



SUSTAINABILITY REPORT 2025





INTRODUCTION

For StolComfort GmbH, sustainability is much more than just a trend – it is an integral part of our corporate philosophy.

As a manufacturer of high-quality 24-hour and office chairs based in Lemgo, we have a special responsibility towards our customers, employees, partners and the environment.

With this sustainability report in accordance with the VSME standard, we disclose how we fulfil and continuously develop our ecological, social and economic responsibilities within our company. Our goal is to create long-term value – for society, our workforce and our economic environment.

The requirements of modern working are constantly changing. Our products stand for ergonomics, durability and quality – values that we also want to reflect in our sustainable actions. We view sustainability as a holistic process that encompasses all areas of our company: from the resource-saving use of materials and fair working conditions to the responsible management of our supply chains.

With this report, we want to provide a transparent insight into our measures and progress, while also providing impetus for further improvements. It is aimed at our stakeholders – customers, suppliers, employees and the interested public – and is intended to promote dialogue, which we see as a central component of sustainable business.



VSME STANDARD

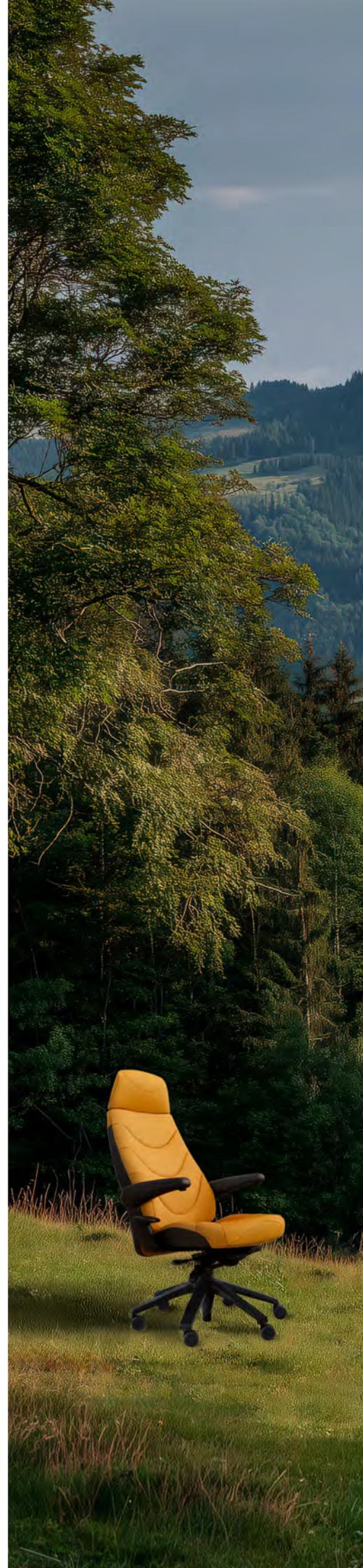
We deliberately chose the VSME standard (simplified standard for sustainability reports in small and medium-sized enterprises) for the preparation of our sustainability report. As a medium-sized manufacturer of ergonomic 24-hour and office chairs based in Lemgo, this standard offers us a practical and well-founded opportunity to present our sustainability strategy and measures in a structured, comprehensible and credible manner.

Why the VSME Standard?

Sustainability requirements are growing – on the part of customers, legislators and society. At the same time, small and medium-sized enterprises (SMEs) face the challenge of fulfilling complex reporting obligations with limited resources. The VSME standard was developed precisely for this target group. It offers a practical solution for comprehensively yet efficiently recording and communicating sustainability.

The advantages for StolComfort GmbH:

- **Clear and understandable:**
reduced to the essentials without any loss of quality
- **Tailored to SMEs:**
Realistic to implement, even with limited capacities
- **Structured:**
Clearly divided into modules covering all key areas of sustainability
- **Transparency and credibility:**
understandable for external stakeholders such as customers, business partners and authorities
- **Future-oriented:**
Supports the derivation of concrete goals and measures for further development





CONTENT

StolComfort GmbH	6
Sustainability Report 2024 (according to VSME guidelines)	12
Basics of creation (B1)	12
Processes, policies and future initiatives for the transition to a sustainable economy (B2)	13
Energy consumption and greenhouse gas emissions (B3)	14
Air, water and soil pollution (B4)	14
Biological diversity (B5)	15
Water consumption (B6)	15
Resource use, recycling management and waste management (B7)	16
Labour force: general characteristics (B8)	21
Labour force: Health and safety (B9)	22
Workforce: Remuneration, collective bargaining and training (B10)	23
Convictions and fines for corruption and bribery (B11)	23
Our business model and sustainability (C1)	25
Description of practices, strategies and future initiatives for the transition to a more sustainable economy (C2)	29
Greenhouse gas reduction targets (C3)	34
Greenhouse gas reduction targets (C4)	34
Additional (general) characteristics of the workforce (C5)	36
Additional information on own workforce – Human rights policies and processes (C6)	36
Serious human rights violations (C7)	37
Revenue from specific sectors and exclusion from EU reference benchmarks (C8)	37
Gender diversity ratio in the management body (C9)	37

STOLCOMFORT GMBH

2Founded in Lemgo in 2009 as a distributor of 24-hour chairs from Sweden, StolComfort GmbH has been selling swivel chairs for 24-hour workstations developed and manufactured in-house since 2015.

The company now employs almost 50 people in Germany, France and Sweden. We are now the market leader for 24-hour chairs in German-speaking countries and several other European countries. In Scandinavia and France, our models are distributed by StolComfort i Sverige AB and StolComfort France SARL respectively.

Our promise to our customers has remained unchanged since day one: every day, we work passionately to contribute to productive and sustainable workplaces.

Our motivation is to make your work easier and perhaps even better with our chairs.

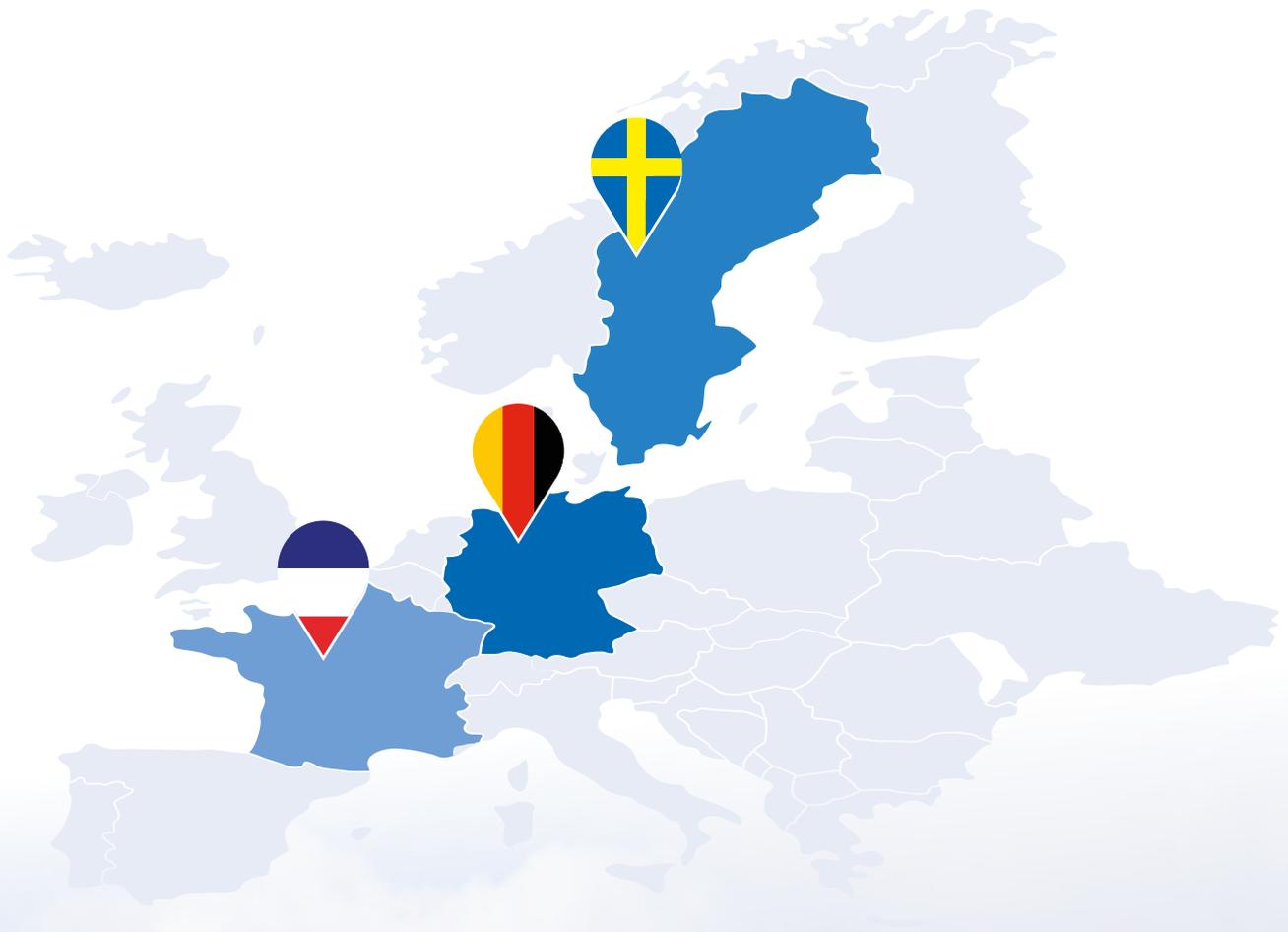
Since the launch of our first fully self-developed models, Svenstol® S5 and S6, in 2015, we have been able to better meet the ergonomic needs of 24-hour workplaces.

