



NOLTE


by nature

Sustainability Report

2024

NOLTE KÜCHEN-VERSION
Supplement to the Group Sustainability Report

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Managing directors
Rüdiger Schliekmann
Manfred Wippermann
Heiko Maibach

” We believe in a future where sustainable action, timeless design and uncompromising quality go hand in hand. “

Dear readers,

Sustainable and responsible action is not just a reaction to the challenges of our time for us at Nolte – it is a promise. A promise that we strive to fulfil every day: through thoughtful decisions, forward-looking business practices and a deeply rooted sense of responsibility towards people, the environment and society.

In recent years, we have not only been challenged – we have also been confirmed. Guided by clear values, we have remained steadfast even in complex times. Our belief that sustainability forms the foundation of a future-oriented company has proven true – and already contributes significantly to our success today. For us, sustainability is not a task to be completed, but an ongoing cultural and creative process.

We continuously develop ourselves – both in terms of designing durable products and handling resources responsibly. And in how

we engage with people inside and outside the company – our perspective continues to evolve. For the years ahead, we have set ambitious goals: we want to reduce our climate footprint even further, close more resource cycles, and strengthen new forms of economic cooperation.

At the heart of all this are our employees. They are the ones who embrace change, collaborate, and help shape our path. They have the courage to challenge the status quo and the willingness to explore new paths. Our culture of cooperation, openness and shared learning is the foundation we build on.

With this report, we not only aim to present key figures – we also want to provide insight into our mindset, our development and our ambitions. We thank you for your interest, your attention and your openness to join us on this journey.

Heiko Maibach

Rüdiger Schliekmann

Manfred Wippermann

We aim to fulfil future reporting obligations in accordance with the CSRD. This report for the 2023 reporting year is a supplement to our Group Sustainability Report, which already meets the current CSRD requirements.

At Nolte Küchen, we have embraced diversity, equality, and equal opportunities since the company was founded. However, for the sake of readability, we have chosen not to use gender-specific language forms (male, female, and diverse). All gender references in this report apply equally to all genders.



Pavilion in the garden of the NOLTE FORUM.

01

General disclosures



KEY FACTS OF THE CHAPTER

- Subsidiary of Nolte GmbH & Co. KGaA
- 1,492 employees (21% women and 79% men)
- Sustainability is defined as a core element of the corporate strategy
- First double materiality analysis conducted in 2023, update scheduled for 2024/2025 in line with CSRD
- Sustainability committee established in 2022
- Central risk management monitors company-wide opportunities and risks



The supervisory board and the advisory board maintain ongoing dialogue with our management.

It starts with an idea.

The idea that a kitchen is more than just furniture. That it is a living space, a place of encounter and responsibility. Responsibility towards the people who cook, laugh and live in it – and towards the world in which it is created.

At Nolte Küchen, this idea has long been reality. As a family-run company with roots in East Westphalia, we have been committed to quality for decades. Two locations – Löhne and Melle – form the heart of our work. More than 1,400 employees bring their passion, their expertise and their desire to make a difference to work every day. Together, we create kitchens that last – and place the smallest possible burden on the environment.

Why we take responsibility

Since 2021, Nolte Küchen has published an annual sustainability report. This continuity alone shows: sustainability is not a short-term trend for us, but a fundamental principle of our actions. We took the first step by making it a strategic pillar of our company. We don't just want to talk transparently about what we do – but show how we do it. For a sustainable future that we help shape.

With this new report, we are also publishing our first Group Sustainability Report for 2024. This highlights our company-specific actions and goals in detail – for our partners, employees and the industry at large.

Analyses that provide orientation

A sustainable future begins with a clear perspective. That is why our actions are not based on assumptions, but on well-founded analyses. A central milestone on our journey was the double materiality analysis, which we already conducted in 2022. In doing so, we consciously confronted the big questions: Which topics are crucial for the long-term success of our company? And how do our activities impact the environment, society, and the people connected to us?

This analysis is much more than a reporting tool. It is a strategic instrument that helps us create clarity – in a world full of complex demands. With the help of the double materiality analysis, companies like ours can precisely determine which sustainability topics are truly relevant. It enables the identification of Impacts, Risks and Opportunities (IROs) that result from our business activities.

The analysis always takes two perspectives into account, offering a comprehensive view of sustainability:

- **Financial materiality** sheds light on the opportunities and risks that sustainability issues pose for the financial position and future viability of our business model.
- **Impact materiality** shows us the actual and potential positive or negative effects of our actions on the environment, society, and people.

This dual perspective makes the analysis a compass for our strategic decisions. It is the key to understanding sustainability not only as a moral obligation, but also as an economic opportunity – and to reconciling both aspects.

But the world doesn't stand still – and neither do we. To meet our growing responsibility, we carried out another CSRD-compliant double materiality analysis at Group level at the end of 2024 / beginning of 2025. In this process, we actively involved our diverse stakeholder perspectives: employees, suppliers, retail partners, customers, and civil society actors. Their feedback is essential to ensure that our strategy is focused where we can have the greatest impact.

The overview on the next page outlines the material impacts, risks, and opportunities that are continuously addressed by our management, executive, and supervisory bodies, as well as by the Sustainability Committee.

In addition, we regularly conduct risk analyses that go far beyond our internal processes. We assess the entire value chain – from sourcing raw materials to the delivery of the finished kitchen. This enables us to identify potential risks at an early stage, avoid negative effects, and actively seize new opportunities.




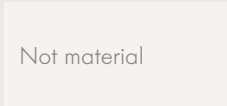
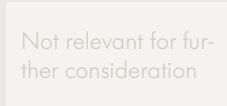
This interplay of transparency, responsibility, and foresight makes our sustainability strategy resilient and future-proof. We are shaping the future because we know our risks and opportunities and utilise them.

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 ecosystem 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 whistleblowers	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
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Sustainability – firmly embedded in our strategy

We are convinced: sustainability must not be a mere add-on – it has to become part of a company’s DNA. Only when it is strategically anchored and integrated into all processes can it unfold its full potential.

