte Küchen and Express Küchen. Scope 1 and Scope 2 GHG emissions at our own sites are accounted for, and unavoidable emissions are offset through the purchase of high-quality CO₂ certificates from an international climate protection project. This climate neutrality statement is used in our external and corporate communications.

The offsetting is carried out in addition to our own emission reduction targets. The certificates are not counted towards our internal GHG targets.

Whether and how this claim aligns with GHG emissions reduction targets in accordance with the disclosure requirement ESRS E1-4

With regard to our GHG reduction target for Nolte Küchen, we communicate transparently that this is carbon neutrality for Scope 1 and Scope 2. Express Küchen has not yet set any targets but is also carbon neutral in Scope 1 and Scope 2.

Whether and how this claim and the reliance on CO₂ certificates neither hinder nor reduce the achievement of its GHG emissions reduction targets or, where applicable, its net-zero target

CO₂ certificates are currently used to a limited extent to temporarily offset unavoidable Scope 1 emissions and a small share of Scope 3 GHG emissions (from upstream Scope 3 categories) from Nolte Küchen and Express Küchen. We recognize that offsetting is not a long-term

solution and are working to reduce our Scope 1 GHG emissions.

Credibility and integrity of the CO₂ certificates used, including with reference to recognized quality standards

The CO₂ certificates we use come exclusively from a project certified under the Gold Standard. The Gold Standard is considered one of the strictest and most recognized international quality standards in the voluntary CO₂ market and was initiated by WWF and other environmental and development organizations.

The projects are subject to strict criteria regarding:

- Additionality (the emission reduction would not have occurred without the project)
- Permanence (long-term storage or avoidance of emissions)
- No double counting (including unique, digital tracking mechanisms)
- Social and environmental co-benefits (e.g., for health, education, or biodiversity)
- Independent verification (by accredited third parties)

By using these high-quality certificates, we ensure the integrity and effectiveness of the offset emissions. Project selection follows an internal process based on the Core Carbon Principles of the Integrity Council for the Voluntary Carbon Market (ICVCM).

E1-9 – Expected financial effects of material physical risks and transition risks as well as potential climate-related opportunities

Location of significant assets exposed to a material physical risk

As part of our double materiality analysis in accordance with ESRS, we identified the adaptation of our strategy to climate change as a material financial opportunity. With the help of a climate risk and climate resilience analysis, our strategy can be aligned with physical climate risks in the long term.

In our climate risk analysis regarding physical risks, we identified three owned sites with physical climate risks. The analysis covered both acute and chronic physical risks affecting our operational assets.

Based on current climate scenarios and taking our geographical location into account, there is currently no material impact from climate risks on production facilities, office buildings, or other operationally necessary assets. In addition, as part of the climate risk screening, we identified potential impacts of risks on our leased office spaces outside Germany used for our sales companies (under Nolte Holding International).

We continuously monitor climate-related developments and will update our risk assessment in future reporting cycles.

Significant amounts of assets and net revenue exposed to a material physical risk

Financial key figures and information in accordance with the EU Taxonomy are not part of this sustainability report.



Modern glass partition walls from Drum Systeme for stylish room solutions.



E4

Biodiversity

Since 2023, the Nolte Küchen bees on our company premises have been providing us with delicious honey.



During the annual reforestation campaigns in the local forests, our own employees provide active support.

ESRS E4 Biodiversity

The following graphic presents the Nolte Group’s material impacts, risks, and opportunities related to E4 – biodiversity and ecosystems along our value chain and for the relevant time horizons:

E4 Biodiversity and ecosystems	Description of material impacts, risks & opportunities	Value chain	Impact / risk / opportunity	Time horizon
Biodiversität	Biodiversity and ecosystems: Purchasing wood-based materials from certified sources has a positive effect on biodiversity and the forest ecosystem, which binds CO ₂ .	Upstream, own operations	Positive impact	Medium-, long-term
	Certification: Marketing furniture made from certified wood strengthens customer trust and facilitates market access.	Own operations	Opportunity	Short-, medium-, long-term
	Partnerships: Collaboration with sustainable forestry projects can enhance reputation and stabilize costs in the long term.	Own operations	Opportunity	Short-, medium-, long-term

E4.IRO-1 – Description of the processes for identifying and assessing material impacts, risks, dependencies, and opportunities related to biodiversity and ecosystems

Disclosure of whether and how actual and potential impacts on biodiversity and ecosystems at own sites and in the value chain have been identified and assessed

Nolte has identified and assessed the actual and potential impacts on biodiversity and ecosystems as part of the double materiality assessment. The assessment methodology and evaluation are consistent with the disclosures under ESRS 2 IRO-1 and IRO-2.

The most important aspect of our business strategy in relation to biodiversity and ecosystems is the procurement of wood-based materials (particleboard and MDF boards, as well as a small proportion of solid wood) and the associated indirect impacts on the forest ecosystem.

Disclosure of whether and how dependencies on biodiversity, ecosystems, and their services at own sites and in the value chain have been identified and assessed

We have assessed dependencies (risks and opportunities) on biodiversity, ecosystems, and their services in the same way as our analysis of impacts on biodiversity and ecosystems.

Disclosure of whether and how transition and physical risks as well as opportunities related to biodiversity and ecosystems have been identified and assessed

We identified and assessed transition opportunities as part of the double materiality analysis, classifying them as material. We see key opportunities in producing furniture from certified wood-based materials and collaborating with sustainable forestry projects within our supplier relationships.

We also identified two potential transition risks related to biodiversity and ecosystems as part of the double materiality analysis, but these were classified as non-material:

- Disruption of supply chains due to stricter/increasing regulatory requirements, e.g. expansion of protected areas
- Reputational risks if wood from illegal or non-sustainable sources is used

Both risks were assessed as non-material in the short, medium, and long term, as there are already long-established measures in place to mitigate them (multi-supplier strategy, procurement of certified wood). In addition, the probability of occurrence and potential negative financial impacts on Nolte were assessed as low.

Disclosure of whether and how consultations with affected communities have been conducted as part of sustainability assessments of shared biological resources and ecosystems

We have no direct influence on affected communities and therefore do not conduct consultations. As part of our business activities, we source wood raw materials exclusively from certified sources, in compliance with FSC® (Forest Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification) standards. These certification systems ensure that forests are managed in accordance with ecological, social, and economic sustainability criteria.

Disclosure of whether and how specific locations, production, or sourcing of raw materials with negative or potentially negative impacts on affected communities have been identified and assessed

As part of our sustainability assessment, we have reviewed whether our sites, production processes, or raw material sourcing are linked to negative or potentially negative impacts on affected communities — particularly in relation to biodiversity loss, the use of shared natural resources, and changes to ecosystem services.

Our production sites are located exclusively in Germany, where statutory environmental and social protection measures are in place. In addition, we source wood exclusively from sustainably certified sources (e.g. FSC®, PEFC) within the European Union (EU). These certifications require suppliers to respect the rights of local communities and the integrity of ecological systems.

Based on these conditions, no sites or raw material sources have been identified where there is an increased risk of negative impacts on affected communities.

The company has sites in or near biodiversity-sensitive areas

As part of our site analysis, we assessed whether our locations are in or near areas of protected biodiversity, including Natura 2000 sites, bird sanctuaries, landscape conservation areas, or national protected areas.

Our sites are not located within designated biodiversity-sensitive areas. However, our sites in Germersheim, Löhne, Melle, and Waldmohr are in proximity to the following types of biodiversity-sensitive areas:

- nature reserves
- landscape conservation areas
- Natura 2000 habitat directive areas
- habitat/species protection areas
- bird protection and habitat directive areas

Our existing sites do not negatively impact these protected areas. Our activities do not lead to the deterioration of natural habitats or disturbances to protected species, as all environmental regulations are fully complied with.

Activities at sites in or near biodiversity-sensitive areas that negatively affect these areas by contributing to the degradation of natural habitats and species habitats, as well as to the disturbance of species for which the protected area was designated

At our sites (production and administration), we do not engage in activities that negatively impact these areas. Our locations in Germany are subject to strict construction and operational regulations, which we consistently meet. Nature conservation requirements are implemented according to the specifications of the relevant authorities and approved accordingly.

E4-2 – Concepts related to biodiversity and ecosystems

Concepts for addressing material impacts, risks, dependencies, and opportunities related to biodiversity and ecosystems

From 2026, Nolte will establish procedures to protect biodiversity and ecosystems as part of its procurement strategy. For product categories falling under the EU Deforestation Regulation (EUDR), we will collect all legally required evidence for each delivery — such as geolocation data, timestamps to trace the production of primary raw materials, documentation of legal origin, and confirmation that production is free from deforestation or forest degradation.

We purchase our wood-based materials exclusively in Europe. The share of fresh wood in our purchased particleboard and MDF boards averages around 30%. The recycled content in our wood-based materials is continuously increasing. The high proportion of recycled wood in our purchased wood-based materials helps ensure that no fresh wood needs to be harvested and processed.

Explanation of whether and how biodiversity and ecosystem concepts support the traceability of products, components, and raw materials that have significant actual or potential impacts on biodiversity and ecosystems along the value chain

To support the traceability of products and raw materials with potentially significant impacts on biodiversity—particularly wood and wood-based products—we rely exclusively on recognized sustainability certifications such as FSC® and PEFC. These ensure a verifiable origin along the supply chain, including requirements for documentation, control, and auditing. Our wood and forestry product chain of custody has been certified by SGS (SGS Institut Fresenius). This enables us to prove that the wood and forestry products we use originate from sustainably managed forests.

Compliance with these traceability requirements is ensured through supplier audits, self-disclosures, and certificate reviews. For non-wood-based materials, there are currently no significant risks of negative biodiversity impacts, and therefore an expansion of the traceability system is not currently necessary.

Deforestation prevention concepts

The subsidiaries of our Group primarily source processed wood products such as particleboards from external suppliers, as well as a small proportion of veneer fronts made from solid wood. We therefore do not directly engage in forestry activities.

Nevertheless, as part of our responsible sourcing practices, we ensure that our suppliers use wood from certified, sustainably managed sources. These certifications already include essential requirements for avoiding deforestation and illegal logging, as well as compensation measures.

Under the new EU Deforestation Regulation (EUDR) for deforestation-free supply chains, we comply with regulatory requirements. Together with our suppliers, we ensure that all relevant wood products have a traceable origin and that the EUDR requirements on due diligence, geolocation, and traceability are met. For this purpose, we use a web-based compliance tool. In doing so, we contribute to avoiding deforestation along our indirect supply chain and increasingly embed this topic into our sustainability strategy.

E4-3 – Measures and resources related to biodiversity and ecosystems

Description of key measures regarding material sustainability aspects

Our most important measure for protecting biodiversity and ecosystems is sourcing wood-based materials from certified sources. In the wood sector, we already use particleboards with an average recycled content of around 60%, which reduces the proportion of solid wood through

the use of best available technologies. This has a positive effect on preserving forest ecosystems and biodiversity. An additional positive effect is that healthy forests bind CO₂, which overall benefits the environment.

E4-4 – Targets related to biodiversity and ecosystems

Description of targets to track the effectiveness of concepts and measures

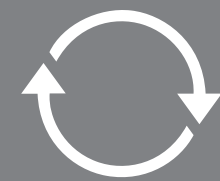
We continuously record the share of certified wood products in our procurement volume. We view the high proportion of certified wood products in our products as a strategic business opportunity. This positions our subsidiaries as sustainable producers, which strengthens customer trust and facilitates market access.

It is also part of our strategy to maintain long-term supplier relationships with those who support sustainable forestry. For our main raw material—wood—which accounts for 52% of our total monetary procurement volume in the Kitchen Division, we focus on sustainable sourcing and renewable resources. We purchase wood from certified suppliers. In addition to particleboards and MDF boards, we procure a small proportion of solid wood processed into veneer fronts.

Over 99% of the wood we use is sourced in accordance with sustainable forestry principles. We pay particular attention to FSC® certification, PEFC certification, as well as compliance with EU requirements on formaldehyde concentrations and TSCA (Toxic Substances Control Act) criteria—a U.S. federal law regulating chemicals to monitor hazardous substances.



The striking yellow silos of Nolte Küchen – the wood chips stored here cover nearly all of our heating needs.



E5 | *Resource use and
circular economy*

ESRS E5 Resource use and circular economy

The following chart presents the key impacts, risks, and opportunities of the Nolte Group in relation to E5 – Resource use and circular economy along our value chain and for the relevant time horizons:

E5 Resource use and circular economy	Description of key impacts, risks & opportunities	Value chain	Impact / risk / opportunity	Time horizon
Resource inflows	Improved environmental performance through increased recycled content in materials: the purchase of recycled raw materials (chipboard with a high recycling content) and recyclable raw materials has a positive impact on reducing the consumption of primary raw materials.	Overall	Positive impact	Short-, medium-, long-term
Resource inflows	Strengthened market positioning through product innovation: the circular kitchen line 2, with intelligent modular construction and timeless design, high recyclability through targeted material selection and processing, promotes positioning in the market and targeted engagement with sustainability-oriented customer groups.	Own operations	Opportunity	Long-term
Resource inflows	Innovation and competitive advantage: early search and research for alternative recycled and circular materials enables a competitive edge.	Own operations	Opportunity	Short-, medium-, long-term
Resource inflows	Partnerships: forming strategic partnerships with suppliers and recyclers can offer potential for circular business models.	Own operations	Opportunity	Short-, medium-, long-term
Resource outflows	Loss of raw materials at the end of the product life cycle: a large proportion of products are disposed of at the end of the product life cycle via bulky waste or incineration. This leads to a loss of raw materials, which negatively impacts the environment.	Own operations, downstream	Negative impact	Short-, medium-, long-term
Resource outflows	Extending the product life cycle and sorted recycling: Nolte Küchen furniture is durable and is often given a second life in another function. DRUM: products can be reused. This makes a measurable contribution to product longevity. The design of products to be easy to dismantle and separate by material at end of life enables sorted recycling.	Own operations, downstream	Positive impact	Short-, medium-, long-term
Waste	Waste reduction: the amount of waste is reduced and the use of materials that have become waste is optimised according to ecological criteria (e.g., reuse or recycling). This reduces the total volume of waste.	Overall	Positive impact	Short-, medium-, long-term

E5.IRO-1 – Description of the processes for identifying and assessing the material impacts, risks, dependencies and opportunities related to resource use and circular economy

Disclosure of whether the company has reviewed its assets and activities to identify actual and potential impacts, risks and opportunities in its own operations as well as in the upstream and downstream value chain, and if so, which methods, assumptions and tools were used

Nolte has identified and assessed the actual and potential impacts, risks and opportunities related to resource use and the circular economy as part of its double materiality assessment. The assessment methodology and evaluation are in line with the disclosures under ESRS 2 IRO-1 and IRO-2.