In the coming years, further developments will follow on the Svenstol® basis, making life at work even easier.

We are particularly pleased that Svenstol® swivel chairs are now in demand not only in control rooms but also in offices and home offices due to their comfort and new design.



StolCo



mfort 

COMPANY POLICY

Our vision: We want to increase well-being and productivity in the workplace through innovative ergonomic products.

Our mission: We offer ergonomic solutions that help people work more healthily and efficiently through thoughtful design and first-class quality.

Everything starts with the customer

Customer-oriented thinking and action

Our entire company is focused on developing and manufacturing products and services of the highest possible quality. Our goal is to have satisfied and enthusiastic customers.

Every employee contributes independently in their own role to meeting customer requirements. We require our suppliers to comply with our quality and environmental standards.

Thinking ahead

Quality

Every employee is personally committed to quality and environmental standards.

The use of the best available technology, taking into account economic efficiency, ensures capable, safe and environmentally friendly manufacturing processes. Maximum quality also includes compliance with demanding environmental standards.

Legal and regulatory tasks and requirements represent minimum standards for us.

Only those who sleep make no mistakes

Leadership

Promoting quality, safety and environmental awareness, as well as personal responsibility, competence and flexibility, is an ongoing task for our managers.

It is the responsibility of every manager to realise the company's quality and environmental objectives. Joint planning and implementation of projects, personal example and a participatory management style strengthen the quality and environmental awareness of all employees.

We are never at our destination

Avoiding mistakes

Through prevention and targeted consideration of all processes, we strive for 100% quality compliance. Errors should be avoided and their causes eliminated.

Long-term thinking instead of short-term profit

Environmental protection

Protecting the environment by using state-of-the-art technology in a commercially viable manner is an integral part of our activities. Environmental protection is supported by the economical use of resources and low-emission, low-waste production techniques.



With the voluntary implementation of the DIN EN ISO 14001 environmental management system, we are strengthening our efforts to achieve efficient and sustainable environmental protection.

Always keeping an eye on the big picture

Continuous improvement

Quality, service, technologies, environmental protection and occupational safety are constantly being improved and further developed. The goals are set at a high level and lead to the continuous improvement of our services and the reduction of our environmental impact.

Processes and risks are evaluated at regular intervals in all areas and, if necessary, appropriate measures are defined.

Always fair

Equality and equal opportunities

The promotion of equality and equal opportunities is an integral part of our corporate culture. All employees are given fair opportunities for development and advancement. Managers are responsible for creating a respectful, non-discriminatory and diverse working environment.

This company policy is communicated to all employees via notices and training. It is made available to all interested parties upon request!

Lemgo, September 2025

24-HOUR CHAIRS

365 days,
3 shifts,
1 chair

Whether in fire stations, police stations, power stations or large industrial plants – the human factor plays a decisive role in control centres.

Concentrating on computer screens, working in shifts and – compared to conventional offices – the significantly higher proportion of work that has to be done while seated have an impact on health and performance.

What is needed is a chair that prevents long periods of sitting from becoming torture and that prevents lack of movement and tension.

A good 24-hour chair therefore combines stability and tailor-made ergonomics. Subjected to 5-7 times more stress than normal office chairs, the design, functionality and ergonomic comfort of 24-hour chairs must be able to cope with 24-hour use and use by people of different sizes.



SVENSTOL®

CHAIRS FOR PROS



SUSTAINABILITY REPORT 2024 (ACCORDING TO VSME GUIDELINES)

As described above, the following report is based on the VSME standard – a guideline for sustainability reporting specifically for small and medium-sized enterprises. The content and structure of the report follow the guideline almost entirely. The individual sections are labelled in line with the structure of the VSME standard (B1...C1...).

Any deviations are explicitly indicated.

Basis for preparation (B1)

This report covers both modules of the VSME standard.

Companies included in the report:

Stolcomfort GmbH
Liemer Weg 49
32657 Lemgo

NACE Code	31.01.1 Manufacture of office furniture
Total assets (in euros) 2024	€3.4 million
Turnover (in euros) 2024	€8.4 million
Number of employees in 2024 (full-time equivalents)	31
Headquarters (country)	Germany
City	Lemgo: 52.021° N Latitude and 8.899° E longitude

Sustainability certificates of Stolcomfort GmbH

ISO 14001 Environmental Management

ISO 14001 is the internationally recognised standard for environmental management systems (EMS), which helps companies to systematically record, monitor and reduce their environmental impact.

Blue Angel

The Blue Angel has been the German government's environmental label for over 45 years. It identifies environmentally friendly products and services. The Blue Angel is a so-called TYPE I eco-label, which is based on the international standard DIN EN ISO 14024 „Environmental labels and declarations - Type I environmental labelling - Principles and procedures (ISO 14024:2018)“.



Procedures, policies and future initiatives for the transition to a sustainable economy (B2)

As part of our environmental management, we strive to identify and evaluate all ecological and social aspects and impacts of our actions and to change them positively in the interests of a sustainable economy.

The following overview shows which topics are relevant to us and which we actively and systematically try to influence positively with our environmental management.

	Are there any procedures, etc. that deal with this topic?	Are they publicly available?	Are there specific targets?
Climate change	Yes	Yes	Not yet
Environmental pollution	Yes	Yes	No
Water and sea	No	Yes	No
Biodiversity	No	Yes	No
Circular economy	Yes	Yes	Yes
Employees	Yes	Yes	Yes
Employees in the supply chain	Yes	Yes	Not yet
Affected general public	Yes	Yes	Not yet
Consumers and end users	Yes	Yes	Not yet
Business practices	Yes	Yes	Not yet

Energy consumption and greenhouse gas emissions (B3)

Energy consumption and greenhouse gas emissions are among the key sustainability aspects of our company. They arise both from our own operational processes and along the entire value chain. Since energy use is directly linked to CO2 emissions, efficiency improvements,

the use of renewable energies and conscious supplier selection have a direct impact on our carbon footprint. Our goal is therefore to systematically record and continuously optimise our energy consumption, thereby reducing the climate impact of our products.