At Nolte Küchen, sustainability is therefore a core element of our corporate strategy. For us, this means combining ecological and social responsibility with economic success – because we believe that both together form the foundation for a strong future.

Our ambition is clear: we aim to achieve sustainable growth without compromising on quality, innovation or design. To do so, we define clear goals – goals that are not only ambitious but also measurable. Because progress is only credible if it is verifiable.

We develop innovative solutions that reduce our environmental footprint while opening up new perspectives for our partners and customers. From resource-conserving material choices and energy-efficient production processes to long-lasting products: sustainability is part of every decision – consciously, consistently and with a focus on the future.

That’s how we ensure: sustainability is not a project with an expiry date, but a strategic guidepost for everything we do.

Responsibility at the highest level

Sustainability starts at the top – and it doesn’t end there. At Nolte Küchen, one thing is clear: sustainability is a matter for top management. Our executive team assumes full responsibility and sets the direction for sustainable business practices. It provides the framework, allocates the necessary resources, and ensures that sustainability is not just a buzzword – but lived practice in all areas of the company.

But that’s not all: we know that true transformation only succeeds when it is carried by many. That is why we have created a strong foundation – our Sustainability Committee. This interdisciplinary team brings together experts from all relevant departments, forming a network that works across organizational boundaries.

The responsibilities of the committee are clearly defined – and ambitious:

- **Strategy development:** Shaping and defining the company’s sustainability strategy.
- **Monitoring and reporting:** Tracking the company’s progress toward its sustainability targets. Responsible for compiling and publishing the sustainability report.
- **Risk management:** Identifying and managing risks related to environmental, social and governance (ESG) factors.
- **Stakeholder engagement:** Promoting dialogue and collaboration with stakeholders on sustainability-related issues.

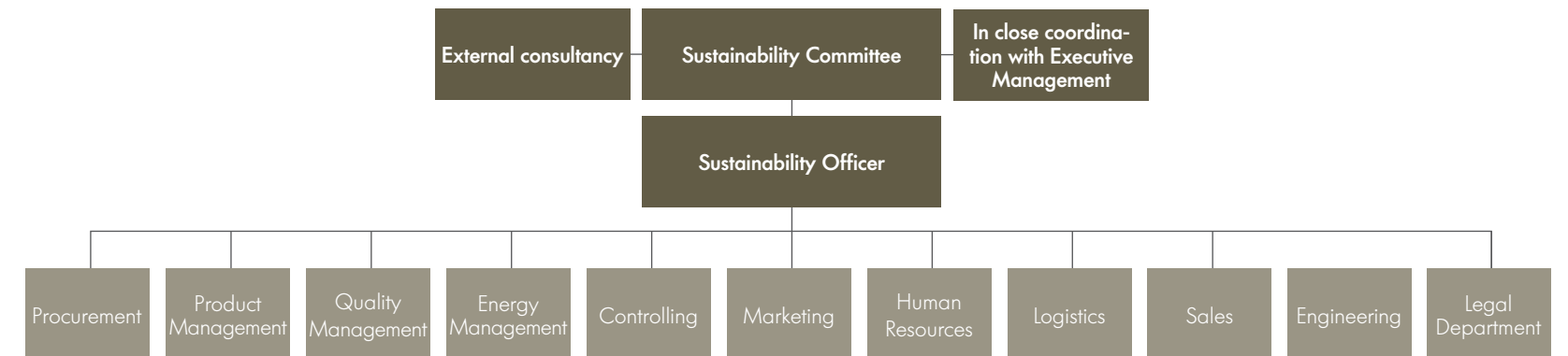
- **Awareness and education:** Raising awareness and fostering understanding of sustainability both inside and outside the company.
- **Compliance:** Ensuring legal obligations and industry standards in relation to sustainability are met.

At the center of all activities is our Sustainability Officer. She coordinates all initiatives, acts as an interface between departments, and ensures our sustainability strategy is implemented consistently. Her role is essential to maintain oversight, measure progress and bring new momentum into the company.

This ensures that sustainability does not get lost in day-to-day operations, but remains a strategic lever visible in every decision – from procurement and production to design and delivery of our kitchens.

Our credo: Leadership means leading by example. And role models shape the future.

Organigram – Integration of the Sustainability Committee



The value chain – holistically conceived

Our responsibility does not end at the factory gates – in fact, it begins long before and extends far beyond them. For us, sustainability means shaping every step of the process consciously: from selecting materials to the use of our products by our customers. Because only those who take the entire process into account can bring about real change.

Upstream value chain: Right from the beginning of the value chain, we commit to responsibility. Our primary raw materials – such as wood and other key components – are sourced exclusively from European suppliers with whom we maintain close communication. We place great importance on short transportation routes: 52% of our purchasing volume comes from partners located within a 100-kilometer radius, and 86% of our chipboard panels are sourced from Germany.

In addition to wood-based materials such as particleboard and MDF, we procure semi-finished and finished components such as fittings and screws, and to a lesser extent, electrical appliances and accessories. Short distances,

long-standing partnerships and transparent processes are essential to us – allowing us to minimize transport emissions while ensuring the highest quality standards.

Our production sites: At the heart of this chain stands Nolte Küchen. As part of the Nolte Group, we employ approx. 1,500 people, all working toward the same goal: producing kitchens that combine quality, design and sustainability.

Our production is based entirely in Germany – across three state-of-the-art manufacturing sites in Löhne and Melle, covering more than 126,000 m² of production space. Here, we merge traditional craftsmanship with cutting-edge technology and a strong focus on resource efficiency. In Löhne, we produce carcass components and fronts from engineered wood boards, which are then processed, drilled and assembled into high-quality cabinets in Melle. The entire manufacturing process is organized with precision and efficiency – from cutting to edge banding, final assembly and packaging.

Downstream value chain: Once production is complete, the journey continues to our customers. Thanks to our central location and

demand-driven production, we operate without extensive warehousing – conserving resources in the process.