Disclosure of whether and how the company has conducted consultations related to resources and the circular economy, particularly with affected communities

In the course of our business activities, we primarily generate non-hazardous waste and, to a very limited extent, hazardous waste (e.g., water contaminated with paint from the paint shop or lubricating oils for the maintenance of our production facilities), which is disposed of or recovered through municipal or certified waste management companies in accordance with the applicable legal requirements in Germany. Further details on waste are provided in section E5-5. As part of our materiality analysis, we did not identify any issues related to resource use and waste management that could have a negative impact on affected communities. Accordingly, no specific consultations with communities regarding resource use or the circular economy have taken place.

E5-1 – Concepts related to resource use and the circular economy

Concepts for managing material impacts, risks and opportunities related to resource use and the circular economy

Our production activities have the greatest impacts and opportunities in relation to resource use and the circular economy. For this reason, our concepts, measures and targets are primarily aimed at our legal entities Nolte Küchen, Express Küchen and DRUM with their respective production sites. These are explained below. Nolte focuses on targeted and sustainable material selection, efficient use of available raw materials, optimisation of material usage, source-separated waste management based on legal requirements, and the development of sustainable and durable products – as central elements of our strategy for responsible resource use and the circular economy. In addition to conserving resources, we see potential to simultaneously develop innovative products, reduce costs and cut GHG emissions through lower raw material consumption. Another key issue for Nolte is the loss of raw materials at the end of the product life cycle. A large proportion of products are disposed of at the end of their life cycle via bulky waste or incineration, resulting in a loss of raw materials and a negative environmental impact. To extend the product life cycle, we focus on developing high-quality, timeless and reusable products. To achieve this, we work with our supply chain partners on selecting innovative, durable and circular materials and products. In the context of resource efficiency and the circular economy, we create positive environmental impacts, which at the same time represent a financial opportunity for us. Nolte complies with the requirements of the German Circular Economy Act (KrWG).

Disclosure of whether and how the concepts address the transition from the use of primary raw materials to increased use of secondary (recycled) resources

Nolte’s purchasing strategy takes into account the use of raw materials with a high recycled content for recycled wood products, steel/ aluminium and packaging materials. Nolte Küchen and Express Küchen aim to continuously increase the proportion of recycled resources used in kitchen production. They also rely on the use of plastic packaging materials with a higher proportion of recycled content. DRUM primarily processes aluminium, glass and steel into system partition walls, which already have a recycled content due to market conditions and can be returned to the material cycle. In using kitchen components made from recycled materials, Nolte Küchen and Express Küchen strive for a circular economy. At the same time, the use of secondary raw materials is always balanced with the need to ensure durability and quality, with product quality and consumer/ end-user satisfaction always taking priority.



Safely packed – for smooth shipping.

Disclosure of whether and how the concepts address sustainable procurement and the use of renewable resources

The main raw material for Nolte Küchen and Express Küchen is wood, which accounts for 52% of total monetary purchasing volume. Nolte Küchen, Express Küchen, and DRUM all focus on sustainable procurement and renewable resources, sourcing wood from certified suppliers. Over 99% of the wood used is based on the principles of sustainable wood criteria. When selecting particle boards, they also focus on high recycled content. Nolte entities ensure and verify that purchased wood-based materials are free of harmful substances, so no pollutants enter the material cycle. Particle boards purchased in 2024 contained an average recycled wood content of 60%. Nolte Küchen and Express Küchen source particle boards from various suppliers, offering recycled wood content ranging from 20% to 100%.

E5-2 – Measures and resources related to resource use and the circular economy

Measures and resources applied in relation to resource use and the circular economy

In our manufacturing entities, we implement measures in the following areas to optimise our resource use and promote the circular economy:

Raw material procurement

- Currently, we assess the risks in the supply of wood as non-material, as sufficient recycled wood is available and the proportion of fresh wood can be further reduced.
- For us, resource efficiency begins in procurement by sourcing particle boards from

our suppliers in custom sizes with optimal dimensions for our machinery, reducing offcuts as production waste.

- We work with our suppliers to ensure that no environmentally harmful substances are released into the environment during the production of our purchased goods. For example, in chrome production, the toxic heavy metal chromium VI is generated, which is classified as hazardous waste and known to contaminate water. As part of our quality assurance agreement, our suppliers confirm that they avoid environmentally harmful production processes.

Production

- In our production, we focus on continuously increasing resource efficiency by optimising offcuts of our core raw materials – MDF and particle board – during the production process, as well as improving our machinery technology.

Waste and packaging

- To reduce waste or avoid it altogether, we work proactively with our packaging suppliers to continuously optimise our packaging and avoid the use of plastics. We apply ongoing measures to reduce the amount of packaging materials used, such as reducing the thickness of the films applied.
- Many of our raw materials, semi-finished and finished products, such as fittings systems, are supplied in reusable packaging, which we return to our suppliers. This packaging is reused for packing new goods in line with circular economy principles.

Product development and product management

- In developing our product range, our product management team continually considers whether there are ways to use fewer material components for design-oriented items.

- We offer an extensive spare parts range as well as comprehensive service and repair options to extend the lifespan of our products.

E5-3 – Targets related to resource use and the circular economy

In relation to resources, Nolte pursues the following two long-term targets:

1. We continuously ensure resource efficiency and the prevention of environmental pollution throughout our value chain.
2. We continuously improve the durability of our products by maintaining the highest quality and reparability.

Tracking the effectiveness of concepts and measures based on targets

In the area of resource use and the circular economy, Nolte currently focuses primarily on qualitative measures to avoid waste and to optimise our resource and material efficiency. We measure resource and material efficiency using qualitative KPIs, such as the proportion of offcuts at our production facilities. We seek to procure materials with recycled content when these meet our high quality standards. We continuously improve the durability of our products by maintaining the highest quality and reparability. We measure product quality using the annual “first-time right” rate, which reflects end-consumer satisfaction (see ESRS S4-1 and S4-4). We offer our end customers above-average warranty services and repair options (see E5-5). Our largest manufacturing entity, Nolte Küchen, has quantitative targets for reducing offcuts of particle board and MDF board. Nolte Küchen

achieves higher resource efficiency by purchasing particle boards in custom sizes with optimal dimensions for our machinery and through offcut optimisation. Regular offcut analyses, such as at the main production line where 70% of the material is processed, enable ongoing monitoring of target achievement. Compared to the previous year, offcuts at the main line in Plant 2 remained unchanged in 2024 at 9.6%. In addition, our manufacturing entities record the volumes of packaging materials, compare these with previous years, and work on optimising both packaging materials and volumes. The development of metrics and targets is part of our planned advancement in waste and circular economy management. The evaluation of effectiveness is currently based on internal process indicators, such as the scrap rate or the proportion of recycled content in materials and packaging, as well as on random evaluations as part of quality assurance processes.

Disclosure of how the target relates to resources in connection with resource use and the circular economy

Our target of continuously ensuring resource efficiency along our value chain and preventing environmental pollution relates to our resource inflows and outflows, as well as waste. The aim is to use resources as efficiently as possible, procure circular resources, and reduce the amount of waste relative to production volume. This target covers the aspects of raw materials, manufacturing, use/reuse, collection and waste management within the circular economy model, and is relevant for both our own operations and our upstream and downstream value chain.

Disclosure of how the target relates to expanding circular product design (e.g., for durability, disassembly, reparability, recyclability, etc.)

Our second target in the area of the circular economy is to continuously increase the durability of our products. We focus on the highest quality, actively promote the reparability of our products, and thereby create the basis for sustainable use. This target covers both the materials used and our product design, quality assurance and customer service. It considers all phases of the circular economy model – from raw material selection through design and manufacturing to use and reuse. It is therefore of central importance for both our own operations and the downstream value chain.

Disclosure on how the target relates to increasing the circular material use rate

Our goal is to continuously improve resource efficiency along the entire value chain and consistently prevent environmental pollution. In doing so, we focus both on the resources used and the waste generated. We aim to procure materials that are as circular as possible and to significantly reduce the use of primary raw materials. Generated waste is specifically fed back into recycling loops. This goal addresses the areas of resource use as well as use and reuse in line with the circular economy model. It is of central importance both for our own business activities and for the upstream and downstream value chain.

Disclosure on how the target relates to minimizing the use of primary raw materials

We optimize our cutting processes to minimize offcuts and save material costs.

Disclosure on how the target relates to reversing the depletion of renewable resource stocks

With regard to the use of renewable resources, our goal is to achieve a high proportion of recycled content in the materials we purchase. By incorporating recycled content into our purchased materials and products, we counteract the depletion of renewable resource stocks. Our most important renewable resource is wood-based materials, which we already source from sustainable, certified sources. This is and will remain a part of our business model.

E5-4 – Resource inflows

Disclosure of information on significant resource inflows

At Nolte, our significant resource inflows mainly result from the use of wood-based materials (chipboard and MDF boards as well as a small share of veneer fronts made from fresh wood) from certified sustainable forestry, metals and plastics, as well as glass, which we use as main materials in the manufacturing of our products.

Other relevant resource inflows arise from the use of packaging materials and production supplies for operating our facilities. In these areas, we continuously work on improvements – among others through the use of energy-efficient machines, systematic monitoring of material consumption, and increased use of recyclable and circular packaging solutions.

For purchased plastic products, such as waste collection and plinth foot systems as well as plastic edging and foils for fronts, we specifically examine the use of recycled materials to further reduce the proportion of primary raw materials.

Overall, we are committed to resource-efficient production and pursue the objective of increasing material efficiency, reducing waste volumes, and progressively improving the circularity of our products.

E5-5 – Resource outflows

Description of the main products and materials resulting from the company's production process

Nolte Küchen and Express Küchen produce furniture for kitchens, bathrooms, and living areas. In addition to the furniture range, the companies also offer suitable trade goods and electrical appliances for a fully functioning kitchen from a single source. For production, we mainly use wood and wood products such as chipboard, MDF boards, and recycled wood. Metals are used for fittings, and plastics, cardboard, and Styrofoam are used for packaging.

DRUM produces partition wall and cabinet systems as well as phone booths for office interiors. These incorporate materials such as steel, aluminum, glass, wood and wood products like chipboard, as well as mineral wool for sound insulation in various compositions. Glass frames are transported on wooden racks, which are also wrapped in stretch film. The wooden racks are returned after transport and reused.

In line with the circular economy, Nolte Küchen, Express Küchen, and DRUM place great emphasis on repairability and the availability of spare parts throughout the entire product life cycle. Waste, including packaging waste, is disposed of safely and traceably, using certified waste disposal companies.

Nolte does not use any critical raw materials. Only in purchased metal products such as fittings, faucets, sinks, door handles, and handles may small amounts of copper or nickel be contained in the respective alloys.

Disclosure of the expected durability of products placed on the market compared to the industry average for each product group

Kitchens from Nolte Küchen and Express Küchen are durable and generally last more than 20 years. Through robust materials (e.g., scratch-resistant worktops, sturdy hinges), timeless design, repairability, and service offerings, we promote the longevity and long service life of our products. As part of innovation management, we are working to increase the interchangeability of individual components and modularity. Nolte Küchen offers a 5-year guarantee, and Express Küchen offers a 2-year guarantee.

The modular partition wall and cabinet wall systems from DRUM have an expected service life of around 25 years, especially since our systems can be repeatedly dismantled and adapted to new room concepts. We offer spare parts for at least 10 years. Our warranty is generally 5 years and 6 months.

Disclosure on the repairability of products

The kitchen systems from Nolte Küchen and Express Küchen are modular in design. Individual components such as fronts, worktops, or fittings can be replaced independently without having to renew entire kitchen units. Spare parts are available through specialist dealers or directly via our service department. We provide assembly and repair instructions digitally. The screw and plug connections used enable easy disassembly and repair even after many years.

The partition wall and cabinet wall systems from DRUM consist of reusable modules that are installed using detachable connections. Modules can be dismantled, replaced, or reused in new rooms. Individual panels, profiles, or connecting elements are available as spare parts for at least 10 years. Repairs are carried out by us. The modular design also allows damaged elements to be selectively replaced.

To ensure a long product life, we carry out strict quality checks before delivery. In addition, it is a strategic objective that complaint rates – as an indicator of quality and customer satisfaction – remain as low as possible, see ESRs S4-4.

Total waste generated

In 2024, a total of 4,337 tonnes of waste was generated – including all waste produced on site as well as all packaging waste. The breakdown of waste by material is shown in the table below for each production unit.