Energy consumption at the Lemgo site

	Emitters Stolcomfort	2023, in MWh	2024, in MWh	Of which renewable, 2023	Of which renewable, 2024
Fossil fuels	Motor vehicles	259.13	267.27	0	0
Electricity	Electricity, heating	37.62 (electricity only)	41.24 (electricity only)	100 %	100 %

CO2 emissions 2022

(Emissions in 2024 are currently being calculated and will be added here as soon as they are available):

Scope 1 emissions	65.85 tCO2eq
Scope 2 emissions	11.82 tCO2eq
Scope 1 + Scope 2/turnover (€)	0.0127 kgCO2eq/€

Air, water and soil pollution (B4)

StolComfort GmbH does not operate its own industrial production facilities or emission-intensive processes at its company location. Our vertical range of manufacture is deliberately focused on assembly, quality control and final testing. Production steps with potentially relevant environmental impacts (e.g. metalworking, painting) are outsourced to specialised, certified partner companies.

Therefore, our operations do not cause **any direct pollution** of the air, water or soil. This topic is currently not material for our company **in terms** of the VSME standard.

Biological diversity (B5)

Areas near biodiversity hotspots

Biodiversity-relevant areas, also known as biodiversity hotspots, are areas with a particularly high species diversity and ecosystem density, which are also highly endangered. For the purposes of this report, these are areas that

have been designated as protected areas either by the Natura 2000 network, UNESCO World Heritage Sites or the International Union for Conservation of Nature (IUCN; Key Biodiversity Areas). **None of these areas are located near our site.**

Land use in m²

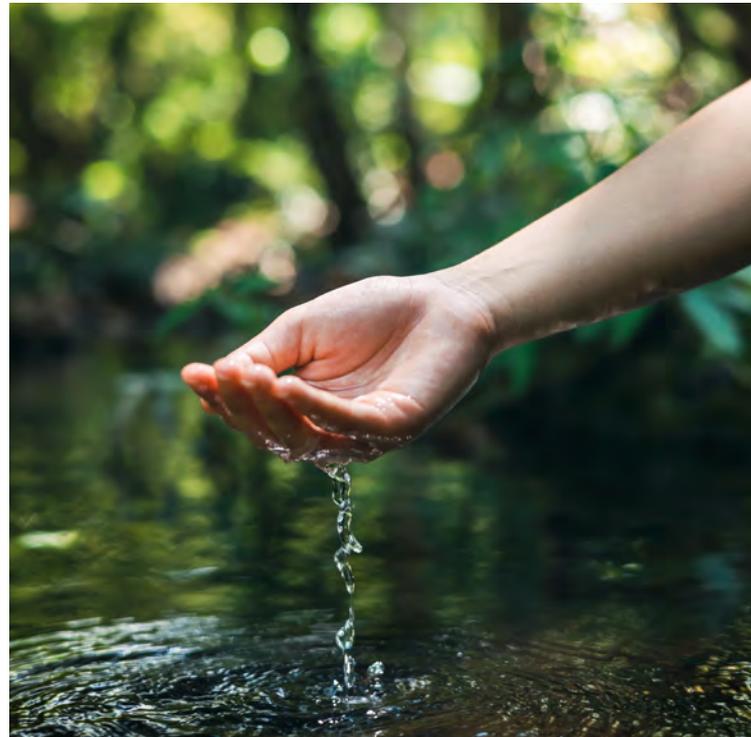
	Previous year	Reporting year	Change in %
Natural area on site (unsealed)	7.208	7.208	0
Total area	14.133	14.133	0

Water consumption (B6)

Water consumption is calculated as the difference between water withdrawal and the water that flows back into public sewage systems.

At Stolcomfort GmbH, water consumption is practically zero, as no water is required for the manufacture of products at the site and we do not operate any machines or systems that need to be cooled with water.

	Water extraction	Water consumption
2023	140.49 m ³	0
2024	170.01 m ³	0



Resource use, circular economy & waste management (B7)

StolComfort GmbH is **ISO 14001** certified and is therefore committed to systematic and continuous environmental management. Numerous requirements of ISO 14001 are closely related to the principles of **circular economy**, which we take into account in our actions.

The following are particularly relevant in this context:

- **Life cycle orientation:** We evaluate environmental aspects throughout the entire life cycle of our products – from material selection and the usage phase to disposal or recycling.
- **Resource efficiency and waste prevention:** As part of our environmental performance goals, we promote durable, repair-

able product solutions and examine the use of recyclable and secondary materials.

- **Management of outsourced processes:** We also pay attention to environmental standards and circular processes in external production steps and disposal.
- **Continuous improvement:** We are continuously developing our environmental performance – e.g. through take-back and repair concepts and the examination of circular business models.

Our ISO 14001 certification thus provides a stable framework for anchoring and further developing the principles of the circular economy in our operational processes in a structured manner.



Basic principles of the circular economy

The principles of the circular economy aim to use resources efficiently, avoid waste and keep materials in the economic cycle for as long as possible. In contrast to the linear „take-make-waste“ model, the circular economy pursues a regenerative system. The implementation of these principles is at the heart of our environmental policy and will be illustrated using selected examples:

Extending product life

- Quality, resilience and a long service life are essential for 24h chairs to achieve sustainable success. The durability of the chairs is the basis for our success.
- Since their market launch, the chairs have been continuously developed and optimised. Examples of this are our recently introduced, newly developed bearings for gas springs and backrests made of an innovative, highly resilient plastic.
- Components that are subject to wear and tear after several years of intensive use can be replaced without the need for specialist personnel, including the seat cushion, armrests and mechanism.



Newly developed bearings for gas springs and backrests



Easily replaceable armrests

Reuse and recycling

We offer our customers the option of returning old, used Svenstol® models. After many years of intensive use, these show varying degrees of wear and tear, but are generally still in good technical condition. A significant proportion of the chairs can therefore be reconditioned and reused as second-hand products.

	2022	2023	2024
Proportion of reconditioned chairs	54,14 %	51,94 %	59,46 %

The rest of the chairs are almost entirely sorted by type and sent for recycling or disposal.



Recycling and recovery

Our chairs can be dismantled almost entirely by type. Only some cover materials (fabrics and imitation leather) need to be foam-backed for proper processing and durability and are therefore not recyclable. Through our take-back service (see Reuse), we ensure that the potenti-

al for recyclability is actually utilized for an ever-growing proportion of the chairs we produce. All returned customer chairs that can no longer be reconditioned at the end of their first life cycle are dismantled into separate materials. We work with certified disposal partners who send the separated materials for recycling.



Resource conservation and closed material cycles

As a manufacturer of high-quality office chairs, we consider the use of recycled materials to be an important component of our resource conservation and circular economy strategy. We systematically control the proportion of recycled materials through our supplier selection process by specifically favouring partners who use recycled materials in their production processes and can demonstrate this transparently. At the same time, we regularly check which components of our chairs can already be manufactured from secondary raw materials without compromising quality, safety and durability. In

this way, we are gradually increasing the recycled content of our products and helping to save primary raw materials and reduce our ecological footprint.

The recycled content of the individual components we use in our chairs can be found in the table.

Packaging material: Only transport packaging is used for the logistics and sale of the chairs – product packaging is not used. We use cardboard and plastic film for packaging, with the film accounting for less than 1 per cent of the total weight. The cardboard used has a recycling content of at least 85 per cent.