Together with a reliable forwarding partner, we optimise transport routes and avoid empty runs. We work continuously to optimise and minimise packaging materials in order to reduce the amount of packaging. In doing so, we ensure that our products are protected during transport.

Even after delivery, our responsibility does not end: We promote durable products, support repairs, and are constantly working to increase the share of recyclable components. Waste from production is disposed of properly by certified partners, while wood scraps and sawdust are used at our sites for heat generation. As a result, we have reduced our use of natural gas to under 1% of our total energy consumption – while ensuring a largely self-sufficient heat supply.

Our value chain is therefore much more than a sequence of processes: to take responsibility – from the very first material selection to the final touch that turns a kitchen into a part of our customers' lives.

Schematic representation of our value chain



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



In implementing our sustainability activities, we attach particular importance to acknowledged external certifications, awards and certification marks. These confirm our commitment and send out a signal.



Kitchen Innovation Award 2025

Wir wurden in der Kategorie "Ausgezeichnetes Planungskonzept" für die neue Korpushöhe Matrix800 ausgezeichnet und erhielten zusätzlich das Prädikat "Best of the Best" im Bereich Küchenmöbel. Die Bewertung erfolgte durch eine Fachjury und eine repräsentative Verbrauchumfrage. Matrix800 überzeugte mit innovativem Design, Funktionalität und Nachhaltigkeit.



Germany's Most Popular Kitchen Brands

According to a recent customer survey conducted by the German Institute for Service Quality (DISQ), Nolte Küchen ranks among the top three most popular kitchen brands in Germany. In the categories product quality, design, value for money, product range, and brand image, Nolte Küchen received consistently above-average ratings. This award underscores our commitment to creating kitchens that deliver real added value.



BEST PLACE TO LEARN®

We have been awarded Germany's quality hallmark for in-company training. This title is only carried by companies that verifiably provide young people with excellent qualifications and prepare them in the best possible way for working life.

Our internal regulations, including management systems, guidelines, process guidelines and codes, are documented centrally on the intranet. This not only serves as the basis for our knowledge management and preparation for internal and external audits, but is also the first point of contact for employees looking for information on processes and responsibilities. We also promote the internal transfer of knowledge and the implementation of new processes through regular workshops, topic-specific specialist groups and structured communication measures. New processes, particularly in the area of production optimisation, are thus jointly developed, communicated and implemented.



Certification to PEFC

PEFC certification is the world's largest independent certification standard that enables forest owners to commit to ecological, economical and social timber production. Its main aim is the promotion of sustainable, careful and cost-efficient forestry management.



Certification to FSC®

Products with this seal are made from wood from forests that are certified to internationally and nationally agreed standards of responsible forest management. FSC® stands for responsible forestry based on ecological criteria such as biodiversity and landscape conservation as well as social aspects.



Furniture made in Germany

"Furniture Made in Germany" – under RAL registration 0191, this means that construction, assembly and quality testing all take place in Germany. Most of the manufacturing process relevant to quality must also be done in Germany.



Emission class A

The RAL emission label provides consumers with information on pollutant emissions and is intended to protect them from adverse effects on health. The German Furniture Quality Assurance Association (Deutsche Gütegemeinschaft Möbel e.V.) has awarded Nolte Küchen's entire collection (cabinet furniture) with the best emission class (A).



Eko-Punkt

Eko-Punkt is a certified waste disposal service provider that supports Nolte Küchen in the legally compliant and sustainable disposal of packaging materials at the national level. This long-standing contractual partnership ensures compliance with the German Packaging Act, promotes recycling and resource conservation, and also strengthens our retail partners.



Development and Climate Alliance

Working as a company towards achieving the target of the Paris Climate Agreement, Nolte Küchen supports the Development and Climate Alliance Foundation. The certificate confirms that Nolte Küchen is reducing its greenhouse gas emissions and offsetting any remaining emissions effectively and verifiably by supporting climate protection projects in developing and emerging countries.



Best quality – "Golden M"

Holder of the "Golden M", a RAL quality label that is issued by the German Furniture Quality Association. Manufacturers and furniture are tested by independent experts. The subject of assessment is the quality of furniture – durability and stability – as well as safety, health and environmental aspects, which guarantee a healthy home.



Climate-neutral furniture manufacturing

Nolte Küchen was named a "Climate-friendly furniture manufacturer" by the German Furniture Quality Association (DGM). The aim of the climate pact is to account for, reduce and neutralise CO₂ emissions. Compensation for CO₂ emissions is made by the acquisition of climate protection certificates with which we support a reforestation project in Uruguay.



Climate pact for the furniture industry

In the context of rapidly advancing global climate change and the associated colossal impact on man and nature, the German Furniture Quality Association supports the UN's 1.5 degree target.



GS seal for tested safety

Our kitchens undergo an internal quality assessment as well as being tested by independent experts. Every five years, the quality and safety of specific ranges and products are tested to the standards of German product safety law by TÜV Rhineland.



Management system to DIN EN ISO 9001

This TÜV Rhineland certificate confirms our efficient quality management and assures our product and service quality. The label stands for well-designed work sequences, which we have optimised specifically to the development and manufacture of kitchens and the marketing of the same.






Management system to DIN EN 50001

Based on the energy management system to DIN EN ISO 50001, we are able to prove the increase in our company's energy efficiency and so reduce our energy consumption and CO₂ emissions.

Sustainability-related targets in our focus areas with reference to the SDGs (Sustainable Development Goals)

We aim to be the most attractive partner for our stakeholders along our entire value chain.

Environment		
Focus area	SDG Reference	Target
Climate change		<ul style="list-style-type: none"> By 2030, we will reduce our Scope 1 and Scope 2 greenhouse gas emissions by 50% compared to the 2019 baseline [t CO₂eq]. We will remain annually climate-neutral in terms of our Scope 1 and Scope 2 GHG emissions [t CO₂eq]. By 2027, we will have fully accounted for our Scope 3 GHG emissions [t CO₂eq]. By 2027, we will define a measurable and time-bound reduction target for our Scope 3 GHG emissions. By 2027, we will have developed our roadmap for reducing Scope 3 emissions in line with our contribution to the Paris Climate Agreement.
Resources		<ul style="list-style-type: none"> We continuously ensure resource efficiency and the prevention of environmental pollution throughout our value chain. We continuously improve the durability of our products by maintaining the highest standards of quality and reparability.
Innovation		<ul style="list-style-type: none"> From the 2026 product range onward, the sustainability criterion will be included in all decisions regarding new products.