Waste type	Nolte Küchen (t)	Express Küchen (t)	Drum (t)
Paper, cardboard	1.990	1.071	12
Wood	202	217	115
Film	418	40	–
Residual waste	293	65	32
Styrofoam	141	0,23	–
Strapping bands	93	38	–
Scrap metal	101	28	–
Paint residues	107	–	–
Boiler ash	66	–	–
Glass	–	–	31
Electronic scrap	3	2	–
Organic waste/green waste	5	–	–
Total	3.419	1.651,23	190

The packaging we use for the protection and transport of our kitchen furniture and components is disposed of professionally. Packaging waste such as cardboard, film, wood, and Styrofoam is handed over to a certified waste management company, which handles the collection and recycling of transport packaging and issues the corresponding disposal certificates. In 2024, 100% of all transport and protective packaging was disposed of properly.

We continuously work on optimizing and minimizing packaging materials in order to reduce packaging volumes, while ensuring that our products remain protected during transport. Furthermore, we rely on the use of plastic packaging materials with a higher proportion of recycled content. To reduce waste or prevent it from arising in the first place, we work proactively with our packaging suppliers to continuously improve our packaging and avoid the use of plastics. One approach is to reduce the thickness of the films used. We source many of our raw materials, semi-finished and finished products—such as fitting systems—in reusable packaging, which we then return to our suppliers. These packages are reused in the sense of a circular economy for packaging new goods. In addition, we continuously optimize our transport packaging, enabling us to measurably reduce the amount of film, Styrofoam, and strapping used in this area. Our standard packaging includes corrugated cardboard corner protectors for cabinet edges as well as surrounding film. Depending on the sensitivity of product surfaces, we also use Styrofoam and bubble wrap to ensure optimal product protection. We also offer reusable shipping cartons that are delivered and returned.

At our purely corporate administrative unit, Nolte Holding, as well as our international sales subsidiaries grouped under Nolte Holding International, only a marginal amount of household-like office waste is generated compared to our manufacturing units. We consider this insignificant and currently do not record any key figures for it.

Disclosure of waste composition

The relevant waste streams from Nolte Küchen, Express Küchen, and DRUM include commercial waste and production materials from the furniture manufacturing sector, commercial waste from our sites, household-like waste from the office buildings at our locations, as well as packaging waste for the protection and transport of our products.

Our waste contains a small proportion of waste classified as hazardous, such as lubricating oils for our production machinery or paint and lacquer waste from the Nolte Küchen paint shop.

Disclosure of materials contained in the waste

At our manufacturing companies Nolte Küchen, Express Küchen, and DRUM, we maintain annual waste registers.

Total amount of hazardous waste

In 2024, Nolte Küchen generated 110 tonnes of hazardous waste within the meaning of § 48 of the “Kreislaufwirtschaftsgesetz” (German Circular Economy Act, KrWG), which was professionally disposed of in compliance with legal requirements, ensuring no negative impacts on the environment or human health. The other manufacturing units generated no hazardous waste.

Description of methods used to calculate the data (waste generated)

For the calculation of our commercial waste, we use our waste registers.

For the calculation of the amount of waste generated at our sites, we use the disposal certificates we receive from our certified waste management companies. These disposal certificates document the type and quantity of waste, for Nolte Küchen, Express Küchen, and DRUM respectively.

E5-6 – Targets related to resource use and circular economy

Disclosure of quantitative information on the expected financial impacts of material risks and opportunities arising from resource use and the effects of the circular economy

Financial figures and information in accordance with the EU Taxonomy are not part of this sustainability report.



S1

| Own workforce

ESRS S1 Own workforce

The following graphic presents the key impacts, risks, and opportunities for the Nolte Group in relation to S1 – Own Workforce along our value chain and for the relevant time horizons:

S1 Own Workforce	Description of key impacts, risks & opportunities	Value creation	Impact/Risk/Opportunity	Time horizon
Secure employment	Secure employment: Positive impact through secure jobs (long periods of employment), reduction of turnover, building trust and satisfaction	Own operations	Positive impact	Short-, medium-, long-term
	Employee retention and competitiveness: Long-term and secure employment relationships contribute to employee retention/stability in the workforce, knowledge building, reduction of training and recruitment costs, and enhanced competitiveness. Building a safe and stable working environment to increase employee productivity, using secure jobs as a differentiating feature in employer branding	Own operations	Opportunity	Medium-, long-term
Fair wages	Fair remuneration system: Fair and transparent pay system (collective bargaining agreement, in-house agreement). Nolte Group: fair wages across all divisions	Own operations	Positive impact	Short-, medium-, long-term
Social dialogue	Workforce satisfaction: An ongoing dialogue with our own workforce, e.g., through the works council, has a positive effect on the inclusion of employee concerns and viewpoints, contributing to workforce satisfaction and a positive workplace climate	Own operations	Positive impact	Short-, medium-, long-term
Working conditions	Good working conditions: Collective bargaining agreements (as clear framework conditions) have a positive effect on the workforce by ensuring good working conditions and contributing to a good quality of life	Own operations	Positive impact	Short-, medium-, long-term
Work-life balance	Work-life balance: Various flexible working time models and home office options have a positive effect on the compatibility of work and private life for employees and increase performance, identification with Nolte	Own operations	Positive impact	Short-, medium-, long-term

S1 Own Workforce	Description of key impacts, risks & opportunities	Value creation	Impact/Risk/Opportunity	Time horizon
Health protection and safety	Health preservation of the workforce: Good working conditions and effective health protection measures (e.g., appropriate provision of personal protective equipment, tools and aids, social rooms, office furniture, IT equipment) contribute to maintaining employee health	Own operations	Positive impact	Short-, medium-, long-term
	Employer attractiveness and increased productivity: First-class health and safety standards reduce absenteeism, boost employee motivation and productivity, and enhance the company's attractiveness as an employer	Own operations	Positive impact	Short-, medium-, long-term
Equal opportunities and inclusion	Equality in the workforce: A low gender pay gap and equal pay for equal work lead to employee satisfaction	Own operations	Positive impact	Short-, medium-, long-term
Qualification and training	Employee qualification: Access to (individual and group-specific) further training opportunities for the entire workforce has a positive effect on employee qualification and attractiveness	Own operations	Positive impact	Short-, medium-, long-term
Diversity	Diversity and equal treatment: Nolte is committed to the Diversity Charter and promotes equal opportunities, inclusion, and diversity within the company, fostering diversity in the workplace	Own operations	Positive impact	Short-, medium-, long-term
Cybersecurity	Data protection risk: Potentially increased threats to cybersecurity and loss of personal data due to the growing use of technology/digitalisation	Own operations	Negative Impact	Short-, medium-, long-term

S1.SBM-3 – Key impacts, risks and opportunities and their interaction with strategy and business model

All individuals within the scope of the workforce who may be significantly affected by the company are included in the disclosure scope in accordance with ESRS 2.

The scope for the company’s workforce includes all employees of the Nolte Group with whom an employment contract has been concluded, as well as individuals with whom a contractual agreement exists for the provision of work or services.

Description of types of employees and non-employees exposed to significant impacts

Our workforce consists of salaried employees in administrative roles and industrial employees in our production plants. In addition, a small proportion of non-employees are part of our workforce, e.g. through temporary agency work. These individuals generally perform tasks also carried out by our employees, but only for a limited period of time, e.g. covering for illness, parental leave, or unexpectedly high workloads. Further details on our employees and non-employees can be found in S1-6 and S1-7.

Our significant impacts have an actual or potential short-, medium- and long-term effect on all of the aforementioned Nolte Group workforce. With the exception of one material negative impact, all other material issues were assessed as having positive impacts. This reflects our commitment to our workforce and our understanding of being a socially responsible partner to non-employees.

Regarding non-employees, we have established cooperation with long-term partners in the area of temporary agency work and ensure that the working conditions of our non-employees comply with all applicable labour law regulations as well as with our Supplier Code of Conduct — particularly in relation to the observance of human rights, social protection and equal opportunities, as well as occupational safety and health protection. We apply the same due diligence standards to our non-employees as we do to our workers in the value chain. Further information is provided in section ESRS S2.

Occurrence of significant negative impacts

With the increasing use of IT infrastructure, the risk of cyberattacks is also rising. This can potentially lead to the loss of personal and sensitive data, which could affect all members of the Nolte Group workforce.

In 2024, there were several attempted cyberattacks on the IT infrastructure in the Kitchen business segment. These attacks were successfully repelled by our existing security measures, meaning that no security-related incidents or data losses occurred.

Description of activities leading to positive impacts and of types of employees and non-employees positively affected or potentially positively affected

Our workforce is our engine of success. We are committed to continuous employee development through long-term employment.

As an attractive employer, we are committed to offering our employees the best possible working conditions:

Optimal working conditions:

- Secure employment through predominantly permanent contracts, various flexible working time models with the option to adapt to individual life situations for all employees; mobile working in administrative areas
- Employee participation and freedom of association
- Fair & transparent remuneration system: collective bargaining agreements, voluntary company-specific agreements, or alignment with the collective wage agreement for the wood and plastics industry

High occupational safety standards and health prevention:

- Occupational health management
- Comprehensive personal protective equipment and ventilation directly at production facilities through fully automated extraction systems
- Ergonomic work equipment and office furnishings

Ensuring equal treatment and equal opportunities:

- Ensuring equal pay for equal work
- Extensive training opportunities for individual and job-specific qualifications
- Signatory to the Diversity Charter

Description of material risks and opportunities arising from the impacts on and dependencies of the company’s own workforce

We consider our trusting cooperation with the workforce, based on permanent and secure employment relationships, as a market opportunity to strengthen employee retention and employer attractiveness in the medium and long term, and to counteract the shortage of skilled workers. Furthermore, we view top-tier health prevention and occupational safety standards as a short-, medium-, and long-term opportunity to maintain employee motivation and increase productivity.

Description of material impacts on employees that may arise from transition plans to reduce negative environmental impacts and to achieve environmentally friendly and climate-neutral operations

Our transition plans to reduce negative environmental impacts and to operate in a more environmentally friendly and climate-neutral manner have no foreseeable material impacts on our employees.

Information on types of activities with a significant risk of forced or compulsory labor

Nolte employs all workers in Germany and in our sales subsidiaries based on contractual agreements in accordance with the respective national labor law regulations. In all countries where we employ workers, forced labor, compulsory labor, or child labor is prohibited by law. We assess the likelihood of cases of forced labor, compulsory labor, or child labor in any of our company’s activities as excluded.

Disclosure of whether and how an understanding has been developed that workers with certain characteristics, working in certain contexts, or performing specific tasks could be at greater risk of harm

Workers engaged in activities at our production facilities could potentially be exposed to higher physical health risks, e.g., due to accidents. Occupational health and safety are our highest priority. For many years, we have had comprehensive concepts and preventive measures in place to mitigate such risks. Further details are provided in S1-1, S1-4, and S1-14.



S1-1 – Concepts related to the company’s own workforce

Policies for managing material impacts, risks, and opportunities related to the own workforce

Nolte has implemented procedures to uphold the interests of its workforce, based on applicable labour law provisions, works agreements, and internationally recognised frameworks. Our works agreements are developed in close cooperation with employee representatives. We maintain a zero-tolerance policy toward workplace violence and harassment and have established a concept for promoting diversity. Nolte secures jobs for its employees through permanent employment contracts or by limiting the renewal of fixed-term contracts. To support work-life balance, we offer numerous flexible working time models. We foster social dialogue with our workforce through regular exchange formats and consultations on employment-related matters, and we guarantee freedom of association by granting works council members adequate leave to fulfil their duties.

Nolte has implemented a remuneration system that ensures broad collective bargaining coverage for our workforce and guarantees fair wages. Ninety percent of our employees are covered by collective agreements. Ten percent of our workforce are non-tariff employees for whom we ensure fair wages based on individual contractual agreements.

We have established a comprehensive occupational health management system to maintain workplace safety standards and promote health. Our occupational safety specialists assist in identifying and assessing workplace hazards, optimising processes through the development of prevention measures, and providing employee training on accident prevention.

Nolte offers all employees an extensive range of training opportunities for professional and personal development. We are a certified training company for dual vocational training and study programmes in eight career paths (six apprenticeships and two degree programmes). The Nolte Academy complements the training programme with events, product training, and lectures.

The processing of electronic information, sensitive, and personal data is carried out in accordance with the General Data Protection Regulation (GDPR). The Kitchen subgroup has developed an IT security strategy that includes organisational and technical measures to protect the availability, confidentiality, and integrity of our IT infrastructure against cybercrime, including digital industrial espionage.

Description of relevant human rights policies and commitments related to the company’s workforce

Nolte is committed to the following internationally recognised frameworks on human rights:

- Universal Declaration of Human Rights of the United Nations
- UN Guiding Principles on Business and Human Rights
- Ten Principles of the United Nations Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises.

Disclosure of the general approach to respecting human rights, including labour rights, of the company’s workforce

We apply the same high standards to respecting human rights, including labour rights, for emp-

loyees and non-employees alike. Our principles are firmly anchored in our compliance policies, in employment contracts with our employees, and in contractual agreements for the provision of work by non-employees. Legal standards form a binding framework, whose compliance we ensure on a permanent basis through internal processes.

Disclosure of the general approach to engaging with the company’s own workforce

Our approach to engaging with our workforce is based on four pillars:

- Social dialogue characterised by respectful exchange across all corporate levels and founded on legal rights regarding freedom of association and co-determination
- Established bodies, e.g. works meetings, works council meetings, and management’s exchange formats with the works council, occupational safety committee
- Employee surveys and performance reviews
- Grievance mechanisms.