Recycling table

Component	Material	Weight (kg)	Recycled content	Recyclability
Cover (seat, back, headrest)	Cover fabric Climatex Steel (62% PA, 14% wool, 10% Redesigned Lenzing FR™, 11% PES, 3% steel) Oeko-Tex 100	0,94	20-30%	0%
Seat, back and headrest cushions (PUR foam)	PUR foam	1,65	0%	100%
Seat	Polypropylene (PP) Regranulate (seat plate) Plastic PA + steel (Seat depth lever)	0,95	75%	100%
Seat, backrest and headrest structure	Steel, coated with powder coating (headrest support galvanised)	10,2	55-65%	100%
Side fittings (3 parts)	Aluminium, polished	1,093	100%	100%
Base	Polished aluminium	3,25	100%	100%
Folding armrests	PUR foam	1,06 (2x 0,53)	0%	0%
	ABS plastic (armrest)		50%	100%
	Aluminium, polished (support)	0,80 (2x 0,40)	100%	100%
	ABS plastic (Actuator button)	0,02 (2x 0,01)	0%	100%
	Plastic PA (Detent unit)	0,20 (2x 0,10)	0%	100%
	Steel (detent disc)	0,20 (2x 0,10)	55-65%	100%
T-armrests	Plastic PUR (armrest)	0,24 (2x 0,12)	0%	100%
	Plastic PA (support)	1,64 (2x 0,82)	50%	100%
Mechanics	Steel, coated with powder coating	7,10	50%	100%
	Control elements made of plastic PA	0,41	50%	100%
Mechanical lumbar support	Steel and plastic (PA)	0,64	0%	100% (steel) 100% (PA)
Chair column with pneumatic height adjustment	Steel (gas spring)	0,68	0%	70%
	Steel (upright pipe)	0,38	100%	100%
	Guide (plastic PA)	0,10	0%	5%
Rollers	Plastics PA, PP, PU	0,66 (6x 0,11)	0%	100%

Our chairs comply with the relevant norms and standards for durability and sustainability: Tested Safety (GS) including heavy-duty use, BS 5492, Blue Angel. We also promote the sustainable use of our chairs by offering a comprehensive five-year full warranty covering all costs and parts.

Avoidance of waste and emissions

As part of our ISO 14001-certified environmental management system, we have established a structured waste management system. Our waste is systematically separated into paper/ cardboard, metal, foil, spray cans and wood. These recyclable materials are fed into the

appropriate recycling streams and thus returned to the cycle. Non-recyclable waste is disposed of as residual waste; our activities do not generate any hazardous waste. Through these measures, we contribute to the conservation of resources and the promotion of a functioning circular economy.

2024	Total (t)	Recycling share (%)	Proportion disposed of (%)
Waste			
Paper	26,84	100	0
Plastic film	0,17	100	0
Spray cans	0,082	100	0
Metal	1,78	100	0
Wood	0,65	100	0
Residual waste	6,5	ca. 15	ca. 85
Hazardous waste			

Hazardous waste

The main raw materials we use for our chairs are:

- **Steel** (especially seat and back frames)
- **Aluminium** (especially the base)
- **Plastics** (especially the upholstery parts, fabrics and imitation leather)
- **Leather**

Stolcomfort GmbH does not process any raw materials. All parts for the products are manufactured by our suppliers and delivered to our production facility in Lemgo for assembly.

For this reason, it does not make sense to calculate material efficiency (input raw materials, output products). Calculating material efficiency that takes into account the upstream production stages is not possible for us with reasonable effort.

As an indicator of material efficiency, we use the total amount of materials used in relation to turnover. The key figure is therefore calculated

from the material input (in kg) per €1,000 of turnover generated.

	2023	2024
Material input (*) (per €1,000 turnover)	22,29 kg	21,33 kg

*Newly manufactured chair



Workforce: General characteristics (B8)

StolComfort GmbH currently employs around 35 people at its company location in Lemgo:

- 35 of these are full-time positions.
- 75% of employees are male, 25% female.
- Of the managers, 4 are male and 1 is female.

The majority of employment contracts are permanent. The proportion of fixed-term contracts is 15%. These are also planned for the long term and, assuming the business develops accordingly, will later be converted into permanent employment contracts.

When selecting new employees, StolComfort GmbH attaches great importance to professional suitability, qualifications and personal integrity. Discriminatory factors such as gender, age, origin, religion or personal circumstances are systematically excluded from the selection process. Diversity and equal treatment are, for us, the natural foundations of a respectful and performance-enhancing corporate culture.





Workforce: Health and safety (B9)

The protection of the health and safety of our employees is a top priority for StolComfort GmbH. As a manufacturing company with physically and technically demanding activities, we see it as our responsibility to create safe and healthy working conditions and to continuously improve them.

Effective occupational safety management is not only a legal obligation, but also a central component of our corporate culture – in terms of prevention, appreciation and long-term performance.

	2023	2024
Accidents at work	2	3
Accident rate (number of accidents/ total number of hours worked by employees (2000 for full-time em- ployees) x 200,000)	7,142	9,375
Accidents with fatalities	0	0

StolComfort GmbH has a systematically organised occupational safety management system that meets all relevant legal and organisational requirements. Responsibilities and procedures are clearly defined: an internal occupational

safety officer, an external occupational safety specialist and a company doctor together form the structured basis for ensuring occupational health and safety.

The system is integrated into our quality management system and is assessed by an independent auditor as part of the annual ISO 9001 review.

Targeted measures are also planned for the current year to continuously improve occupational safety, including:

- testing an exo-belt to support the lower back,
- testing a scissor lift table for ergonomic workplace design,
- driving safety training for field staff, and
- training on back-friendly working practices for relevant areas of activity, where necessary.

These measures are intended to reduce physical strain and strengthen the general safety and health awareness of employees.

Workforce: remuneration, collective bargaining & training (B10)

Remuneration

StolComfort GmbH attaches great importance to fair and competitive remuneration for its employees. An important tool for evaluating the remuneration structure is the ratio of the starting salary for the lowest employment category to the statutory minimum wage. **This ratio is currently 1.25**, which means that the lowest remuneration level is 25% above the statutory minimum wage of € 12.82 per hour (as of 2025).

Another relevant indicator is the so-called equal pay gap, i.e. the difference in average gross hourly earnings between men and women in the company. At **StolComfort, this is 16.2%**, which is slightly below the average for the old federal states (17% in 2024).

We are aware that there is an income gap and are continuously working to analyse potential causes structurally and ensure fair development opportunities for all employees – regardless of gender, age or type of employment.

Training and further education

As part of its quality management system, StolComfort GmbH ensures that every task within the company is carried out by appropriately qualified employees. The induction of new employees or new areas of responsibility is carried out in a systematic and structured manner.

To this end, we use the following tools, among others:

- Induction plans tailored to the respective activity
- A qualification requirements matrix that defines the knowledge and skills required for each position
- annually updated job descriptions, and
- work instructions and process descriptions for most operational activities.

The induction process is documented by the respective supervisor. In addition, annual feedback meetings are held to identify any additional training or development needs.

The majority of our employees' training takes place informally, including on-the-job training by experienced colleagues, guidance during work, use of internal platforms, and feedback meetings. Due to the close integration with regular work processes and the situational nature of these forms of learning, it is not possible to reliably quantify the number of informal training hours.

Convictions and fines for corruption and bribery (B11)

There have been no convictions or penalties against Stolcomfort GmbH in connection with corruption and bribery, either in the reporting

period relevant to this report or at any other time since the company was founded.



Our business model and sustainability (C1)

Our company develops, manufactures and distributes high-quality, particularly durable office chairs – with a clear focus on so-called 24-hour chairs, which are designed for workplaces where people are on duty around the clock. Our main customer groups are companies and organisations from the public and private sectors – in particular, control centres (e.g. police, fire brigade, transport, energy), industrial companies with continuous production, and IT and telecommunications service providers.

A growing market share is accounted for by customers in traditional office environments who spend an above-average amount of time sitting at work and attach particular importance to ergonomics, comfort and concentration. We want to strategically expand this market further.

Our **value proposition** lies in the combination of maximum seating comfort, ergonomic support for active and relaxed sitting, and the exceptional durability and resilience of our products – far exceeding the level of conventional office chairs.

In our core markets (including Germany, France, Sweden and Austria), our **sales model** is based on direct sales with comprehensive customer service that extends beyond the warranty period. In other countries, we work with specialised sales partners who ensure our service standards are met.

We generate **revenue** primarily through the sale of chairs developed and manufactured in-house, as well as through services and spare parts sales. In addition, we also sell classic office chairs from other manufacturers to selected existing customers if these complement their existing requirements.