Social		
Focus area	SDG Reference	Target
Stakeholder dialogue		<ul style="list-style-type: none"> We ensure ongoing dialogue with our stakeholders.
Equal opportunities	 	<ul style="list-style-type: none"> We ensure lasting equality of opportunity for all employees. We consistently uphold labor and human rights.
Occupational health & safety		<ul style="list-style-type: none"> We pursue the annual target of zero accidents.
Qualification		<ul style="list-style-type: none"> We ensure annual access to professional development for all employees. Starting in 2024, we will identify employee training needs during annual development meetings and track the implementation of corresponding training measures.
Employee satisfaction		<ul style="list-style-type: none"> We will survey employee satisfaction in 2026. Following this, we will develop and implement an employee satisfaction roadmap.
Customer & end-user satisfaction		<ul style="list-style-type: none"> We continuously ensure the highest possible protection of our customer and end-user data. We guarantee consistent product safety. We conduct annual B2B and B2C surveys to measure consumer and end-user satisfaction.

Governance	
Focus area	Target
Business conduct & corporate integrity	<ul style="list-style-type: none"> We do not tolerate corruption or bribery under any circumstances or in any region where we operate. Starting in 2024, we will link the variable compensation of our N1 and N2-level managers to the „Gutquote“ (rate of defect-free deliveries). From 2024 onward, we will maintain an annual training participation rate of over 95%.

Stakeholders – Dialogue for greater impact

Our strength lies in dialogue, because sustainability is a shared responsibility. We firmly believe that only those who talk to one another can bring about real change. That’s why we actively involve our stakeholders in our decisions and processes. Their perspectives are a valuable compass that helps us stay on course.

Our stakeholders are diverse – from employees who work every day to implement our goals, to suppliers and retail partners who share responsibility with us along the entire value chain, to our customers, whose expectations drive us forward. Each of these groups brings its own perspectives and needs – and we take them seriously.

Dialogue with them is not a one-off initiative, but an ongoing process. Regular conversations, feedback loops, and direct engagement on equal footing help us to identify trends early, assess risks more accurately, and seize opportunities in a targeted way. This ensures that our sustainability strategy is not only ambitious but also practical and effective – for everyone connected to us.

For us, stakeholder dialogue means responsibility, trust, and future viability. Together, we create solutions that reach far beyond our own company.

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.



Entrance area of the NOLTE FORUM, headquarters in Löhne.
Open to retail partners, suppliers, and end customers.

Risk management: Beyond our own value chain

For us, sustainability means not only recognizing opportunities but also managing risks responsibly — in a comprehensive and forward-looking manner. We know: the world is complex, supply chains are interconnected, and our decisions have impacts far beyond our own operations. That's why we pursue cross-value-chain risk management that extends beyond internal processes. We consider the entire journey of our products — from the origin of raw materials to the finished kitchen cabinet in our customers' homes. Every step, every interface is examined with care: Where do potential risks for the environment, people, or compliance arise? And what opportunities do they reveal for acting better, more efficiently, and more sustainably?

This perspective doesn't stop at our own doors. We take responsibility across the entire supply and value chain, work closely with our partners, and uphold clear standards. This ensures that our sustainability requirements are not only communicated to our suppliers but consistently implemented at every link in the chain. Our goal is clear: to minimize negative impacts and strengthen positive effects — always with transparency and care. Risk management for us means not just protection, but also enabling change. We act proactively rather than reactively and pave the way for a resilient and future-oriented value chain. In this way, risk management at Nolte Küchen becomes a strategic tool for sustainability — and a promise to our customers, partners, and employees.

To make this work, we have clearly assigned responsibilities. Specifically designated risk officers ensure that no risk goes unaddressed. In addition, we conduct annual updates of our risk inventory — a tool that creates transparency and supports fact-based decision-making. We assess risks based on two dimensions: the probability of occurrence and the magnitude of potential impact. This ensures that we take appropriate measures — either to reduce risks or to seize opportunities.

A risk is considered relevant if it exceeds a defined financial threshold or is classified as "significant" or "high impact" in qualitative terms. These risks are documented in our risk management system and reviewed regularly.

With this systematic approach, we ensure that essential risks are identified and managed transparently — as a foundation for the stability of our company, the reliability of our partnerships, and the future security of our brand.



The renovation measures in the lighting system have already resulted in a significant reduction in energy consumption.

02 | Climate change



KEY FACTS OF THE CHAPTER

- Group-wide climate risk analysis in 2025
- Since 2021, use of 100% certified green electricity at all sites
- Fleet conversion to electric mobility currently being implemented step by step
- Certified energy management system for monitoring and controlling all energy-related measures and targets
- Total emissions in 2024: 152,224.4 t CO₂eq (Scope 1, 2 and 3)
- Net Climate-neutral kitchen furniture manufacturer since 2021

Recognizing climate risks, seizing opportunities

Climate change is one of the greatest challenges of our time — and it affects us all. For Nolte Küchen, it is a matter of the utmost importance, as it not only has global ecological consequences but also impacts the stability of our value chain and the long-term viability of our business model. That's why we are taking action now.

We view climate change not only as a risk, but also as an opportunity. By proactively addressing its impacts, we can reduce risks, unlock potential, and contribute to limiting global warming. Our strategy is clear: we aim to protect Nolte Küchen from the consequences of climate change while fulfilling our responsibility to consistently reduce greenhouse gas emissions.

Climate change presents new challenges — for businesses, markets, and society. Extreme weather events, rising temperatures, and changing resource availability can pose both ecological and economic risks. That's why Nolte Küchen regularly conducts climate risk analyses to identify potential threats at an early stage and actively capitalize on emerging opportunities. For us, these analyses are not just precautionary measures — they are strategic tools for making our company more resilient and future-ready.