Disclosure of the general approach to providing and/or enabling remedies for human rights impacts

Nolte has established a whistleblowing system that enables anonymous reporting. Potential risks regarding human rights violations can also be reported in person to a trusted contact, such as a supervisor, the works council, the HR department, or the Compliance Officer, who will handle the matter confidentially and facilitate remedial action. Violations of laws, contracts, or our compliance policies are not tolerated and result in labour law sanctions.

Policy or management system for workplace accident prevention

Our workplace accident prevention management system is based on the Occupational Health and Safety Act (ArbSchG) and the Occupational Safety Act (ASiG), and is implemented in accordance with national regulations and the rules of the German Social Accident Insurance (DGUV Rules 1 and 2). Relevant national regulations include, in particular, the Workplace Ordinance (ArbStättV), the Industrial Safety Ordinance (BetrSichV), the Ordinance on Occupational Health Care (ArbMedVV), and the Hazardous Substances Ordinance (GefStoffV).

Disclosure of whether there are specific concepts aimed at eliminating discrimination (including harassment), promoting equal opportunities, and other ways to promote diversity and inclusion

Nolte has established a works agreement for dealing with discrimination and bullying, appointed specific contact persons, and implemented the whistleblowing system for anonymous reporting. Since 2011, we have been a signatory of the Diversity Charter, committing ourselves to leveraging the potential of diverse teams – both as an economic success factor and as a contribution to a modern, open society.

Key contents of the Diversity Charter:

- Recognition and appreciation of diversity
- Creation of an inclusive corporate culture
- Promotion of fairness and equal opportunities
- Awareness-raising among managers and employees
- Communication about measures and progress internally and externally.

Disclosure of whether the following grounds for discrimination are explicitly covered by the concepts: race and ethnic origin, colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national origin or social origin, as well as other forms of discrimination covered by EU legislation and national law

The principles of the Diversity Charter aim to create a work environment free of prejudice, in which all employees – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation, and social background – are valued. The Diversity Charter operates under the patronage of the current German Federal Chancellor and complies with German law, fulfilling all EU legal requirements to counter discrimination.

Disclosure of whether and how policies are implemented through specific procedures to ensure that discrimination is prevented, mitigated, and addressed once identified, as well as to promote diversity and inclusion

Our managers play a key role in their role-model function in preventing a discriminatory work environment. We expect our managers to reflect on and assess processes that may contribute to inequality in order to continuously improve our operational procedures. In cases of discrimination or bullying, employees can file a complaint without fear of negative consequences. Complaints are handled confidentially and result in discussions between the parties concerned and the HR department, and, if necessary, the works council and supervisors. Management and the works council view any form of harassment as a serious violation that can lead to disciplinary action, including dismissal.

Through these procedures, we aim to foster a working environment that supports diversity and integration and protects each employee’s personal freedom. In 2024, no cases of discrimination or harassment were reported.

S1-2 – Processes for involving the company’s workforce and employee representatives in relation to impacts

Disclosure of whether and how the perspectives of the company’s own workforce influence decisions or activities aimed at managing actual and potential impacts

At Nolte, communication with the workforce is built on close relationships of trust and regular personal interaction. Through a variety of participation formats and communication channels, concerns, needs, and rights can be brought directly to managers, the HR department, or employee representatives. The inclusion of our employees’ perspectives helps us to continuously improve our internal processes and to design the best possible working conditions for our staff.

Composition of works council bodies within the Nolte Group:

Legal entity	Number of works council members	Chairperson (released from regular duties)	Deputy chairperson (released from regular duties)	Location
Nolte Küchen	11	1 (100%)	1 (100%)	Löhne
Nolte Küchen	11	1 (100%)	1 (100%)	Melle
Express Küchen	9	1 (100%)	1 (partially)	Melle
DRUM	5	1 (partially)	1 (partially)	Waldmohr

Disclosure of whether the company’s workforce is engaged directly or through employee representatives

We maintain both direct contact with our workforce and indirect engagement through their employee representatives.

Phase(s) in which engagement takes place, and the type and frequency of engagement

Nolte offers the following exchange formats and communication channels—ongoing unless otherwise stated—for our employees:

Communication channels for employees

- Team meetings
- Ideas management/company suggestion scheme ICE (“Ideen clever eingebracht” – “Ideas Cleverly Submitted”)
- NOLTE FORUM as a place for exchange, including meeting areas and rooms for events, training, further education, seminars, and break activities
- Semi-annual works meetings
- Annual employee appraisals
- Intranet or bulletin board
- Complaint management

Communication channels for employee representation and works council

- Monthly works council meetings
- Quarterly economic committee
- Quarterly occupational health and safety committee
- Newsletter as a works newspaper, both online and in print
- Intranet or bulletin board

Disclosure of the role and the highest position within the company that is operationally responsible for ensuring employee engagement and for ensuring that the results inform the company’s approach

The management is responsible for systematically integrating the perspectives and interests of employees into operational decision-making processes and for ensuring they are considered in the design of company workflows.

Disclosure of how the effectiveness of engagement with the company’s own workforce is assessed

Nolte has introduced quarterly occupational health and safety committee meetings to discuss the current situation and identify potential improvements. In addition to accident prevention, topics such as holiday pay, pension schemes, working hours, and break times are discussed and regulated with the employees’ interests in mind. We conduct annual employee appraisals to systematically capture the interests and perspectives of all employees. These serve to reflect on the effectiveness of employee engagement in a personal conversation and to adjust processes and workflows as necessary to strengthen employee satisfaction. Furthermore, employees can actively approach their employee representatives, who are present at all sites. Works councils conduct needs assessments to review the effectiveness of integrating employee interests.

S1-3 – Processes to address negative impacts and channels for the company’s workforce to raise concerns

Disclosure of the general approach and processes to provide or contribute to remedies if the company has caused or contributed to a material negative impact on workers

Nolte has appointed a data protection officer and implemented best practices to safeguard sensitive data and ensure compliance with legal requirements under the GDPR. This ensures that, in the event of a potential data breach, we can directly contact affected employees and non-employees and promptly fulfill our official reporting obligations.

Disclosure of specific channels available to the company’s workforce to directly raise concerns or needs with the company and receive a resolution

Our employees and non-employees can raise concerns or needs through direct dialogue, by telephone, via email, or anonymously through our whistleblower system.

Disclosure of whether the company has a process for handling complaints related to worker matters

Nolte has established a process for systematically handling complaints based on our compliance policy in accordance with the German Whistleblower Protection Act (HinSchG).

Disclosure of the processes through which the company ensures the availability of channels for support or requests

We publish the processes for handling reports via our whistleblower system on our websites under the “Compliance” section. Further details are provided in ESRS G1-P and G1-I.



We invest in the future – through strong training.

Disclosure of how addressed and managed issues are tracked and monitored, and how the effectiveness of channels is ensured

Nolte systematically and carefully reviews all complaints through a detailed plausibility check to assess the validity of the report. If the report is deemed substantiated, appropriate measures—such as internal investigations or referral to the relevant authorities—are taken in consultation with management. Throughout the entire process, the confidentiality of whistleblowers and affected individuals is maintained. The whistleblower is informed about the progress and results of the investigation. All gathered information and measures are documented and deleted after the completion of the process, in compliance with data protection regulations.

Disclosure of whether and how it is assessed that the company's workforce is aware of and trusts the structures or processes to express their concerns or needs and have them addressed

We inform our workforce about the availability of communication channels and the whistleblower system during onboarding, as well as via notices, circulars, and information events. In addition, we regularly train our employees on relevant compliance topics.

Policies to protect against retaliation for individuals who use channels to raise concerns or needs

Our data protection and compliance policies for the use of our communication channels are based on the high legal requirements of the GDPR and the German Whistleblower Protection Act (HinSchG). They ensure the protection of

employees and non-employees when expressing concerns or needs.

S1-4 – Actions taken regarding material impacts and approaches to managing material risks and seizing material opportunities related to the company's own workforce, and the effectiveness of these actions and approaches

Action plans and resources to manage material impacts, risks, and opportunities related to the own workforce

Nolte has developed flexible working models for all employees, allowing adjustment of weekly working hours depending on life stage, e.g., to care for children or dependent relatives, for part-time continuing education, or for phased retirement. Our employees in the industrial sector mainly work early, late, or permanent night shifts. Shift schedules are generally consistent and include employee rotation, meaning one week of early shift and one week of late shift. In addition to fixed break times, employees receive an extra distribution break. To implement flexible break times, workstation assignments at production facilities are planned with an additional person. For administrative staff, there are numerous options for remote working. Key figures on work-life balance are provided in S1-15.

We promote social dialogue with our employees and employee representatives in regular exchange formats to enable optimal working conditions and maintain employee satisfaction in the long term. Nolte has implemented a remuneration system, developed with the

involvement of works councils, that is fair and transparent, based on the principles of "equal pay for equal work." The majority of our industrial and administrative employees are covered by collective agreements, either through the IG Metall Wood Industry collective agreement (Nolte Küchen) or our comparable in-house agreement (Express Küchen). DRUM follows the collective agreement of the Wood and Plastics Industry of Rhineland-Palatinate. For employees who are not covered by collective agreements, we have established individual agreements. This ensures that wages in the Nolte Group are well above the statutory minimum wage and enables better working conditions for our workforce compared to the industry average, e.g., salary, weekly working hours, and vacation days. In addition, we offer company pension schemes, in addition to legally mandated social benefits, for social security. Key figures on collective bargaining coverage and social dialogue are disclosed in S1-8, on gender distribution in S1-9, on fair remuneration in S1-10, and on social security in S1-11.

At Nolte, occupational health and safety are top priorities. We have implemented a comprehensive occupational health management system. In particular, production work carries an increased risk potential for accidents. Therefore, as part of our occupational health management, we have established extensive preventive measures:

- Training programs on health protection and occupational safety
- Accident prevention and awareness-raising among our workforce by occupational safety officers
- Ongoing process optimization by occupational safety officers in cooperation with employees
- Implementation of first-aid and fire protection officers as well as company paramedics
- Safety inspections and annual maintenance of our production facilities
- Ergonomic workplace design
- Preventive medical examinations by our company doctor
- Psychological risk assessments and individual support in crisis situations
- Workplace reintegration management

We systematically record all accidents in order to derive targeted preventive measures and transfer the most important findings into operational processes in the form of “lessons learned.” Key figures on occupational health and safety are disclosed in S1-14.

Nolte offers young talents a practical entry into the professional world. In 2024, 15 people completed their apprenticeship or degree program, and almost all of them were subsequently offered permanent contracts. In September 2024, 23 new apprentices and students joined Nolte at our Löhne and Melle sites.

We prepare new employees optimally for their start through our onboarding program: they receive key information in advance as well as an individual induction plan. In addition, onboarding events and team activities are held. Our comprehensive training catalog is aimed at all employees to ensure continuous qualification at all career stages. Our training concepts are tailored to the needs of each functional area. Through our training tool, we manage mandatory training for all employees on topics such as occupational safety or data protection and document participation rates. The allocation of required training is determined by department heads, depending on the employee’s area of work and location. Key figures on training and skills development are presented in S1-13.

In cooperation with our data protection officer and IT administration, we implement measures to protect our IT infrastructure. These include continuous assessments of IT systems as well as data protection based on a risk-based approach that classifies electronically processed information according to different applicable protection levels. Regular training is provided to raise awareness among employees about handling sensitive data in compliance with the GDPR and with regard to IT security. All employees are informed about critical IT security matters via our internal news channel “Infomanager,” which is also accessible to mobile users via an app.

Description of measures taken, planned, or ongoing to prevent or mitigate negative impacts on the workforce

We process data of our employees and non-employees in accordance with the principles of data minimization and purpose limitation

based on the GDPR and in compliance with statutory retention periods. If data no longer needs to be stored or is no longer required, it is deleted. Our IT infrastructure is operated in line with the current state of the art to prevent data leaks, cyberattacks, and financial losses. Implementation is carried out in close coordination between our IT administration and data protection officer. They report annually or on an ad-hoc basis to the management board on the measures implemented.

Additional initiatives or measures primarily aimed at generating positive impacts for our own workforce

Nolte places great importance on the mental health and well-being of its employees and actively promotes a supportive, health-oriented work environment. As part of our occupational health management, we offer our workforce voluntary and free support services, such as workload analyses and external counseling services on various issues related to mental health and well-being. This offer can serve as a first point of contact, providing uncomplicated and timely assistance in cases of personal or professional stress.

In addition, we support the sporting engagement of our employees and promote a healthy lifestyle, for example, by covering entry fees for external sports events, offering discounts at fitness studios, or providing a bike leasing program.

Description of how the effectiveness of measures and initiatives to achieve results for our workforce is tracked and assessed

Nolte collects benchmarks, for example, based on Kununu reviews. Our recognition as one of the Top 100 certified training companies – repeatedly awarded as a “Best Place to Learn” – underscores our contribution to skills development and is a key success factor in attracting young talent early and retaining them at Nolte in the long term.

Process for determining which measures are necessary and appropriate to address specific actual or potential negative impacts on the workforce

In the event of a loss of personal data concerning our employees and non-employees, we will contact them directly and fulfill our statutory reporting obligations in accordance with the GDPR.

Planned or ongoing measures to leverage significant opportunities in connection with the workforce

We are committed to long-term employee retention and aim to be a company where employees want to spend their entire working life. Nolte is proud that our employees have an average tenure of more than 10 years and that our turnover rate is low. We view this as a competitive advantage, particularly in light of demographic change and the increasing shortage of skilled workers.