The **key resources** of our business model are:

- efficient product development,
- a strong sales and service team,
- internal and external marketing,
- and a reliable network of suppliers who meet our high standards of quality, innovation, environmental and social standards. The most important suppliers are those for: covers, backrest and seat frames, and mechanisms.

Our **core activities** include:

- continuous development and optimisation of our models,
- targeted customer acquisition and retention,
- ensuring the highest product quality,
- and providing excellent service and advice.

Our **cost structure** is distributed as follows:

- around 45% material costs,
- approx. 20% personnel costs,
- approximately 20% marketing and distribution costs,
- approx. 15% for development and other operating expenses.

With this business model, we aim to be a sustainable and trustworthy partner for our customers – with a product that combines environmental responsibility, ergonomic quality and economic durability.

(Compressed) Business Model Canvas

 <p>Key partnerships</p> <ul style="list-style-type: none"> • Long-standing partners for component manufacturing (including in Germany, Europe and parts of Asia) • Sales partners abroad • Manufacturers of complementary office chairs 	 <p>Key activities</p> <ul style="list-style-type: none"> • Continuous product optimisation • Quality assurance • Consulting & customer support • Marketing and customer acquisition • Selection and management of suppliers 	 <p>Value propositions</p> <ul style="list-style-type: none"> • Above-average ergonomics and seating comfort • Extreme resilience and long service life • More durable chairs = lower resource consumption • Professional customer service • Sustainable, high-quality components 	 <p>Customer relationships</p> <ul style="list-style-type: none"> • Long-term relationships • Personal advice • Technical support and service even after the warranty has expired • Training and support for major customers 	 <p>Customer segments</p> <ul style="list-style-type: none"> • Public and private organisations with 24/7 workplaces (control centres, industry, transport, energy, IT/telecommunications) • Companies with high ergonomic standards in the office • Individual customers with special seating requirements
<p>Key resources</p> <ul style="list-style-type: none"> • Product development and design • Sales and service team • Marketing expertise • High-quality suppliers and partners • Manufacturing & assembly in Germany 	<p>Channels</p> <ul style="list-style-type: none"> • Direct sales (mainly in Germany, France, Austria and Sweden) • Own website, telephone advice, field service • Sales partners in other countries 			

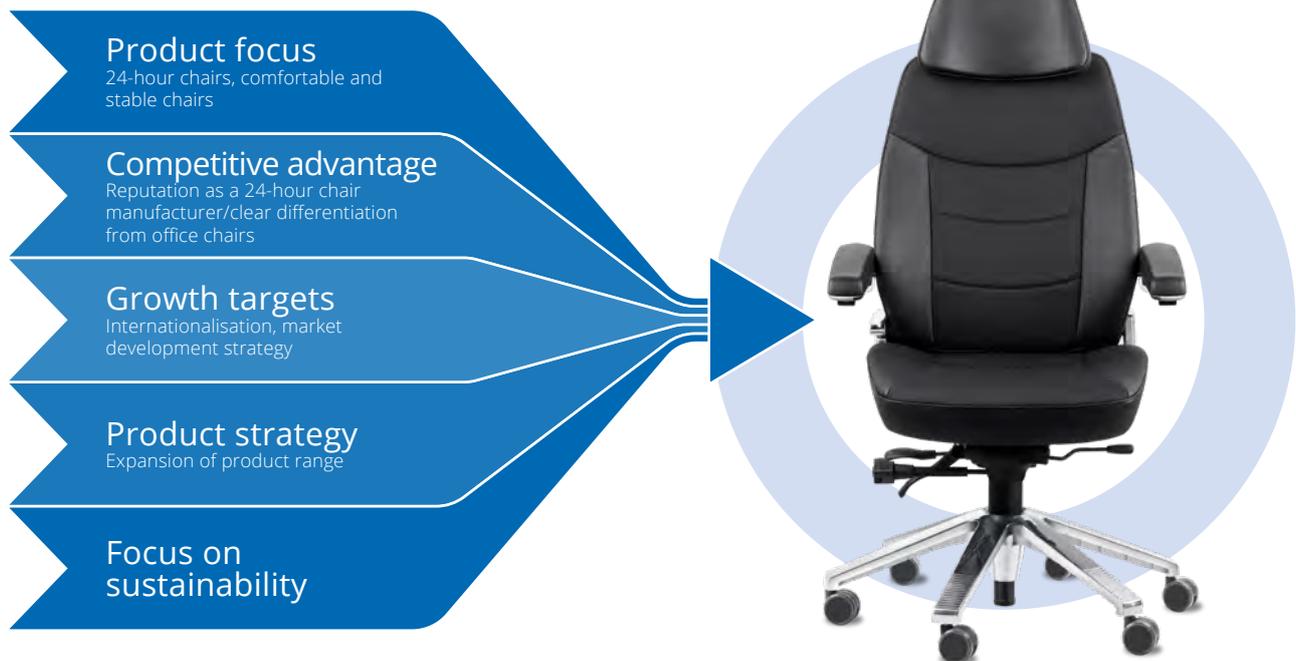
<p>Cost structure</p> <ul style="list-style-type: none"> • ~45 % material costs • ~20 % personnel costs • ~20 % marketing & sales • ~15 % Development, tools, administration 	 <p>Sources of income</p> <ul style="list-style-type: none"> • Sale of own chairs (24-hour chairs, growing: office variants) • Sale of spare parts • Services • Trade in complementary office chairs from other manufacturers (only for existing customers)
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Our strategy

Our strategic focus is on a niche market that has been largely neglected until now: ergonomic and particularly durable 24-hour chairs for workplaces that are occupied around the clock – for example, in public safety control centres, in industry or in traffic monitoring. The requirements in this segment far exceed the durability and ergonomics of conventional office chairs. Large manufacturers tend to avoid this area, as existing product ranges cannot be adapted without considerable development effort.

Our objective is therefore clear: we want to offer the best 24-hour chair on the market – the model with the best price-performance ratio over its entire service life. We focus on uncompromising quality, maximum ergonomics, durability and comprehensive customer service. Despite a higher purchase price, our chairs offer a particularly economical solution thanks to their robustness and long service life.

We have already achieved a leading market position in our core markets of Germany, France, Austria and Switzerland. The next step is to roll out this model internationally and establish ourselves as a leading provider in other countries as well. At the same time, we are tapping into an additional market segment: workplaces with high comfort and ergonomic requirements in regular office environments – for example, for skilled workers who spend long periods of time concentrating on screen work. To this end, in addition to using existing models, we are also planning adapted variants or new developments that consistently reflect our basic principles of resilience, ergonomics and durability.



Sustainability reference in our strategy

Key elements of our strategy are directly linked to sustainability issues:

- **Durability and product quality:** The conscious decision to use robust materials and resilient construction leads to a significantly longer service life – a key lever for reducing resource consumption, emissions and waste in line with the circular economy.
- **Focus on quality instead of quantity:** Our business model is not based on short-term consumption, but on durable capital goods – an approach that has a positive impact on the environment and reduces the need for frequent new purchases.
- **Innovation and product development:** Our strategy focuses on continuous improvement in terms of ergonomics, material efficiency and reusability – this also systematically taps into potential for minimising environmental impact.
- **Customer service and spare parts supply:** The conscious expansion of a sustainable

after-sales service helps to further extend service life and minimise resource consumption.

Overall, our strategy helps to combine social and ecological requirements with economic performance. It makes sustainability an integral part of our value proposition and our competitiveness.

Note on potential negative impacts:

A comprehensive analysis of the actual and potential negative impacts of our business activities on the environment, society and the economy is carried out as part of the materiality analysis. This includes topics such as resource consumption, emissions in the supply chain and social risks at suppliers. These are presented and evaluated in detail later in this report.



Description of practices, strategies and future initiatives for the transition to a more sustainable economy (C2)

According to the VSME standard, the key sustainability issues are: climate change, environmental pollution, water, biodiversity, resource consumption and circularity, treatment of employees, working conditions of employees in the value chain, impact on society, consumer and user safety, and fair and legally compliant business practices.