We have already conducted a comprehensive risk analysis in the past — and it allowed us to take early action. At our production site in Melle, a potential flood risk was identified. For us, this was a clear call to act: based on building regulations and independent expert assessments, we implemented numerous structural protection measures and developed preventive action plans. These include adapted building structures, optimized drainage systems, and clear behavioral guidelines for our employees.

At the beginning of 2025, we conducted a follow-up climate risk analysis. The result: the flood risk in Melle still exists — but thanks to our preventive measures, we are well prepared. This ensures that even in the event of extreme weather conditions, the safety of our employees remains protected and our production can continue without disruption.

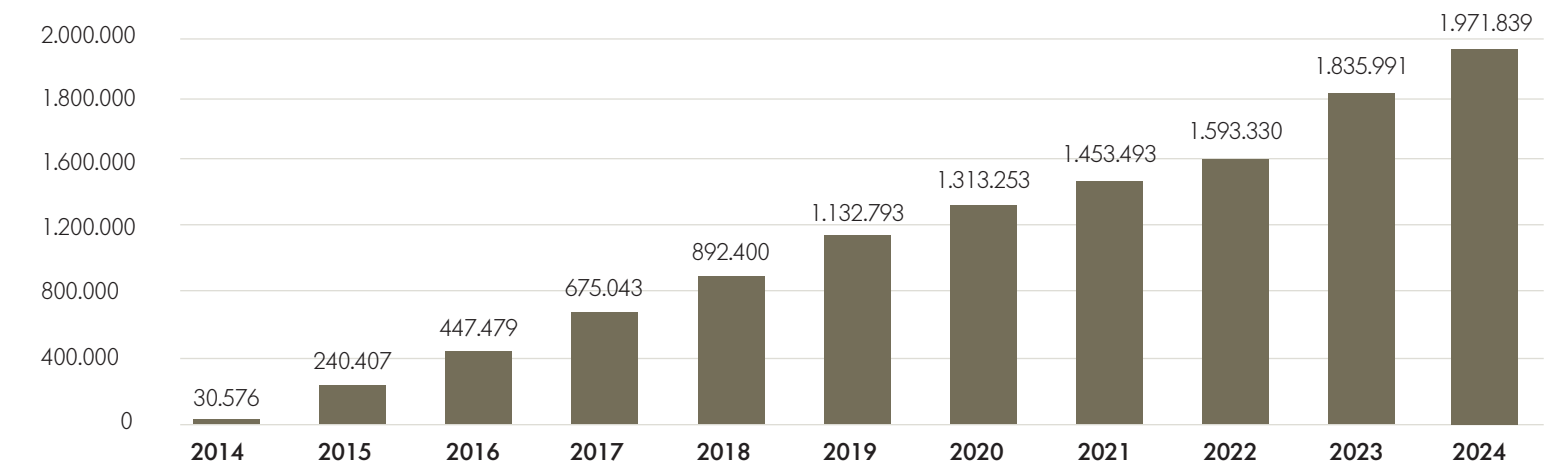


The expansion of renewable energy at our sites is regularly evaluated.

Energy consumption and energy mix compared to previous years

Energy consumption and mix	2021	2022	2023	2024
(1) Fuel consumption from coal and coal-based sources (MWh)	0	0	0	0
(2) Fuel consumption from crude oil and petroleum-based sources (MWh)	1.541	2.019	2.644	2.070
(3) Fuel consumption from natural gas (MWh)	154	383	363	652
(4) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	0	0	0	0
(5) Total fossil energy consumption (MWh)	1.695	2.402	3.007	2.722
■ Share of fossil sources in total energy consumption (%)	3,82%	5,23%	7,20%	6,74%
(6) Consumption from nuclear sources (MWh)	0	0	0	0
■ Share of nuclear sources in total energy consumption (%)	0%	0%	0%	0%
(7) Fuel consumption from renewable sources, incl. biomass (also industrial and municipal biological waste, biogas, hydropower, etc.) (MWh)	21.304	19.990	17.130	16.962
(8) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	21.298	23.482	21.609	20.721
(9) Self-generated renewable energy not used as fuel (MWh)	-	-	-	1
(10) Total renewable energy consumption (MWh)	42.604	43.472	38.739	37.683
■ Share of renewable sources in total energy consumption (%)	96,17%	94,76%	92,80%	93,26%
Total energy consumption (MWh):	44.299	45.874	41.746	40.405

Energy savings in kWh based on cumulative values from 2014 to 2024



Energy with responsibility

Energy is a key factor for climate protection and long-term security. That’s why we rely on a certified energy management system according to ISO 50001, which helps us analyze our energy consumption and identify potential savings.

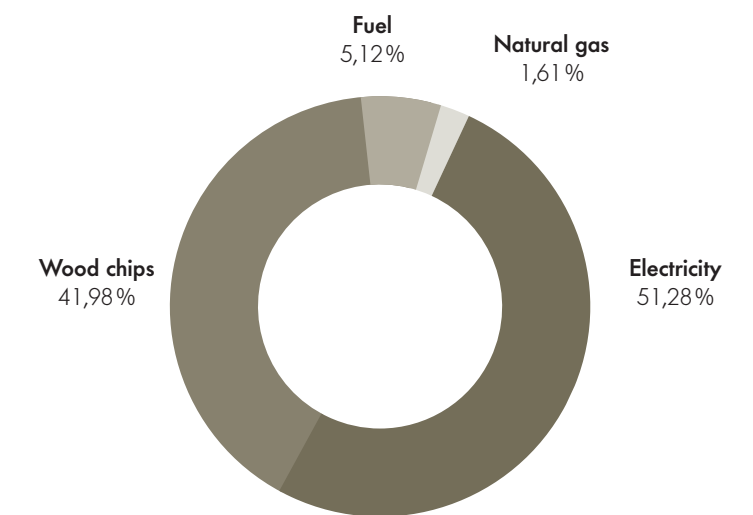
Once again this year, electricity accounted for the largest share of our total energy consumption. The main sources are wood chip extraction systems, production equipment, and compressed air systems, all of which are powered by high-performance electric motors.