Our motivation is to maintain secure jobs for our employees in the long term and to promote work-life balance through flexible working time models. To ensure that employees continue to feel comfortable at Nolte, maintain their motivation, and actively shape their professional development, we continuously develop our first-class occupational health management system and our comprehensive training program in cooperation with employee representatives.

S1-5 – Ziele im Zusammenhang mit der Bewältigung wesentlicher negativer Auswirkungen, der Förderung positiver Auswirkungen und dem Umgang mit wesentlichen Risiken und Chancen

Nolte hat seine Ziele zur Steuerung der wesentlichen Auswirkungen und Chancen in Bezug auf unsere Beschäftigten rollierend verankert.

Ziele, die zur Steuerung wesentlicher Auswirkungen, Risiken und Chancen im Zusammenhang mit der eigenen Belegschaft festgelegt wurden

Wir führen jährliche Mitarbeitendengespräche zur Leistungs- und Karriereentwicklung durch und dokumentieren die Ergebnisse in unserem IT-System. Dabei erheben wir den Status quo sowie Verbesserungspotenziale im Hinblick auf:

- Arbeitsbedingungen
- Arbeitssicherheit und Gesundheitsprävention
- Persönliche Entwicklung und Weiterqualifizierung
- Bezahlung

Im Hinblick auf Qualifikation und Weiterbildung haben wir das Ziel „95 % Teilnahmequote“ für die Erfüllung von zugewiesenen Pflichtschulungen an unsere Mitarbeitenden gesetzt. Nolte verpflichtet sich im Bereich Arbeitssicherheit dem Ziel „Null Unfälle“. Unsere Schulungen zur Arbeitssicherheit und Unfallprävention sind Teil des Nolte Schulungsprogrammes und finden regelmäßig und anlassbezogen für unsere eigenen Beschäftigten verpflichtend statt. Kennzahlen zu Gesundheitsschutz und Arbeitssicherheit sind in S1-14 sowie zu Weiterbildung und Kompetenzentwicklung sind in S1-13 erläutert. Nolte verfolgt im Hinblick auf Datenschutz das Ziel „Null Vorfälle“. Unsere Schulungen zu IT-Sicherheit und Datenschutz sind Teil des Nolte Schulungsprogrammes und finden regelmäßig und anlassbezogen für unsere eigenen Beschäftigten verpflichtend statt. Kennzahlen zu Weiterbildung und Kompetenzentwicklung sind in S1-13 erläutert.

S1-6 – Characteristics of the company’s employees

Characteristics of employees – total number of employees by gender and by country (if >50 employees AND at least 10% of total workforce)

Number of employees (headcount)

	Female	Male	Diverse	Total
Nolte Group*	419	1.428	0	1.847

A country breakdown is only required for countries in which more than 50 employees are employed and which account for at least 10% of the total workforce. This was not the case for the 2024 financial year.

Characteristics of employees – information on employees by type of contract and gender

	Female	Male	Diverse	Total
Permanent	350	1.231	0	1.581
Fixed-term	69	197	0	266
Employees without guaranteed working hours	0	0	0	0
Total	419	1.428	0	1.847

Total number of employees who left the company during the reporting period, including the employee turnover rate in the reporting period

	Number of employees who left the company	Turnover rate
Nolte Group	173	9 %

Description of methods and assumptions used to compile the data

The figures were recorded as headcount as of 31 December 2024 from our ERP system.

S1-7 – Characteristics of the company’s non-employee workers

Number of non-employees broken down as follows:

- Number of non-employees – self-employed
- Number of non-employees – persons provided by other entities and mainly engaged in the “provision and supply of labour”

	Non-employees	Self-employed	Persons in temporary agency work
Nolte Group	32	2	30

Description of the methods and assumptions used to collect the data (non-employees)

The figures were recorded as headcount as of 31 December 2024 from our ERP system.

S1-8 – Collective bargaining coverage and social dialogue

Percentage of total employees covered by collective bargaining agreements, including the percentage of employees in the European Economic Area (EEA) covered by collective agreements, broken down by country (where >50 employees AND at least 10% of the total workforce).

	Total number of employees covered by collective agreements	Percentage of persons covered by collective agreements
Nolte Group*	1.655	90 %

* The data refer to employees (100%) in the European Economic Area (EEA). DRUM follows the collective agreement of the wood and plastics industry of Rhineland-Palatinate.



S1-9 – Diversity indicators

Gender distribution of employees (headcount) at the top management level, including the percentage gender distribution of employees at the top management level.

Disclosure of the company’s own definition of top management used

The top management figures include data for all department and team leaders in both the commercial and industrial sectors. The figures are reported as headcount as of 31 December 2024.

	Female Number / %	Male Number / %	Diverse Number / %	Total employees in top management
Nolte Group	13 / 11 %	104 / 89 %	0 / 0 %	117

Distribution of employees (headcount) under 30 years, aged 30 to 50 years, and over 50 years

	under 30 years	30–50 years	over 50 years	Total
Nolte Group	303	802	742	1.847

S1-10 – Adequate remuneration

Employees in line with the applicable reference values for adequate remuneration

Remuneration in the Kitchen sub-group at Nolte Küchen is based on the IG Metall collective agreement for the wood industry, and at Express Küchen on a company-specific collective agreement negotiated between the company and the trade union. DRUM aligns with the collective agreement for the wood and plastics industry in Rhineland-Palatinate. This ensures that our employees receive adequate remuneration that meets or exceeds the applicable collective and statutory reference values.

The remuneration level of our non-collectively bargained employees is determined based on various criteria such as education or degree, professional experience, and scope of responsibility.

Note: The data for S1-10 refers to employees in Germany. In line with ESRS S1-6 paragraph 50a, a country breakdown is only required for countries employing more than 50 employees who represent at least 10% of the total workforce.

S1-11 – Social protection

All employees are covered by comprehensive statutory social protection in the event of significant life events, such as illness, maternity protection, parental leave, or caring for relatives. In addition, Nolte offers supplementary company benefits, such as continued salary payment in the event of illness and flexible working time models to offset loss of income.

Note: The data for S1-11 refers to employees in Germany. In line with ESRS S1-6 paragraph 50a, a country breakdown is only required for countries employing more than 50 employees who represent at least 10% of the total workforce.

All employees in the own workforce are covered by social protection against loss of income due to illness, either through public programmes or through benefits provided

All employees receive social protection against loss of income in the event of illness through mandatory statutory or private health insurance. Continued salary payment guarantees 100% of the salary for six weeks in the event of illness. From the 7th week onwards, statutory health insurance pays sickness benefits for a maximum of 78 weeks, which generally amount to 70% of the gross salary. In addition, our employees can make private provisions under the company pension scheme offered, for example by including the risk of occupational disability.

All employees in the own workforce are covered by social protection against loss of income due to unemployment, either through public programmes or through benefits provided, starting from the point in time at which the own worker is engaged to work for the undertaking

All employees receive social protection against loss of income due to unemployment through mandatory statutory unemployment insurance. Contributions are shared equally between the employer and the employee.

All employees in the own workforce are covered by social protection against loss of income due to work-related injuries and acquired disabilities, either through public programmes or through benefits provided

All employees receive social protection against loss of income due to work-related injuries through mandatory statutory accident insurance. This covers work accidents and occupational diseases and is funded by the Employers’ Liability Insurance Association.

All employees in the own workforce are covered by social protection against loss of income due to parental leave, either through public programmes or through benefits provided

All employees receive social protection against loss of income due to parental leave under the Federal Parental Allowance and Parental

Leave Act (BEEG). This allows parents to take up to three years of parental leave after the birth of a child. During parental leave, special protection against dismissal applies. In addition, parental allowance may be granted depending on income limits, which is generally paid for a maximum of 14 months.

All employees in the own workforce are covered by social protection against loss of income due to retirement, either through public programmes or through benefits provided

All employees receive social protection against loss of income due to retirement through the statutory pension insurance scheme. In addition, Nolte offers a fully employer-financed company pension scheme for collectively bargained employees, as well as an employer contribution of 15% towards salary conversion from gross salary into company pension provision.

S1-13 – Training and skills development indicators

Percentage of employees who have participated in regular performance and career development reviews

	Female Number / %	Male Number / %	Diverse Number / %	Total
Nolte Group	213 / 51 %	193 / 14 %	0 / 0 %	406

Average number of training hours per employee, broken down by gender

Training topic	Training volume	Notes
Occupational safety	14.104	Number of training sessions
IT security ¹ & data protection	Annually	All persons with IT access

* No breakdown by gender and type of contract possible.
1 | Training on IT security covers the following topics: Basics of information security, email awareness training, AI training.



Precision you can see and feel.

S1-14 – Key figures for occupational health and safety

Our key figures for occupational health and safety are summarized in the following table:

	Nolte Group
% of employees entitled to coverage	100 %
Number of employee fatalities	0
Number of reportable workplace accidents	48
Number of reportable work-related illnesses	0
Number of lost workdays	1.168

S1-15 – Key figures for work-life balance

Percentage of employees entitled to family-related leave, including the percentage of eligible employees who have taken family-related leave, broken down by gender:

	% of employees ent- itled to coverage	Female	Male	Diverse
Nolte Group	100 %	5 %	0 %	0 %



We maintain a trusting and cooperative partnership with our logistics service provider Reber.



S2

Workers in the value chain

ESRS S2 Workers in the value chain

The following graphic presents the key impacts, risks, and opportunities of the Nolte Group regarding S2 – Workers in our value chain for the relevant time horizons:

S2 Workers in the Value Chain	Description of key impacts, risks & opportunities	Value chain position	Impact / Risk / Opportunity	Time horizon
Due diligence for workers in the value chain	Secure employment: By applying the Supplier Code of Conduct to all suppliers, complying with the Supply Chain Due Diligence Act (LkSG), and maintaining close supplier relationships, potential incidents can be mitigated, social equality promoted, working conditions improved, and accident and health prevention as well as human rights strengthened.	Upstream, Own operations	Positive impact	Short-, medium-, long-term
Due diligence for workers in the value chain	Efficiency improvements and growth: Strong supplier relationships can drive efficiency gains and the development of business networks, enabling further growth and thus strengthening additional jobs.	Own operations	Opportunity	Short-, medium-, long-term
Due diligence for workers in the value chain	Competitive advantages: Competitive advantages through supply chain compliance.	Own operations	Opportunity	Short-, medium-, long-term
Due diligence for workers in the value chain	Socially responsible employer and business partner: Strengthening the brand and customer loyalty, improving supply quality, and increasing attractiveness as a socially responsible employer and business partner.	Own operations	Opportunity	Short-, medium-, long-term
Cybersecurity (NIS2) / EU GDPR (DSGVO) in the value chain	Data protection risks: Potentially increased threats to cybersecurity due to the growing use of technology/digitalisation, which can lead to the loss of personal data/customer data.	Upstream, Own operations	Negative impact	Short-, medium-, long-term

S2.SBM-3 – Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

All workers in the value chain who can be materially influenced by the company are included within the scope of disclosure in accordance with ESRS 2

The scope for workers in the value chain covers all suppliers and service providers with whom we maintain direct contractual agreements.

Description of the types of workers in the value chain who are exposed to material impacts

Workers in our upstream value chain include:

- Workers in raw material procurement/production
- Raw material suppliers
- Workers in material processing, component and parts manufacturing
- (Pre-)product suppliers
- Transport and logistics companies
- Warehouse and logistics staff
- Quality controllers and inspectors
- IT and software service providers

Workers in our downstream value chain include:

- Workers in specialist kitchen retail: sales and consulting, customer service and support, after-sales and customer retention
- Marketing and advertising: marketing specialists, e-commerce
- Assembly and installation: fitters and service technicians
- Delivery and logistics: drivers, delivery staff and logistics managers
- Workers in disposal and recycling companies

Type of workers in the value chain who are exposed to material impacts through our own activities or along the value chain

Our material impacts have an actual or potential short-, medium- and long-term effect on all of the aforementioned workers in the value chain.

Disclosure of the geographical areas or raw materials where there is a significant risk of child labour or forced/compulsory labour among workers in the company's value chain

Nolte pursues a zero-tolerance policy towards child and forced labour. Based on our risk analyses and in compliance with the German Supply Chain Due Diligence Act (LkSG), we assess the risk of child, forced or compulsory labour among workers along the value chain as very unlikely.

Occurrence of material negative impacts (workers in the value chain)

Due to the increasing use of IT infrastructure, the risk of cyberattacks is also rising. This can potentially lead to the loss of personal and sensitive data, which could affect all workers in the value chain.

In 2024, there were several attempted cyberattacks on the IT infrastructure within the Kitchen division. These attacks were successfully repelled by our existing security measures, preventing any security-related incidents or data loss.

Description of activities leading to positive impacts, and the types of workers in the value chain who are or could be positively affected

The majority of our purchasing volume is sourced from suppliers operating in Germany or Western Europe, who therefore meet very high legal standards with regard to working condi-

tions for their employees. More than half of our suppliers are locally or regionally based near our production sites. We maintain a long-term, partnership-based cooperation with our business partners based on our Supplier Code of Conduct and in compliance with the LkSG. Nolte places great importance on the observance of human rights, social protection and equal opportunities as well as occupational health and safety for all workers in our value chain.

Description of material risks and opportunities arising from impacts on and dependencies on workers in the value chain

We view our cooperation with business partners as a market opportunity for short-, medium- and long-term growth through synergy effects and our clear commitment to social responsibility in the value chain. Together within our business networks, we work continuously to achieve our sustainability goals.

Disclosure of whether and how the company has developed an understanding of how workers with certain characteristics, those operating in certain contexts, or those performing specific activities, might be at greater risk of harm

Workers of our logistics and transport partners are potentially exposed to higher physical health risks due to the nature of their work. Through continuous improvement of our preventive measures, loading processes at our production sites are now largely automated. In particular, for the logistics processes between the plants in Melle and Löhne, we were able to implement fully automated load securing systems in cooperation with our logistics service provider.