As we consider the presentation of our activities for greater sustainability recommended in the VSME guidelines on this point to be insufficiently meaningful and clear, we describe the key elements of our sustainability strategy here in an alternative, sometimes more detailed form. All sustainability aspects relevant to us that were mentioned above are taken into account here, without always explicitly referring to the respective aspect.

Sustainability: the basis for a good 24-hour chair

StolComfort develops, manufactures and distributes office chairs that are in demand by our customers for three reasons:

- **they are highly resilient**
- **they are durable**
- **they protect the health and performance of their users**

In this sense, sustainability has been a central promise and our mission from the very beginning. 24-hour chairs in particular are anything but a trend or fashion item, but rather a sensible investment in employee health and satisfaction.

That is precisely why we see it as our unconditional responsibility to realise the sustainable quality of our products in all areas of our company and our activities. For this reason, we have installed an environmental management system to help us systematically record, raise awareness of, and specifically manage and reduce the impact of our business activities on the environment.

In doing so, we take into account all aspects of the entire value chain – from the working conditions at our suppliers to the recycling of old chairs. In 2021, our environmental management system was certified according to ISO 14001.

Environmental management system: Certified according to ISO 14001

In June 2021, our environmental management system was certified according to ISO 14001:2015. Prior to this, the position of Environmental Officer had already been created. As part of our environmental management system (EMS), the environmental aspects of the manufacture and use of our products were determined throughout their entire life cycle, and their relevance was assessed according to the following criteria:

- **Environmental impact**
(consumption of resources, hazard potential, emissions, waste)
- **Information on binding commitments**
- **Concerns of internal/external interested parties**

The environmental management system includes guidelines for handling materials, water and waste, as well as for emissions. We use environmental indicators to control and monitor our environmental performance.

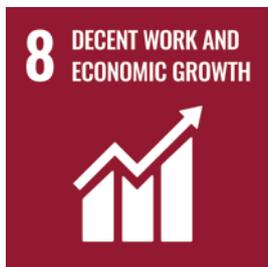
As part of a structured risk management system, risks are systematically identified, assessed and, if necessary, measures are planned and implemented. The effectiveness of environmental management is regularly evaluated on the basis of specific target planning and the evaluation of the degree to which targets have been achieved.

Alignment with the United Nations SDGs

Our sustainability strategy is based on the

United Nations Sustainable Development Goals (SDGs). These global goals provide a recognised framework for aligning business activities with environmental, social and economic sustainability aspects. As a manufacturer of high-quality, durable office chairs, the following SDGs are particularly closely linked to our business activities and strategy:

This orientation ensures that our sustainability strategy not only responds to the requirements of our customers and stakeholders, but also contributes to the internationally recognised goals of sustainable development.



Key aspects of our environmental management system

The aim of our environmental management system is to minimise the impact on the environment

throughout the entire life cycle of a Svenstol®.

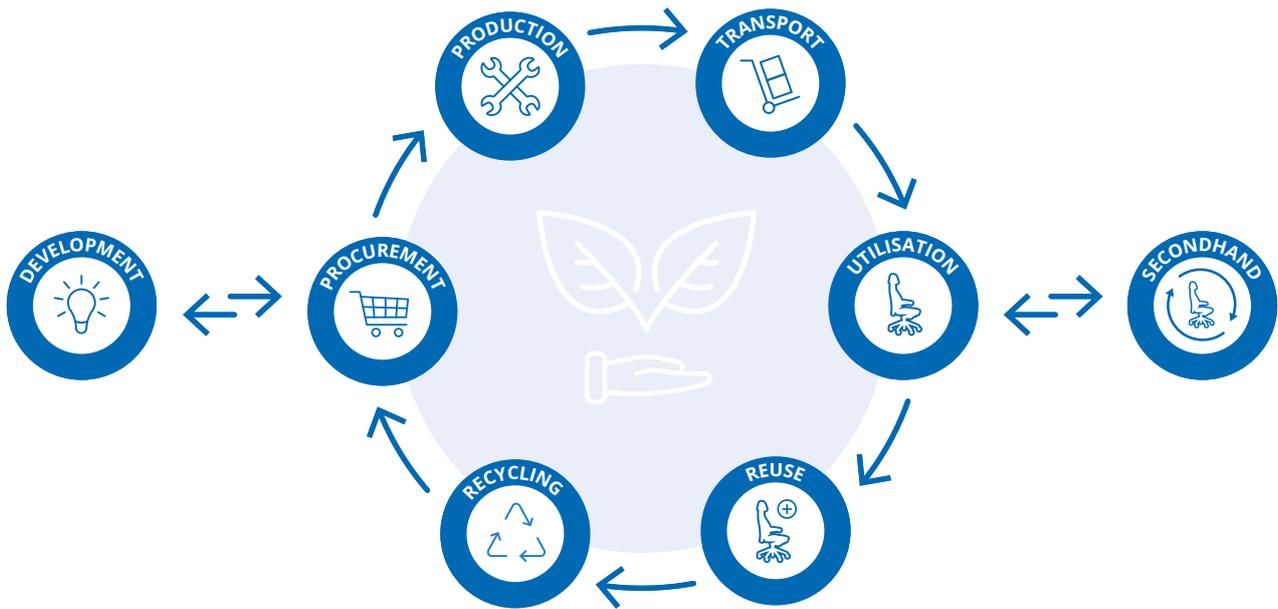
Development

Environmental aspects are taken into account right from the development stage of a chair or new component through defined requirements and FMEA analyses.

The key factor here is that the design is created in-house, giving us control over all parts and materials from the outset. The focus of development is on durability, resilience, serviceability and recyclability.

Examples of sustainable development projects in recent years include:

- The complete redevelopment of an armrest that is not only extremely resilient but also easy to replace.
- The introduction of a self-developed, longer-lasting bearing for the gas spring used to adjust the height of chairs.
- The introduction of a 150+ version for particularly high loads.
- The extension of the full warranty to five years.
- The increase in the recycled content and recyclability through the development of an armrest.
- The switch from partial gluing of the upholstery to complete stitching.



Procurement & Production

Short distances and environmentally conscious suppliers are essential for sustainable procurement. For us, „Made in Germany“ means that most of our suppliers – especially for large-volume parts such as upholstery and frames – come from Germany.

Almost all other materials are sourced from neighbouring countries such as the Netherlands and Czechia. The materials used are obtained or manufactured in the most resource-efficient way possible:

- We use secondary aluminium for our aluminium components, and our supplier is ISO 14001 certified.
- Our leather supplier produces in the region and has received several awards for its innovative environmental management.
- Our upholstery fabrics are certified according to Ökotex 100 and Cradle-to-Cradle.
- Our foams are made of polyurethane and are foamed using only water. We do not use chlorofluorocarbons.
- The steel components have a high recycled content.

- All materials meet the requirements of the REACH regulation and the „Blue Angel“ quality seal.

Waste in production cannot be completely avoided and is carefully separated on site using reusable containers. Disposal is carried out by appropriately qualified specialist companies. Films are disposed of separately for more efficient recycling.

Taking ecological and social aspects into account, we regularly carry out a systematic assessment of our suppliers. If non-conformities occur, corrective measures are developed, reviewed and implemented, taking risk assessment into account.

Our production facility in Lemgo has a certified quality, environmental and occupational safety management system. As part of this management system, the lighting in the production area has been converted to LED and the average consumption of consumables has been reduced by 27% in 2021. We also use 100% green electricity.

Logistics

We work closely with a logistics company that has a carbon-neutral site in the immediate vicinity. Together, we continuously optimise processes – such as the return of packaging materials – for the benefit of our customers and the environment.

By changing the packaging, we have been able to reduce the packaging volume for international deliveries by 50%. The transport packaging is made of almost 100% cardboard. Styrofoam or similar materials are not used.

Due to the long distances involved and the loading volume required for chairs, the use of electric vehicles is not yet economically viable for our field service, but all vehicles comply with the Euro 6d emissions standard.