Since 2021, we have been sourcing 100% green electricity from renewable sources at both of our sites. This decision has long-term backing — the contract extension has already been signed and is valid through the end of 2025. This ensures that every kitchen we produce will continue to be powered by green energy in the future.

At the same time, we focus on the intelligent use of our resources: 98% of the heat energy

required at our sites is generated from wood waste from our own production. This creates a closed-loop system, reduces waste, and lowers our natural gas consumption to under 1% of our total heating demand. As a result, we are almost energy self-sufficient — a major advantage in times

of rising energy costs and global uncertainty. For us, energy management is about more than just technology. It is our commitment to conserving resources, reducing emissions, and taking responsibility — day by day.



Our energy use in 2024

Emissions in focus

Climate action starts with transparency. That's why we record our greenhouse gas emissions in accordance with the standards of the Greenhouse Gas Protocol – across our entire value chain. Our goals are clear: by 2030, we aim to reduce our Scope 1 and Scope 2 emissions by 50% compared to 2019. For Scope 3, we will develop a binding roadmap by 2026 to achieve long-term emission reductions within our supply chain.

We are particularly proud of having addressed the challenge of Scope 3 emissions at

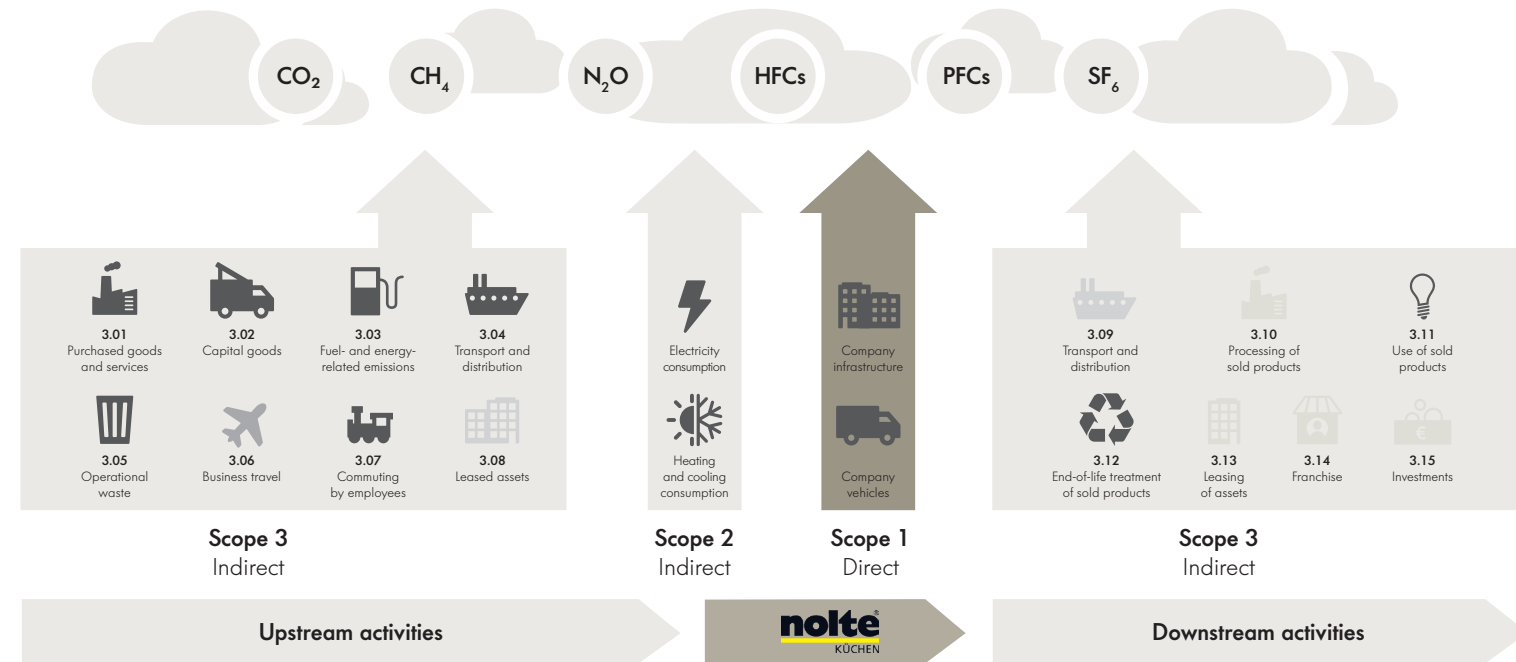
an early stage. Since 2022, we have been analyzing and accounting for emissions in the Scope 3 categories most relevant to us – making us the first kitchen manufacturer on the German market to act at this scale.

Since 2021, our sites in Löhne and Melle have been climate-neutral in terms of balance. We use 100% green electricity and compensate for unavoidable emissions through Gold Standard climate projects that promote wind energy expansion in Turkey. In doing so, we combine global responsibility with local action.

However, for us, offsetting is no substitute for real reduction. That's why we are working on digital solutions to measure emissions precisely and reduce them continuously. Our focus extends beyond our own sites to the entire value chain – from raw material sourcing to product use. We reduce packaging, optimize transport routes and promote energy-efficient appliances.

This is how we contribute to achieving the 1.5°C target of the Paris Agreement – with transparency, measurable results and a clear sense of responsibility.

Overview of Scope 1–3 GHG-Emissions at Nolte Küchen



Legend

- Emissions recorded
- Emissions partially recorded
- Emissions not recorded or only initially recorded
- Currently not relevant for Nolte Küchen

By 2027, we will establish a complete Scope 3 GHG inventory including a reduction roadmap.