S2-1 – Policies related to workers in the value chain

Principles for managing material impacts, risks and opportunities related to workers in the value chain

Based on the German Supply Chain Due Diligence Act (LkSG), Nolte has implemented procedures to ensure compliance with human rights and environmental due diligence obligations in the supply chain. The company has published its expectations towards employees and suppliers, and appointed a Human Rights Officer. In addition, we have established a whistleblowing system through which (potentially) affected individuals, or individuals with knowledge of human rights risks and violations, can submit tips and complaints.

Our procurement strategy focuses on sourcing goods and services within the EU for our "Made in Germany" production in order to ensure socially responsible procurement. For example, we source approximately 85% of our particle boards from German companies, which in turn obtain about 95% of their wood from Germany.

Our procurement processes are based on the implementation recommendations of the LkSG, which significantly contribute to positively influencing the working conditions of employees in our value chain and to further developing our supplier portfolio in terms of social and environmental criteria. We also maintain regular communication with some suppliers to create synergies, share knowledge and jointly achieve our sustainability goals.

The processing of electronic information, as well as sensitive and personal data, is carried out in accordance with the General Data Protection Regulation (GDPR). The Kitchen division has developed an IT security strategy that includes organisational and technical measures to protect the availability, confidentiality and integrity of our IT infrastructure against cybercrime, including digital industrial espionage.

Description of relevant human rights commitments in the company policy relating to workers in the value chain

Nolte is committed to fulfilling its human rights due diligence obligations for workers in the value chain based on our policy statement in accordance with the LkSG and our Supplier Code of Conduct. In doing so, we commit to the following internationally recognised frameworks regarding human rights compliance:

- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- Ten Principles of the United Nations Global Compact
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Disclosure of the general approach to respecting human rights relevant to workers in the value chain

Nolte applies the same standards for respecting human rights for workers in the value chain as we do for our own workforce. Our principles are firmly anchored in supplier declarations, including the obligation to ensure compliance with the Supplier Code of Conduct through internal processes and to extend these obligations to subcontractors.

- Workers in our value chain have the right to:
- Zero-tolerance policy towards discrimination, harassment and sexual violence
 - Zero-tolerance policy towards child labour and forced or compulsory labour
 - Fair remuneration and working conditions
 - Freedom of association and collective bargaining
 - Occupational health and safety

Disclosure of the general approach to engaging with workers in the value chain

- Our approach to engaging workers in our value chain is based on three pillars:
- Supplier qualification and audits
 - Stakeholder dialogue within long-standing supplier relationships
 - Complaint mechanisms (whistleblowing system and complaints portal)

Disclosure of the general approach to providing and/or enabling remedy for human rights impacts

In addition to providing our complaints portal, we conduct comprehensive analyses to identify potential risks related to human rights violations within our value chain, including the annual FSC® audit, which covers respect for human rights as part of its scope.

For the procurement of raw materials, goods and services, we classify our suppliers within our risk analysis according to country and product group risks with respect to human rights violations, particularly child or forced labour. We set our internal evaluation threshold very high and therefore subject suppliers to comprehensive and, where necessary, individual assessments even in cases of low potential risk. For this purpose, we require our suppliers to provide self-disclosures and request certificates, or conduct audits as needed.

Disclosure of the extent and nature of instances in which the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises have not been complied with in relation to workers in the value chain

In 2024, no instances were identified in which fundamental principles and rights relating to workers in the value chain were violated.

S2-4 – Taking Action in Relation to Material Impacts and Approaches to Managing Material Risks and Opportunities Associated with Workers in the Value Chain, and the Effectiveness of these Actions and Approaches

Action plans and resources for managing material impacts, risks and opportunities related to workers in the value chain

We carry out our risk analyses for all purchasing business units annually, or when onboarding new suppliers as part of the initial qualification process, using recognised indices and reference works. In our country-level risk assessment, we refer to well-established indices such as the World Justice Project, the Environmental Performance Index, and the Global Salary Index.

In 2024, the Kitchen division screened 3,183 suppliers against social and environmental criteria. This supplier screening is conducted based on their country location or industry (and does not make any statement about actual on-site conditions).

Results of Supplier Assessment	Total Assessments	Potential Risks Identified	Complaints
Social Criteria	3.183	118	0
Environmental Criteria	3.183	104	0

Nolte, in collaboration with our Data Protection Officer and IT administration, implements measures to protect our IT infrastructure. These include continuous assessments of IT systems and data protection based on a risk-based approach that classifies electronically processed information according to varying applicable protection levels. As part of contractual agreements for IT data processing, service providers handling sensitive data are made aware of GDPR compliance requirements and IT security measures.

Disclosure of serious human rights issues and incidents associated with the upstream and downstream value chain

In 2024, no violations of serious human rights infringements were identified in the upstream or downstream value chain.

S2-5 – Targets related to addressing material negative impacts, promoting positive impacts, and managing material risks and opportunities

Targets for managing material impacts, risks, and opportunities in relation to workers in the value chain

Nolte has embedded its targets for managing the material impacts and opportunities related to workers in the value chain on a rolling basis. We continue to conduct annual risk analyses of our suppliers.

Our training sessions on IT security and data protection are part of the Nolte training programme and are conducted regularly and on an ad-hoc basis for our own employees. Further details are provided in ESRS S1-13.



Transport solutions for a smooth value chain.



S4

Consumers and
end users

ESRS S4 Consumers and end-users

The following chart presents the key impacts, risks, and opportunities for the Nolte Group in relation to S4 – consumers and end-users along our value chain for the relevant time horizons:

S4 Consumers and end-users	Description of key impacts, risks & opportunities	Value chain	Impact/Risk/Opportunity	Time horizon
Cybersecurity (NIS2) / EU GDPR (DSGVO)	Data protection risk: Potentially increased threats to cyber-security due to the growing use of technology/digitalization; loss of personal data.	Downstream	Negative impact	Short-, medium-, long-term
	Freedom of expression: Opportunities for expressing opinions via communication channels and the whistleblower system enable social participation and protect consumer interests.	Downstream	Positive impact	Short-, medium-, long-term
Freedom of expression for consumers and end-users	Strong brand image: Considering and integrating concerns and feedback can contribute to improving our image.	Own operations	Opportunity	Medium-, long-term
Freedom of expression for consumers and end-users	Innovation: Considering and integrating concerns and feedback can contribute to innovation capability.	Own operations	Opportunity	Medium-, long-term
Access to product information	Informed purchasing decisions and safe product use: Ensuring access to product information enables consumers and end-users to make informed purchasing decisions and handle products safely.	Downstream	Positive impact	Short-, medium-, long-term
Access to product information	Strengthened customer loyalty: High-quality product information and transparent communication strengthen customer loyalty and can positively influence purchasing decisions.	Downstream	Opportunity	Short-, medium-, long-term
Consumer and end-user health and safety	Health protection and safety: Ensuring product quality/construction standards and freedom from harmful substances help protect the health of consumers and end-users.	Downstream	Positive impact	Short-, medium-, long-term
Emission-free raw materials	Emission-free raw materials: Potentially positive impact on the environment and organisms through the purchase of chipboard from suppliers whose formaldehyde emissions are well below legal requirements.	Upstream, Own operations	Positive impact	Short-, medium-, long-term

S4.SBM-3 – Key impacts, risks and opportunities and their interaction with strategy and business model

All consumers and end-users who may be significantly affected by the company’s activities are included within the scope of disclosure in accordance with ESRS 2.

The scope covers all customers and end-users with whom we have direct contractual agreements or to whom we deliver our products on behalf of our customers.

Description of the types of consumers and end-users subject to significant impacts

Our consumers are our customers with whom we have direct contractual agreements (B2B). These include:

- Kitchen retailers and studios
- Furniture stores
- General contractors and specialist dealers for non-residential buildings, e.g., hotels, student residences, office buildings

Our end-users are our indirect customers who use our products throughout their life cycle. We do not sell our products directly to end-users; this is done via the trade or our sales companies abroad. The transport of the products is carried out from the factory by a transport company commissioned by us to our end-users. We establish direct contact with our end-users (B2C) for service requests, e.g., inquiries regarding spare parts, repairs, or technical service.

Types of consumers and end-users subject to significant impacts through own operations or the value chain

Our significant impacts have an actual or potential short-, medium- and long-term effect on all the customers and end-users mentioned above.

Occurrence of significant negative impacts (consumers and end-users)

With the increasing use of IT infrastructure, the risk of cyberattacks is also rising. This can potentially lead to the loss of personal and sensitive data, which could affect all customers and end-users. In 2024, there were several attempted cyberattacks on the IT infrastructure in the kitchens division. These attacks were successfully repelled by our existing security measures, resulting in no security-relevant incidents or data loss.

Description of activities leading to positive impacts and the types of consumers and end-users that are or could be positively affected

Nolte places particular emphasis on the continuous assurance of product safety for our customers and end-users. We purchase only raw materials that not only meet legal requirements but also largely exceed them in terms of quality standards. We offer numerous communication channels for all customers and end-users to ensure social participation and the protection of consumer interests. In addition, we provide comprehensive product information to enable informed purchasing decisions and the safe use of our products.

Description of significant risks and opportunities arising from impacts on and dependencies on consumers and end-users

We consider our ongoing stakeholder dialogue with our customers and end-users as a market opportunity to maintain trust in Nolte over the long term and to strengthen our market positioning and innovation capacity in the medium and long term. Our success is particularly reflected in our awards, such as being named the most popular kitchen brand and the most popular supplier of kitchen furniture. Through the proactive provision of high-quality product information and our transparent communication with our customers and end-users, we promote customer loyalty in the short, medium, and long term.

Disclosure of whether and how an understanding has been developed of how consumers and end-users with certain characteristics, who operate in certain contexts, or perform certain activities, may be at greater risk of harm

Due to strict legal regulations, no harmful substances may be present in kitchen furniture manufactured in our German production facilities. Very high regulatory requirements also apply to the production of our office partition walls. As a result, we eliminate any direct contact of our end-users with potentially hazardous materials in our products.

S4-1 – Concepts related to consumers and end-users

Policies for managing significant impacts, risks and opportunities related to consumers and end-users

Brand image, innovative strength, and customer loyalty are our key success factors. To maintain our market position in the long term, we rely on proven concepts and management approaches and continuously develop them further.

The processing of electronic information and sensitive as well as personal data is carried out in accordance with the General Data Protection Regulation (GDPR). The kitchens division has developed an IT security strategy that includes organizational and technical measures to protect the availability, confidentiality, and integrity of our IT infrastructure against cybercrime, including digital industrial espionage.

Nolte has implemented a management approach to ensure product quality in accordance with DIN EN ISO 9001:2015 in its largest legal entities, Nolte Küchen and Express Küchen. In addition, we have established procedures for product safety within the framework of our procurement strategy. We purchase only raw materials that meet the high regulatory requirements for our production in Germany. Our suppliers provide proof of the absence of harmful substances through appropriate quality certificates, e.g., materials with DGM certification. This ensures that potential pollutant emissions from our purchased raw materials remain well below legal limits, particularly with regard to possible formaldehyde emissions from chipboard. DRUM ensures the product quality of materials through regular internal product testing, exchange formats with installers, and product certifications regarding sound and fire protection.

The involvement of our stakeholders is firmly anchored in the management approach in accordance with DIN EN ISO 9001:2015. For interaction with our customers and end-users and the provision of product information, we have implemented numerous dialogue formats and platforms. Our approach consists of the following aspects:



- Provision of product information, e.g., manuals, product data sheets
- Provision of service offerings, e.g., qualified installation and assembly services, repair and spare parts range, as well as warranties and support
- Provision of information in the context of sustainability, e.g., materials used, working conditions, corporate social responsibility (CSR) commitment
- Exchange of information on products, services, business practices, sustainability activities
- Omnichannel service system for direct contact for inquiries and problem resolution
- Measurement of customer and end-user satisfaction
- Community engagement through events, seminars, and workshops for customers and end-users

S4-2 – Processes for engaging consumers and end-users regarding impacts

Disclosure of whether and how the perspectives of consumers and end-users influence decisions or activities aimed at managing actual and potential impacts

Nolte maintains regular exchanges with our customers and end-users through a variety of communication channels to capture their perspectives and concerns and incorporate them into the ongoing development of our product and service portfolio.

Disclosure of whether engagement takes place directly with consumers and end-users, their legitimate representatives, or credible proxies

We maintain direct engagement with both our customers and our end-users.



Nolte Küchen at the trade fair – trends, dialogue and inspiration.

Disclosure of the phases in which engagement takes place, as well as the type and frequency of engagement

Nolte offers the following dialogue formats and communication channels—on an ongoing basis unless otherwise stated—for our customers and end-users:

Customer communication channels:

- Visits by our field sales team every 4–6 weeks
- Annual meetings with key accounts involving the sales management team
- Annual in-house trade fair as well as other national and international trade fairs
- Continuous service for inquiries, support requests, etc., in the respective local language via Nolte Holding International
- Delivery time information on a weekly basis
- Thematic newsletters
- Dispatch of promotional materials including point-of-sale (POS) materials
- Dealer portal providing important information on orders and deliveries
- Nolte Academy—online or in-person at the NOLTE FORUM or as in-house training
- General contractors and specialist retailers for non-residential buildings—exchange on sustainability topics with a focus on climate neutrality and durability
- Webinars and online tutorials for product training and new product presentations
- Customer satisfaction surveys to assess service quality and satisfaction

End-user communication channels:

- Direct contact via the consumer service department for inquiries, spare part deliveries, or support requests; in individual cases, visits for complaints
- End-user satisfaction surveys and analysis of satisfaction levels based on a satisfaction index
- Sharing suggestions, criticism, and requests via the online contact form on our website and social media
- Trade fairs
- Webinars and online tutorials for product training and new product presentations
- AI chatbot on the website for quick inquiries
- Magazines in print and digital format
- Influencer collaborations

S4-3 – Processes for improving negative impacts and channels for consumers and end-users to raise concerns

Disclosure of the general approach and processes for providing or enabling remedy when the company has identified that it is linked to a significant negative impact on consumers and end-users

Nolte has appointed a data protection officer and implemented best practices to protect sensitive data and comply with legal requirements under the GDPR. This ensures that, in the event of a potential data breach, we can directly contact our affected customers and end-users and promptly fulfill our legal reporting obligations.