Use & care

24-hour chairs are subjected to up to seven times more stress than office chairs. To ensure long-term customer satisfaction, we therefore make no compromises when it comes to quality and workmanship. Conventional materials and components for office chairs are hardly ever used. We offer a full 5-year warranty on our 24-hour chairs.

All Svenstol® products are designed so that particularly heavily used components, such as the seat cushion or the mechanism, can be replaced on site at reasonable expense.

In addition, we offer an in-house maintenance service for our chairs, which can make an important contribution to their long service life.

Second-hand & recycling

We take back used Svenstol® chairs from our customers. The most important components, such as the frame, mechanism and upholstery, are often still in good condition even after years of intensive use, meaning that the majority of the chairs we take back can be reconditioned and quickly sold on the secondary market for comfortable, ergonomic office chairs. Chairs that are no longer suitable for this can be dis-

mantled into separate components and prepared for recycling.

Social aspects of our actions

Healthy and motivated employees are the foundation for sustainable business success. We try to convey this insight not only to our customers who are interested in high-quality ergonomic chairs. We ourselves strive to create a safe and supportive working environment for our employees in which they feel comfortable, can develop and unfold their personalities for the benefit of our customers.

An essential part of this is occupational safety management, which is organised jointly by an internal and external specialist. Regular site inspections and training courses promote awareness of safety and health among our employees. The working conditions in production and in the offices are checked annually by an external occupational safety specialist.

Old and new employees receive regular training. Potential health risks and sources of danger are systematically identified and eliminated. In addition to basic care and mandatory examinations, employees can take advantage of additional counselling services provided by our company doctor. Driving safety training courses are held regularly for field staff.

As part of our quality management system, requirement profiles are created for each position and regularly compared with the qualifications of our employees. Qualification gaps are closed through internal or external training measures. As part of our quality management system, an external auditor checks the effectiveness of our human resources management and compliance with legal standards.

Employee turnover in recent years has been no more than 5%.

A significant part of the value added in the manufacture of our products takes place at our suppliers. In line with our holistic environmental management system, compliance with social standards by our suppliers is therefore

also relevant to us. In addition to economic and ecological aspects, social aspects are also part of our assessment scheme in the continuous supplier evaluation process.

However, it should be noted that the possibilities for monitoring compliance with social standards are naturally limited for a relatively small company such as StolComfort. We take this circumstance into account by sourcing almost all of our suppliers from Germany or neighbouring EU countries, where strict social labour standards apply and are also monitored by the state.

We also visit and inspect all key suppliers at least once a year. In terms of purchasing volume, only 12% of materials are sourced from non-EU countries, with all suppliers either originating from an industrialised country or being certified German companies with production facilities abroad.

Planned measures – outlook for 2026

- Introduction of an armrest with an armrest cover that can be easily replaced by the customer themselves when worn.
- Manufacture upholstery moulded parts from recycled raw materials (test phase underway).
- Introduction of a more recyclable version of our 24/7 upholstery fabric.
- Formulation of further, specifically measurable sustainability targets based on the calculation of the carbon footprint by ClimatePartner.
- Complete conversion to LED lighting in production.
- Expansion of the product take-back and refurbishment programme.
- Eco-design approach for new developments (easier recyclability, higher proportion of recycled materials, reduced resource consumption).



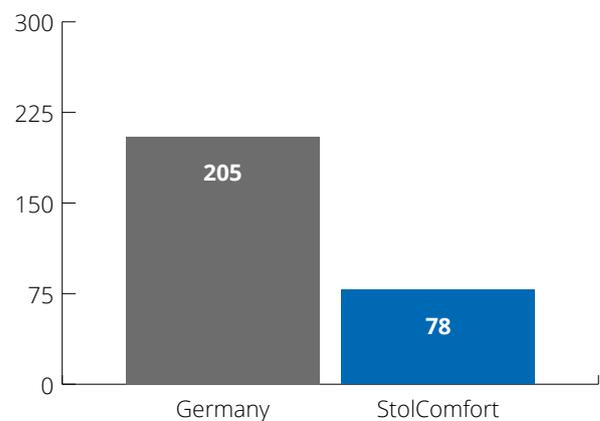
Greenhouse gas reduction targets (C3)

We have not yet formulated any binding reduction targets for greenhouse gas emissions. We are currently working with ClimatePartner to draw up a comprehensive carbon footprint that will cover all relevant emissions, in particular **Scope 3 emissions** along our value chain. We will use this as a basis for deriving specific reduction targets and measures.

A particular challenge for us is indirect emissions (Scope 3), which account for by far the largest part of our climate impact. These arise primarily during the manufacture of the materials and components we use. At the same time, it is important to take into account the special nature of our products: although the use of high-quality materials and very robust workmanship sometimes results in higher emissions during production, these are more than offset by the significantly **longer service life of our chairs**. This enables us to reduce overall life cycle emissions and contribute to the conservation of resources.

Our goal is to use our **carbon footprint to establish a realistic and measurable** reduction path that both meets our high product quality standards and enables us to continuously improve our climate balance. We will report the results transparently and integrate them into our sustainability strategy.

CO₂ emissions per €1,000 of value added



Key figures CO₂ in relation to value added (2022), compared to the German industry average

Business risks due to climate change (C4)

To systematically identify and assess climate-related risks, we use our existing quality and environmental management systems in accordance with ISO 9001 and ISO 14001, as well as the carbon footprint currently being developed in collaboration with ClimatePartner. This forms the basis for identifying the main sources of emissions and hotspots along our value chain. In addition, we consider findings from our stakeholder analysis and supplier assessment in order to identify external expectations and potential weaknesses in the chain at an early stage. We assess the risks according to uniform criteria: probability of occurrence, severity of possible impacts on costs, availability and reputation, and their time horizon (short, medium or long term).

In particular, the following risks can be identified:

- **Short term (1–3 years):** increasing customer and tender requirements and initial regulatory reporting obligations.
- **Medium term (3–7 years):** cost risks due to CO₂ pricing, stricter efficiency requirements and changes in upstream processes.
- **Long term (>7 years):** physical risks from climate change, such as commodity shortages, price volatility and supply chain disruptions due to extreme weather events.

Existing measures

We have already implemented various measures to limit climate-related risks. Our environmental management team conducts a system-

atic risk analysis every year, which also includes climate-related aspects. Another key tool is our supplier selection and evaluation process, which takes into account environmental criteria such as recycling rates, energy efficiency and environmental certificates. The durability and reparability of our products also contribute significantly to reducing life cycle emissions and conserving resources. In addition, we have begun to compile a comprehensive carbon footprint, which addresses Scope 3 emissions in particular and provides us with a sound basis for decision-making.

Planned measures

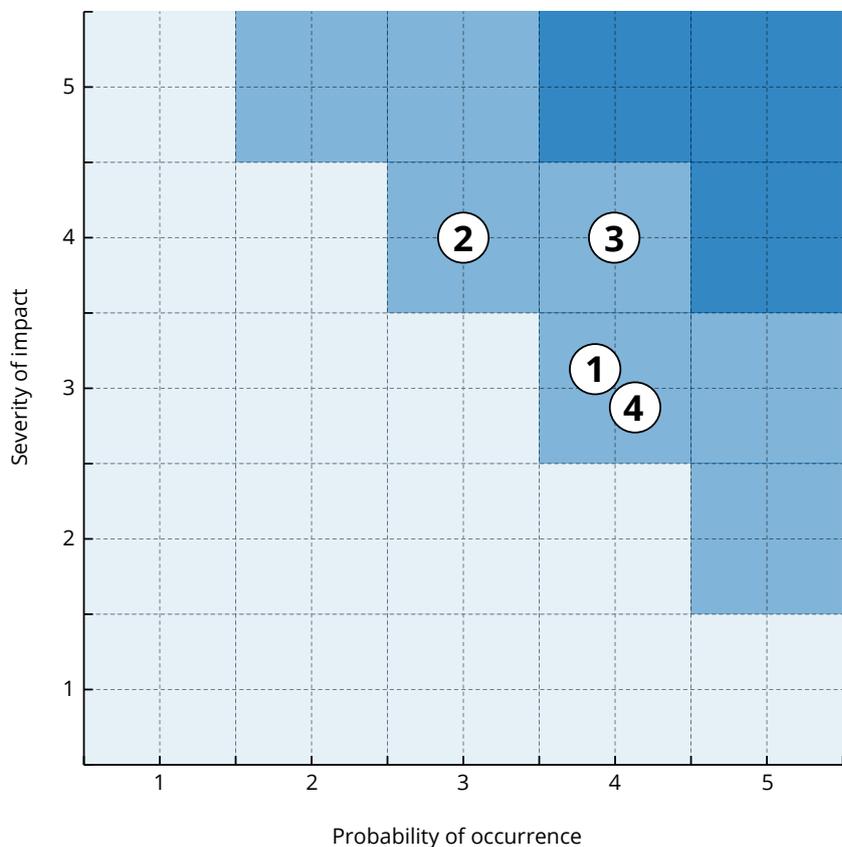
Based on the carbon footprint, we will develop specific reduction targets and measures that make a realistic and measurable contribution to reducing our climate impact. This includes