Gross GHG emissions in Scope 1, Scope 2 and Scope 3 categories as well as total GHG emissions

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	–	145,57	21,6	
	Company fuel consumption	422,4	510,5	–	528,03	78,4	
	Gas leaks (refrigerants)	0	0	–	0	0	
	Direct GHG emissions from industrial processes	0	0	–	0	0	
Total Scope 1		470,7	601,5	–	673,60	100	
Scope 2 ^a	Electricity consumption (market-based)	0	0	–	0	0	
	Electricity consumption (location-based)	6.466,0	8.594,3	–	7.107,50	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 Transport and distribution (upstream)	–	–	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 to Scope 2 accounting uses the most recent country-specific emission factor to calculate emissions from purchased energy, based on the national electricity mix. The market-based approach, on the other hand, uses the energy supplier's specific emission factor and is independent of the development of national emission factors.

^b The Scope 3 GHG emissions for the 2024 financial year were accounted for in the categories most relevant to Nolte Küchen, based on the estimated scale of our Scope 3 GHG emissions.

^c The GHG emissions in category 3.04 were corrected as part of the Scope 3 assessment for the 2023 financial year and now include inbound logistics, exchange logistics and outbound logistics - analogous to the balance sheet for the 2024 financial year.



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

03 | Biodiversity



KEY FACTS OF THE CHAPTER

- Wood as the main raw material accounts for 52% of total procurement volume
- Over 99% of the wood comes from FSC®- and PEFC-certified sources
- Compliance with EU limits on formaldehyde as well as TSCA requirements (USA)
- Environmentally friendly production guaranteed by compliance with all environmental regulations
- Annual reforestation activities with employees in regional forests
- Own beehives on the company premises for producing Nolte's own honey

Protecting forests, securing the future

For us, wood is more than just a material – it is a piece of nature, a habitat for countless species, and an essential ally in climate protection. That's why we at Nolte Küchen handle this valuable resource with great care. Our goal is clear: we want to manufacture kitchens that combine quality and sustainability – without compromising nature.

Wood is our primary raw material and accounts for around 52% of our total procurement volume. That's why we place the highest demands on its origin: already today, the wood used in our products comes from certified sources – over 99%, to be precise – meeting the strict standards of FSC® and PEFC. These certifications ensure that forests are managed in an ecologically, socially, and economically sustainable way. This means no tree is felled unnecessarily, the rights of local communities are respected, and valuable ecosystems are preserved.



We are committed to a closed-loop system: approximately 60% of our particle boards already consist of recycled wood. This reduces the demand for fresh timber and helps protect forests. And we have a clear target for the fu-

ture: to continuously increase the proportion of recycled material – for a world where conserving resources becomes second nature.

Transparency is key. Our entire supply chain is certified and fully traceable – from sustainable forestry to the finished kitchen. With the implementation of the EU Deforestation Regulation (EUDR), we are going one step further: starting in 2026, we will provide detailed documentation for all affected wood-based products – including origin details, geolocation data, and complete traceability.

In addition, we comply with the strict EU regulations on formaldehyde concentrations and the requirements of the U.S. Toxic Substances Control Act (TSCA) to meet the highest health and safety standards. In doing so, we not only protect forests but also the people who live with our kitchens.

For us, this is more than just a standard. It is our promise: wood with responsibility – for our customers, for nature, and for future generations.

Environmentally compatible production

As part of our site analysis, we have checked whether our sites are located in or near areas with biodiversity in need of protection, including Natura 2000 sites, bird sanctuaries, landscape conservation areas or national protected areas. Our sites are located close to such areas and we ensure that we fulfil all environmental requirements to ensure that there is no negative impact on these protected areas.



During the annual reforestation campaigns in local forests, our own employees actively lend a hand.

Roots for tomorrow

Sustainability begins where we actively give back to nature. Since 2023, we have been committed to large-scale reforestation campaigns together with our employees every year. In doing so, we plant more than 1,400 new trees annually – deliberately in our local forests, such as the Teutoburger Wald and the Wiehengebirge.

Each tree is a symbol of life, of the future, and of climate protection. With our reforestation efforts, we not only create new habitats for animals and plants but also actively support regional biodiversity and the forest as a natural carbon sink.

For us, these actions are more than just a project – they are a living promise to future generations. Together with our teams, we are shaping a greener future – step by step, tree by tree.

Buzzing biodiversity

To actively promote the protection of species diversity at our sites, we have established our own honeybee colonies on the company premises. The beehives are lovingly cared for by one of our employees, who is a passionate amateur beekeeper in his free time.

The bees make a valuable contribution to pollination and thus to the preservation of healthy ecosystems. At the same time, they give us something natural in return: our very own Nolte honey, which we proudly share as a small gift with guests and customers.



Our distinctive yellow silos – the wood chips stored here cover nearly all of our heating needs.

04 | *Resource use and circular economy*



KEY FACTS OF THE CHAPTER

- On average, 60% of our particle boards are made from recycled wood
- 98% of heating needs are met using wood waste from our own production
- 86% of the particle boards we use come from Germany
- Extensive spare parts and repair services to extend product life cycles
- Waste reduction through the use of reusable packaging and less packaging material without compromising quality

Using resources consciously – Living responsibility

For us, sustainability begins where we have the greatest impact: in the selection and use of materials. We pursue a strategy built on responsibility, innovation, and durability. One thing is clear to us: every raw material used in our kitchens not only contributes to the quality of our products but also affects the environment.

Our goal is to use materials as efficiently as possible, avoid waste, and close resource loops. In doing so, we make a meaningful contribution to climate protection and the conservation of natural resources – while creating products that bring lasting joy for decades.

Foresighted material selection

Our most important raw material is wood. It accounts for around 52% of our total procurement volume – reason enough for us to apply the highest standards. Over 99% of the wood we use comes from responsibly managed, certified sources in accordance with FSC® and PEFC standards. These certifications ensure that forests are managed sustainably in ecological, social, and economic terms.

But we aim to go further: we are increasingly using recycled materials. In 2024, our particle boards contained an average of 60% recycled wood – with some suppliers reaching up to 100%. This is an important step in reducing the use of virgin wood and easing the pressure on natural forests. We are also rethinking plastics: starting in 2025, our waste sorting systems will include 30% recycled content, reducing the carbon footprint of these products by 20% compared to conventional alternatives. Based on current supply volumes, this will save approximately 94 tonnes of CO₂ equivalents per year.