Disclosure of specific channels available to consumers and end-users to communicate concerns or needs directly to the company and obtain a resolution

Our customers and end-users can communicate concerns or needs directly, by phone, by email, or online, e.g., via the contact form or our online service chat. In addition, they have the option to anonymously submit reports through our whistleblowing system.

Disclosure of the processes through which the company supports or requires the availability of channels for consumers and end-users to address concerns or needs directly to the company

The communication channels through which our customers and end-users can contact us are publicly available on our website.

Disclosure of how reported and handled issues are tracked and monitored, and how the effectiveness of the channels is ensured

The concerns of our customers and end-users are treated with the same care and confidentiality as internal matters. We handle every customer’s feedback with the same diligence, professionalism, and, when necessary, commitment to anonymity to ensure a respectful and thorough resolution process. The processes for handling reports via our whistleblowing system are described on our websites under compliance. Further details are provided in ESRS G1-P and G1-I.

Disclosure of whether and how it is assessed that consumers and end-users are aware of and have confidence in the structures or processes to raise and address their concerns or needs

Our exchange with customers and end-users through various communication channels has

been established for many years. This has enabled us to create structures through which our customers and end-users can contact us via their preferred channel to express their concerns and receive solution options from us.

Disclosure of whether there are policies to protect against retaliation for individuals who use channels to express concerns or needs

Our data protection and compliance policies for the use of our communication channels are based on the high legal requirements of the GDPR and the Whistleblower Protection Act (HinSchG) and ensure the protection of our customers and end-users when raising concerns or needs.

S4-4 – Taking action regarding significant impacts on consumers and end-users and approaches to managing significant risks and seizing significant opportunities in relation to consumers and end-users, as well as the effectiveness of these actions and approaches

Disclosure of action plans and resources used to manage significant impacts, risks, and opportunities related to consumers and end-users

In cooperation with our data protection officer and IT administration, Nolte implements measures to protect our IT infrastructure. These include continuous assessments of IT systems as well as data protection based on a risk-based approach that classifies electronically processed information according to different applicable protection levels. Regular training sessions raise employees’ awareness of handling sensitive data in compliance with the GDPR and regarding IT security.

To ensure product safety, the kitchen division conducts internal and external quality assurance and testing. Every five years, specific product lines and products are examined by TÜV Rheinland for quality and safety in accordance with the standards of the German Product Safety Act. In addition, we hold the GS seal for tested safety of our products. Nolte Küchen has also linked the quality rate indicator to the variable remuneration of management in order to continue minimizing the complaint rate and increasing customer and end-user satisfaction.

We maintain continuous exchange with our customers and end-users to gather requirements for further development of our product and service portfolio. This includes conducting customer and end-user satisfaction surveys and holding annual meetings with our main customers involving sales management. We focus in particular on incorporating customer and end-user feedback into product innovations. We continuously work

to enhance the durability of our products, for example, through modular product designs that enable repair options and by ensuring long-term spare parts availability.

Description of planned or already initiated measures to prevent, mitigate, or remedy significant negative impacts on consumers and end-users

We process customer and end-user data in compliance with the principles of data minimization and purpose limitation, in accordance with the GDPR and statutory retention periods. If data is no longer required or retention is no longer necessary, we delete it. Our IT infrastructure is operated according to the current state of the art to prevent data leaks, cyberattacks, and financial losses. Implementation is carried out in close coordination between our IT administration and our data protection officer, who report annually or on an ad hoc basis to management on the measures implemented.

Description of whether and how actions were taken to provide or enable remedy when an actual significant negative impact was identified

If there is a loss of personal data of our customers and end-users, we will contact them directly and fulfill our legal reporting obligations in accordance with the GDPR.

Description of additional initiatives or processes whose primary goal is to achieve positive impacts for consumers and end-users

Nolte conducts satisfaction surveys of its customers and end-users. In addition, Nolte Küchen and Express Küchen collect benchmarks based on independent surveys. Furthermore, Nolte Küchen was recognized as Germany’s most popular provider of kitchen furniture with the Life & Living Award from the German Institute

for Service Quality. End-users provided feedback in an online survey on aspects such as customer satisfaction, recommendation rate, and repeat choice.

S4-5 – Targets for addressing significant negative impacts, promoting positive impacts, and managing significant risks and opportunities

Targets for managing significant impacts, risks, and opportunities related to consumers and end-users

Nolte has anchored its targets for managing significant impacts and opportunities regarding customers and end-users on a rolling basis. We conduct annual satisfaction surveys and measure them through a satisfaction index.

With regard to data protection, we pursue the target of “zero incidents.” Our training sessions on IT security and data protection are part of the Nolte training program and are held regularly and on an ad hoc basis for our own employees. Further details are provided in ESRS S1-13.





G1

Business conduct

ESRS G1 Business conduct

The following graphic presents the key impacts, risks, and opportunities of the Nolte Group in relation to G1 – Business conduct along our value chain for the relevant time horizons:

G1 Business conduct	Description of significant impacts, risks & opportunities	Value chain	Impact/Risk/Opportunity	Time horizon
Corporate culture	Employee satisfaction: An open corporate culture encourages the exchange of ideas, the addressing of problems, and a safe working environment – thereby increasing satisfaction, engagement, and collaboration.	Own operations	Positive impact	Short, medium, long term
Corporate culture	Attractive employer and strong brand: An open corporate culture in which employees can address improvements strengthens values, identification, and competitiveness.	Own operations	Opportunity	Short, medium, long term
Whistleblower system	Safe working environment: The whistleblower system ensures anonymity for whistleblowers and confidentiality in handling reports, creating a safe working environment for employees.	Overall	Positive impact	Short, medium, long term
Whistleblower system	Compliance security and trust: Early detection of misconduct (e.g., through a group-wide whistleblower compliance system) minimizes risks, strengthens compliance, and builds trust.	Own operations	Opportunity	Short, medium, long term
Payment practices with suppliers	Supply chain stability: All companies in the Group have established industry-standard payment terms. Fair payment terms can maintain delivery conditions and the financial solvency of suppliers.	Own operations	Positive impact	Short, medium, long term
Payment practices with suppliers	Strong business relationships: Fair and industry-standard payment terms can maintain trustworthy, long-term business relationships, which can also increase competitiveness.	Own operations	Opportunity	Short, medium, long term
Prevention of corruption and bribery	Preventing corruption and bribery: Clear measures and training (e.g., group-wide anti-corruption guidelines, risk management, and whistleblower system) serve to prevent and raise awareness, as well as to ensure consistent prosecution of incidents.	Overall	Positive impact	Short, medium, long term
Prevention of corruption and bribery	Legal certainty: Clear measures and training ensure compliance with legal requirements and minimize compliance risks, thereby avoiding potential legal consequences and fines.	Own operations	Opportunity	Short, medium, long term

G1.GOV-1 – role of the administrative, management, and supervisory bodies

Disclosure of the role of the administrative, management, and supervisory bodies in relation to governance

The management of the Nolte Group is centrally responsible for governance and is actively involved in the monitoring, control, and supervision of impacts, risks, and opportunities. The Chief Compliance Officer ensures legal compliance within the Nolte Group and reports to management, e.g., on compliance risks, compliance policies, and regularly conducts training measures. Further details are provided in ESRS 2 GOV-1 and GOV-2.

Disclosure of the expertise of the administrative, management, and supervisory bodies in relation to governance

In regular meetings, management reports to the advisory board and supervisory board on key matters of governance. The exchange between management and executives regarding tasks, responsibilities, and management to address our material impacts, risks, and opportunities related to governance takes place within a structured and clearly defined framework:

- Management meetings (once per week)
- Meetings between management and all executives (four per year)
- Company assemblies (two per year)
- Works council meetings (twice per month)
- Exchange between management and the works council (twice per month)

G1-P – minimum disclosure requirements for concepts for dealing with material topics related to governance

"We at Nolte" reflects our corporate culture and the high level of employee identification with the company. Our corporate culture is an essential component in creating a working environment where employees constructively discuss challenges, ideas, and solutions with management and work on them as a team. Our lived positive error culture is a success factor in fostering employee commitment, satisfaction, engagement, and collaboration. Further details are provided in G1-1.

The foundation for ensuring our responsible and lawful conduct is the adherence to all relevant legal and regulatory requirements through good compliance management. The Nolte Group’s Code of Conduct sets out the ethical guidelines and behavioral standards that require all employees to act responsibly, lawfully, and ethically in their daily work. We maintain a zero-tolerance policy with regard to corruption or bribery in all regions and countries in which we operate.

our management systems and internal tools for managing our material impacts and opportunities:

- **Compliance management system:** Regular analysis and assessment of compliance risks coordinated by the Chief Compliance Officer. Continuous measures to reduce the risk of legal violations, particularly in relation to the prevention of corruption and bribery, are incorporated into regulations and processes. Further details are provided in G1-1, G1-3, and G1-4.
- **Supplier management:** Partnership-based cooperation with our long-standing suppliers is based on our Supplier Code of Conduct and reliable payment practices with industry-standard payment terms. Further details are provided in G1-2 and G1-6.
- **Whistleblower system:** Reporting of anonymous tips regarding unlawful conduct or behavior contrary to our values-based corporate policy or our Supplier Code of Conduct. Further details are provided in G1-1.

G1-A – Minimum disclosure requirements for measures relating to material topics in governance

To ensure compliance with our business practices and corporate governance, we regularly conduct risk analyses along our value chain and update our compliance policies as required. Our compliance policies apply throughout the Group, and implementation takes place in the respective legal entities. We also conduct mandatory training on our compliance policies for all employees with IT access. This includes all managers, works council chairs, employees in commercial roles, as well as apprentices and dual students.

In addition, we are developing an expanded training program, offered in person, for individuals in roles potentially exposed to higher compliance risks. Our Group-wide whistleblower system has been in place since 2021 in accordance with the German Whistleblower Protection Act (HinSchG). The system ensures confidentiality and protection for whistleblowers and fosters a culture of transparency and accountability along our value chain. Based on our established procedures and measures, we generally assess the risk of incidents related to corruption and bribery as very low.

G1-1 – concepts for governance and corporate culture

Description of how the company builds, develops, promotes, and evaluates its corporate culture

As a family-owned business since 1958, we have been committed to maintaining responsible and lawful conduct as a fundamental prerequisite for our business success. Our value system is based on internationally recognized frameworks, external certifications, collective bargaining agreements, internal policies, and a robust risk management system.

Description of mechanisms for identifying, reporting, and investigating concerns about unlawful behavior or behavior that violates the Code of Conduct or similar internal rules

Regular risk analyses along our value chain serve to prevent and detect misconduct.

Disclosure of protective measures for reporting irregularities, including protection of informants (whistleblowing)

When introducing our whistleblower system, all employees as well as potentially affected stakeholders were informed about its use. To protect whistleblowers, it is possible to submit anonymous reports. We handle the review of reported cases with confidentiality.

The company is committed to promptly, independently, and objectively investigating incidents related to governance, including cases of corruption and bribery. Nolte is committed to investigating incidents under the HinSchG promptly, independently, and objectively. Employees who violate our compliance principles may face employment-related consequences or criminal sanctions.

Information on the principles for governance training within the organization, including target group, frequency, and scope

Nolte Küchen and Express Küchen provide all employees with access to all policies via the intranet and a mobile app and keep them informed through the “Infomanager” news channel on relevant current topics. DRUM has established a notice board for its employees in a central location to ensure access to all relevant information and documents.

Our training on lawful and policy-compliant conduct takes place annually and as required for all persons with IT access, covering the following topics:

- Corporate compliance in the Nolte Group
- Anti-corruption and conflict of interest prevention
- Establishment and use of a whistleblower system within the Nolte Group

- Data protection
- Prevention of money laundering and terrorism financing
- Donations and sponsorships
- Antitrust law
- Protection of trade secrets
- Export control and sanctions list screening
- Signing authority for contractsVerträgen

Disclosure of functions most at risk of corruption and bribery

Our production activities take place exclusively in Germany, and we maintain long-standing, close supplier relationships with companies based in Germany and Europe. Approximately 63% of our revenue is generated in Germany. Our exports are mainly to countries in the European Economic Area, Switzerland, and the United Kingdom. Our export share to countries outside Europe is about 6%. We therefore assess the overall risk of corruption and bribery as low. Functions potentially at risk include purchasing and logistics as well as sales, including our international sales subsidiaries.

G1-2 – Management of supplier relationships

Description of the policy to avoid late payment, especially to SMEs

Liquidity is highly relevant in the current economic situation. To avoid delays in settling invoices, especially for small and medium-sized enterprises (SMEs), we have implemented efficient measures, such as carrying out two payment runs per month. This enables us to make payments on time and reliably. In addition, we have introduced extra flexibility to allow for the prompt settlement of invoices in special cases.