establishing continuous monitoring for climate-related risks in our supply chain, for example in relation to raw material markets or geographical hotspots. In addition, we are examining the integration of alternative materials with a lower carbon footprint and the diversification of our procurement sources in order to increase resilience. Another focus is on closer cooperation with our suppliers in order to create transparency, promote energy efficiency and expand the share of renewable energies in the long term.

Risk assessment (example assessment)

Climate-related risks

1. Regulatory tightening
(short/medium term)
2. Supply chain disruptions due to extreme weather
(long term)
3. Raw material price increases
(medium/long term)
4. Reputational/competitive pressure
(short/medium term)



Additional (general) characteristics of the workforce (C5)

Ratio of female managers to male managers (below management level):	1 zu 3
Total number of self-employed persons (excluding employees) working exclusively for the company	0 (as of 09/2025)
Total number of temporary workers (provided by companies whose main activity is job placement)	0 (as of 09/2025)

Additional information on own workforce – human rights policies and processes (C6)

As a medium-sized company based in Germany, we are subject to a clear legal framework that ensures compliance with fundamental human and labour rights. Child labour and forced labour are prohibited in our company context and would result in immediate legal consequences.

In addition, we have established our own principles, which are set out in our Code of Conduct and our personnel guidelines. These include:

- Fair and transparent recruitment processes based solely on qualifications and suitability; discrimination on the basis of gender, age, origin, religion, disability or sexual orientation is not permitted.
- Safe and healthy working conditions, which are guaranteed by our systematic occupational safety management (internal representative, external occupational safety specialist, company doctor) and reviewed annually as part of our ISO 9001 system.
- Appropriate remuneration that exceeds the statutory minimum wage (starting salaries approx. 25% above).
- Participation and co-determination rights, which we promote through annual feedback meetings, close communication with supervisors and structured induction processes.

Due to the size of our company, we have not yet implemented a formal, independent human rights programme. Nevertheless, the relevant

principles are systematically integrated into our corporate processes and reviewed on a regular basis. Responsibility for compliance with these principles lies with the management, supported by the human resources, occupational safety and quality management departments.



Serious human rights violations (C7)

No incidents relating to child labour, forced labour, human trafficking, discrimination or other serious human rights violations have been identified among our own workforce. Accordingly,

no remedial measures were necessary. We are also not aware of any confirmed incidents involving employees in our value chain, affected communities, consumers or end users.

Revenue from certain sectors and exclusion from EU reference benchmarks (C8)

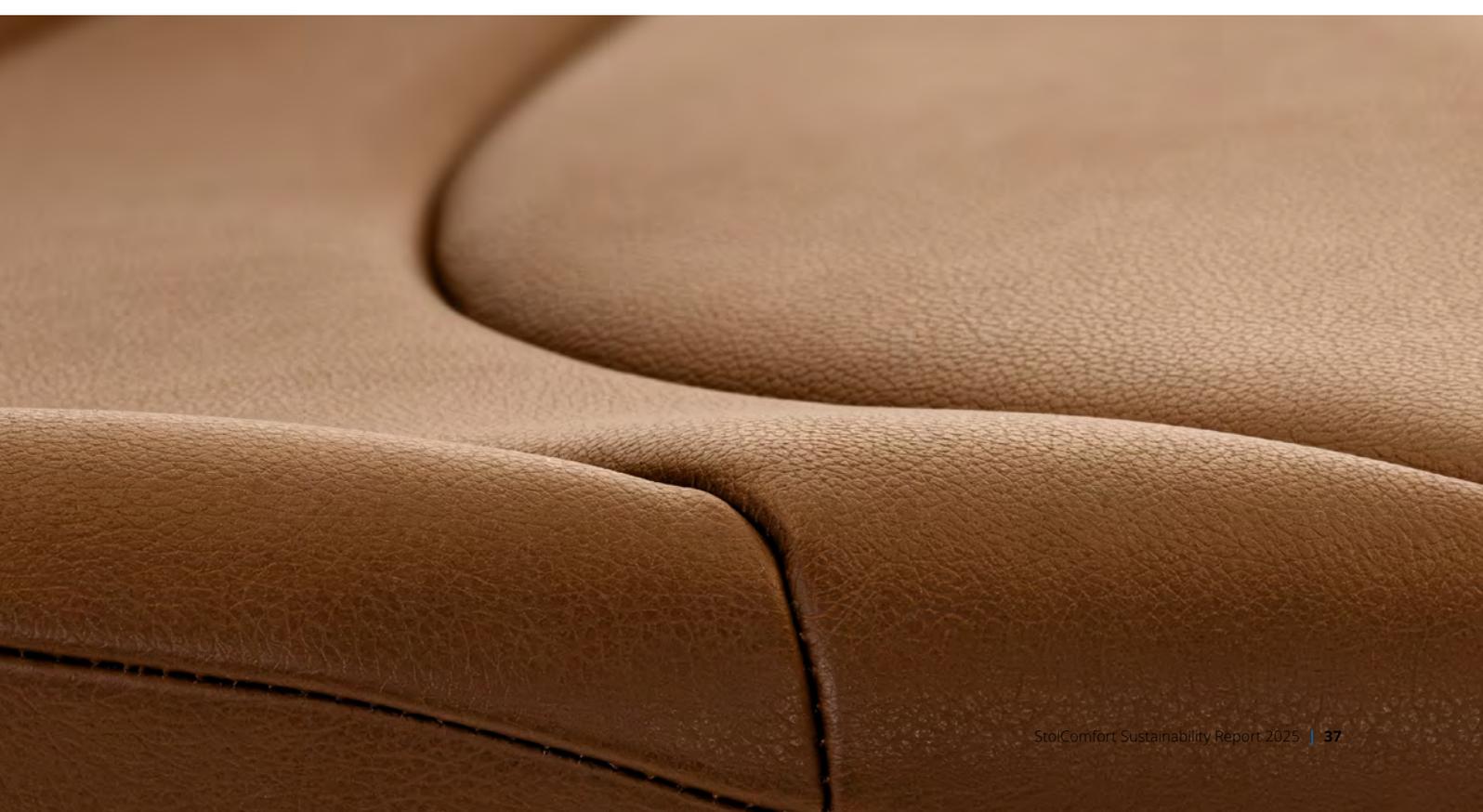
Our company is not active in any of the sectors mentioned in the guidelines. We do not generate any revenue from controversial weapons, tobacco cultivation or production, fossil fuels (coal, oil, gas) or the manufacture of pesticides

and agrochemical products. Likewise, we are not excluded from EU reference benchmarks that are in line with the Paris Climate Agreement.

Gender diversity ratio in the management body (C9)

Our company does not have a multi-member management body. The company is managed by a single managing director. Therefore, the

disclosure of a gender diversity quota is not applicable.





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