Description of approaches to supplier relationships, taking into account risks related to the supply chain and impacts on sustainability issues

Stable and resilient supply chains require reliable supplier relationships. Approximately 95% of our top suppliers have worked with us for at least ten years. Strategic cooperation with our long-standing suppliers is based on a clearly defined Supplier Code of Conduct as well as compliance with industry-standard payment terms and reliable payment practices. This approach contributes significantly to ensuring a continuous and high-quality supply of our procured raw materials and services.





G1-3 – Prevention and detection of corruption and bribery

Information on existing procedures for preventing, detecting, and addressing allegations or incidents of corruption or bribery

We conduct regular audits and risk analyses in which we evaluate our suppliers with regard to the legality and quality of delivered raw materials and products (missing parts, delivery delays, contracts, defect reports, return rates, IT connectivity, creditworthiness/risk, and end-user complaints). In addition, we define operational responsibilities and provide channels for submitting complaints and tips.

Investigators or the investigation committee are separate from the management chain involved in the prevention and detection of corruption or bribery

Our Compliance Officer, who is responsible for preventing and detecting corruption or bribery, operates independently from the management chain.

Information on the procedure for reporting results to administrative, management, and supervisory bodies

Our Compliance Officer prepares an annual compliance report for the advisory board meeting. The management presents the results of analyses on compliance risks, revisions of compliance policies, training measures, reports from the whistleblower system, as well as tax compliance, and is responsible for implementing the derived measures within the Group.

Information on how measures are communicated to those for whom they are relevant (prevention and detection of corruption or bribery)

We update our compliance policy on anti-corruption and conflict-of-interest prevention as needed and distribute it Group-wide to all managers and employees with IT access. This group receives annual mandatory compliance training on anti-corruption and anti-bribery.

Information on training to combat corruption and bribery: type, scope, and depth of training programs

In fiscal year 2024, Nolte once again conducted training on the compliance policy for anti-corruption and conflict-of-interest prevention in the Kitchen sub-group for all individuals with IT access. The training participation rate at Nolte Küchen was 94%. Further details are provided in G1-1.

Percentage of at-risk functions covered by training programs

100% of at-risk functions are covered by training programs.

Extent to which members of administrative, management, and supervisory bodies are trained

All members of management and the advisory board receive the annual compliance report and discuss the results during the advisory board meeting in May each year. A compliance training program for all members of management and the advisory board is planned.

G1-4 – Cases of corruption or bribery

Information on the number of convictions and the amount of fines for violations of anti-corruption and anti-bribery regulations

In 2024, no cases of corruption or bribery were identified. We consider this an indication that our prevention measures and training are effective. We will continue to raise awareness of this critical topic through recurring annual communication and training initiatives. We are also prepared to take disciplinary action, including termination of contracts and potential legal proceedings, should violations occur.

Information on measures taken to address breaches of procedures and standards for combating corruption and bribery

In 2024, no cases became known or were reported.

G1-6 – Payment practices

Average number of days to pay an invoice from the start of the contractual or statutory payment period

We reliably settle our invoices within the contractually agreed payment terms. The payment term averages 14 days with a cash discount and 30 days net.

Description of the companies’ standard payment terms in days by main supplier category

We differentiate our main supplier categories into goods with an average payment term of at least one month and services with an average payment term of 14 days.

Number of outstanding legal proceedings due to late payment

In fiscal year 2024, there were no legal proceedings due to late payment.

Disclosure of contextual information on payment practices

We are reliable partners for our suppliers and adhere to our contractually agreed standard payment terms.

Annex: ESRS 2 IRO-2 Paragraph 56

Disclosure requirement and associated datapoint from ESRS 2 Annex B			Materiality assessment	Reference
ESRS 2	GOV-1 21 (d)	Gender diversity in administrative, management, and supervisory bodies	–	ESRS 2
ESRS 2	GOV-1 21 (e)	Percentage of members of administrative, management, and supervisory bodies who are independent	–	ESRS 2
ESRS 2	GOV-4 30	Statement on due diligence	–	ESRS 2
ESRS 2	SBM-1 40 (d) i.	Involvement in activities related to fossil fuels	The Nolte Group is not active in these risk sectors and does not generate any revenue from fossil fuels.	–
ESRS 2	SBM-1 40 (d) ii.	Involvement in activities related to the production of chemicals	The Nolte Group is not active in these risk sectors and does not generate any revenue from the production of chemicals.	–
ESRS 2	SBM-1 40 (d) iii.	Involvement in activities related to controversial weapons	The Nolte Group is not active in these risk sectors and does not generate any revenue related to weapons.	–
ESRS 2	SBM-1 40 (d) iv.	Involvement in activities related to the cultivation and production of tobacco	The Nolte Group is not active in these risk sectors and does not generate any revenue from tobacco.	–
ESRS E1	E1-1 14	Transition plan for achieving climate neutrality by 2050	material	E1
ESRS E1	E1-1 16 (g)	Companies excluded from Paris-aligned benchmark reference portfolios	material	E1
ESRS E1	E1-4 34	GHG emission reduction targets	material	E1
ESRS E1	E1-5 37	Energy consumption and energy mix	material	E1
ESRS E1	E1-5 38	Energy consumption from fossil fuels, broken down by source (non-climate-neutral sectors)	material	E1
ESRS E1	E1-5 40 bis 43	Energy intensity related to activities in energy-intensive sectors	The Nolte Group does not publish financial or revenue-related figures as part of voluntary sustainability reporting.	E1
ESRS E1	E1-6 44	GHG gross emissions in Scope 1, 2, and 3 and total GHG gross emissions	material	E1
ESRS E1	E1-6 53 bis 55	Intensity of GHG gross emissions	The Nolte Group does not publish financial or revenue-related figures as part of voluntary sustainability reporting.	–
ESRS E1	E1-7 56	Reduction of greenhouse gases and CO ₂ credits	material	E1
ESRS E1	E1-9 66	Risk position of the benchmark portfolio with regard to climate-related physical risks	not material	–
ESRS E1	E1-9 66 (a)	Exposure of assets to acute physical risk	not material	–
ESRS E1	E1-9 66 (c)	Location of assets significantly exposed to material physical risk	material	E1

ESRS E1	E1-9 67 (c)	Breakdown of the book value of its properties by energy efficiency classes	material	E1
ESRS E1	E1-9 69	Degree of portfolio exposure to climate-related opportunities	material	E1
ESRS E2	E2-4 28	Quantity of pollutants listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) released to air, water, and soil	not material	–
ESRS E3	E3-1 9	Strategies and management in relation to water and marine resources	not material	–
ESRS E3	E3-1 13	Specific strategies and policies for sites in water-stressed areas	not material	–
ESRS E3	E3-1 14	Strategies and policies in relation to sustainable oceans and seas	not material	–
ESRS E3	E3-4 28 (c)	Total volume of water reclaimed and reused	not material	–
ESRS E3	E3-4 29	Water consumption in m ³ and net intake from own operations	not material	–
ESRS 2	SBM 3 - E4 16 (a) i	Material impacts, risks and opportunities and their interaction with strategy and business model in the context of biodiversity and ecosystems: list of sites (including those under operational control) with negative impacts	not material	–
ESRS 2	SBM 3 - E4 16 (b)	Negative impacts in relation to land degradation, desertification or soil sealing	not material	–
ESRS 2	SBM 3 - E4 16 (c)	Activities affecting endangered species	not material	–
ESRS E4	E4-2 24 (b)	Sustainable practices or strategies in agriculture and forestry	not material	–
ESRS E4	E4-2 24 (c)	Sustainable practices or strategies in oceans/seas	not material	–
ESRS E4	E4-2 24 (d)	Strategies to combat deforestation	not material	–
ESRS E5	E5-5 37 (d)	Non-recycled waste	not material	–
ESRS E5	E5-5 39	Hazardous and radioactive waste	material	E5
ESRS 2	SBM3-S1 14 (f)	Material impacts, risks and opportunities and their interaction with strategy and business model in the context of own workforce: risk of forced labour	material	S1
ESRS 2	SBM3-S1 14 (g)	Risk of child labour	material	S1
ESRS S1	S1-1 20	Commitments regarding human rights policy	not material	–

Annex: ESRS 2 IRO-2 Paragraph 56

Disclosure requirement and associated datapoint from ESRS 2 Annex B			Materiality assessment	Reference
ESRS S1	S1-1 21	Due diligence policies regarding issues covered by ILO core conventions 1 to 8	material	S1
ESRS S1	S1-1 22	Procedures and measures to combat human trafficking	material	S1
ESRS S1	S1-1 23	Strategy or a management system for preventing workplace accidents	material	S1
ESRS S1	S1-3 32 (c)	Handling of complaints	material	S1
ESRS S1	S1-14 88 (b), (c)	Number of fatalities and accident rate	material	S1
ESRS S1	S1-14 88 (e)	Number of lost workdays due to injuries, accidents, fatalities, or illnesses	material	S1
ESRS S1	S1-16 97 (a)	Unexplained gender pay gap	not material	–
ESRS S1	S1-16 97 (b)	Excessive remuneration for members of governing bodies	not material	–
ESRS S1	S1-17 103 (a)	Cases of discrimination	not material	–
ESRS S1	S1-17 104 (a)	Non-compliance with the UN Guiding Principles on Business and Human Rights and OECD Guidelines	not material	–
ESRS S2	SBM3-S2 11 (b)	Material impacts, risks and opportunities and their interaction with strategy and business model in the context of workers in the value chain: significant risk of child labour or forced labour in the value chain	material	S2
ESRS S2	S2-1 17	Commitments in the field of human rights policy	material	S2
ESRS S2	S2-1 18	Strategies relating to workers in the value chain	material	S2
ESRS S2	S2-1 19	Non-compliance with the UN Guiding Principles on Business and Human Rights and OECD Guidelines	material	S2
ESRS S2	S2-1 19	Due diligence policies regarding issues covered by ILO core conventions 1 to 8	material	S2
ESRS S2	S2-4 36	Issues and incidents relating to human rights within the upstream and downstream value chain	material	S2
ESRS S3	S3-1 16	Commitments in the field of human rights in the context of affected communities	not material	ESRS 2 SBM-2
ESRS S3	S3-1 17	Non-compliance with the UN Guiding Principles on Business and Human Rights and OECD Guidelines	not material	ESRS 2 SBM-2
ESRS S3	S3-4 36	Issues and incidents relating to human rights	not material	ESRS 2 SBM-2
ESRS S4	S4-1 16	Strategies relating to consumers and end users	not material	–
ESRS S4	S4-1 17	Non-compliance with the UN guiding principles on business and human rights and the OECD guidelines	not material	–



ESRS S4	S4-4 35	Problems and incidents related to human rights	not material	–
ESRS G1	G1-1 10 (b)	United Nations convention against corruption	The Nolte Group has implemented measures to prevent corruption and bribery based on the company code of conduct and continuously monitors their effectiveness.	–
ESRS G1	G1-1 10 (d)	Protection of whistleblowers	The Nolte Group ensures the protection of whistleblowers through a portal and established anonymous reporting processes in accordance with the Whistleblower Protection Act (HinSchG).	–
ESRS G1	G1-4 24 (a)	Fines for violations of anti-corruption and bribery regulations	material	G1
ESRS G1	G1-4 24 (b)	Standards for combating corruption and bribery	material	G1

Closing statement

The challenges we face are significant, but not insurmountable. They offer us an opportunity to strengthen our commitment to sustainability and to confidently take on a leading role. While we look back with pride on our past achievements, we are equally aware that there is still much work ahead to reach our goals for a more sustainable future. Together with every individual, we aim to continue growing and continuously improving. The trusted partnerships we can rely on, the innovations we introduce in each product range year, and the successes we have already achieved show us that change is possible when we act together.

We are aware that our journey is far from over. At the same time, we are firmly determined to take responsibility and to continuously strive to find sustainable solutions. In doing so, we will draw on the expertise of our employees, the support of our partners, and the trust of our customers.

Your support and interest give us the motivation for the next steps on our path. Because only together can we create a better, more sustainable world for generations to come.

List of Abbreviation

ArbMedVV	Occupational Medical Care Ordinance
ArbSchG	Occupational Safety Act
ArbStättV	Workplace Ordinance
ASiG	Occupational Safety Act for Safety Officers
B2B	Business to business
B2C	Business to consumer
BEEG	Federal Parental Allowance and Parental Leave Act
BetrSichV	Industrial Safety Regulation
CSRD	Corporate Sustainability Reporting Directive
DGUV	German Social Accident Insurance
DSGVO	General Data Protection Regulation (GDPR)
ESRS	European Sustainability Reporting Standards
EUDR	EU Deforestation Regulation
EWER	European Economic Area
FSC®	Forest Stewardship Council®
GefStoffV	Hazardous Substances Ordinance
GHG	Greenhouse Gas
HinSchG	Whistleblower Protection Act
LkSG	German Supply Chain Due Diligence Act
MDF	Medium-Density Fibreboard
PEFC	Programme for the Endorsement of Forest Certification Schemes
SGS	SGS Institut Fresenius GmbH
THG	Greenhouse Gas
TSCA	Toxic Substances Control Act

Imprint

Publisher

Nolte GmbH & Co. KGaA
Konrad-Nolte-Straße 20
76726 Germersheim
Deutschland
www.nolte.de
Tel.: +49 (7274) 5112-0
E-Mail: info@nolte.de



If you would like to find out more about the sustainability topics of
Nolte Küchen in addition to the sustainability report at,
it is definitely worth visiting our website:
<https://www.nolte-kuechen.com/en-GB/private-customers/about-nolte/sustainability>