Safety and quality remain top priorities. That’s why we test all materials for harmful substances and comply with strict EU formaldehyde limits as well as US TSCA (Toxic Substances Control Act) requirements. For us, sustainability always means protecting our customers' health.

Products built to last

Durability is a key pillar of our sustainability strategy. The longer a product is used, the lower its environmental impact. Our kitchens are designed for a service life of over 20 years, thanks to robust materials, timeless design, and high-quality workmanship.

From the product development stage, we ensure repairability and spare parts availability. Screwed and plug-in connections enable easy disassembly, and components like fronts or worktops can be replaced without needing to change the entire kitchen. This extends the product life cycle and avoids unnecessary resource consumption.



Since 2023, we have been offering the leasing of fully electric company vehicles.

Keeping resources in the loop

For us, conserving resources also means preventing waste from the very beginning. That’s why we focus on using materials as efficiently as possible. A key lever here is precise procurement: we purchase particle boards in customized dimensions tailored to our machinery, minimizing offcuts from the start. Regular cutting waste analyses are also an integral part of our quality management. At our main production line – where we process around 70% of our materials – we continuously monitor whether we meet our targets. In 2024, the cutting waste rate remained stable at 9.6%, just like in 2023.

Wood waste is not discarded – it is repurposed: 98% of the thermal energy we require is generated in-house from these residual materials. In addition, we return non-recyclable wood waste

to the material cycle by selling it to chipboard manufacturers. These reuse the offcuts in chipboard production - a further contribution to the sustainable utilisation of resources.

Making the circular economy tangible for our customers

We don’t just want to act sustainably ourselves – we also want to inspire our customers. In 2023, under the motto “Green Up Your Life”, we launched a DIY festival that offers visitors hands-on tips and creative ideas for upcycling, resource conservation, and circular living.

In addition, we run a sustainability blog on our website, where we share how sustainable cooking, smart kitchen organization, and creative DIY projects can be easily integrated into

everyday life. On our social media channels, we regularly provide inspiration for a more environmentally conscious lifestyle.

Our promise

We don’t view sustainability in short cycles – but across generations. Our kitchens are durable, repairable, and resource-efficient – contributing to less waste and more responsibility. At the same time, we remain innovative and invest in technologies and materials that bring us closer to the vision of a truly circular economy.

Because for us, one thing is clear: sustainability is not a trend – it’s our mindset. Step by step. Kitchen by kitchen.



We implement measures in the following areas to optimize our resource use and promote the circular economy:

Raw material procurement

- We conduct regular risk assessments to continuously evaluate potential risks in material supply. At present, we consider the risk in the supply of wood to be low, as sufficient recycled wood is available and the share of virgin wood can continue to be reduced.
- For us, resource efficiency begins in procurement: we order particle boards from our suppliers in custom sizes, precisely tailored to our machines, which significantly reduces offcuts and production waste.
- We work closely with our suppliers to ensure that no environmentally harmful substances are released into the environment during the production of purchased goods. For example, the production of chromium can result in the toxic heavy metal chromium VI, which is classified as hazardous waste and known to contaminate water. We have called on our suppliers to abandon such environmentally harmful processes.

Production

- In our production processes, we strive for continuous improvement in resource efficiency by optimizing the cutting of our base raw materials – MDF and particle board – and enhancing our machine technology.

Waste and packaging

- To reduce waste or prevent it from occurring in the first place, we work proactively with our packaging suppliers to continuously optimize our packaging and avoid the use of plastics.

- We implement ongoing measures to reduce the volume of packaging materials, such as using thinner film gauges.
- Many of our raw materials, semi-finished and finished goods – such as fittings – are delivered in reusable packaging, which we return to suppliers. These are then reused in a closed-loop system for packaging new goods.
- For transport packaging, we also offer reusable shipping boxes, which can be used multiple times. This approach has allowed us to measurably reduce packaging consumption in recent years.
- What cannot be avoided is disposed of responsibly: in 2024, as in previous years, 100% of all transport and protective packaging was properly handed over to certified waste management companies, who ensure recycling and provide official documentation for environmentally sound disposal.

Product development and product management

- In assortment development, our product management team continuously evaluates whether material savings can be achieved for design-oriented items.
- We offer an extensive range of spare parts as well as comprehensive repair and service solutions to extend the lifespan of our products.

Marketing

- In marketing, we use almost exclusively uncoated, FSC®-certified paper for printed materials. Alternatively, all print publications are available as downloads on our website, which has already led to a significant reduction in paper consumption.

Less waste, more future

Nolte Küchen primarily manufactures high-quality furniture for kitchens, bathrooms, utility rooms, and living spaces. In addition, we offer a comprehensive range of trade goods and electrical appliances to complement fully functional kitchens. All products are available in a variety of designs, dimensions, materials, and price categories.

For production, we mainly use wood and wood-based materials such as particle boards, MDF panels, and recycled wood. Metals and plastics are used for fittings and packaging. In line with the principles of the circular economy, Nolte Küchen places great emphasis on product repairability and the availability of spare parts throughout the entire product life cycle.

All waste, including packaging waste, is disposed of securely and traceably, exclusively through certified waste management companies.

In 2024, our total amount of waste amounted to 1,231 tonnes – including production waste and waste from our administrative buildings. In addition, we generated 2,298 tonnes of packaging waste through the transport packaging of our products.

Our goal is to minimize the use of packaging materials as much as possible while ensuring optimal protection of products during transport and delivery.

On-site and packaging waste volumes for the reporting year 2024

Type of waste	2024 [in t]
Total On-site waste	1.231
Disposed wood waste	56
Cardboard	343
Residual waste	293
Paint residues	107
Scrap metal	101
Electronic scrap	3
Organic/green waste	5
Boiler ash	66
Strapping bands	49
Foils	91
Styrofoam	5
Total Packaging waste	2.298
Cardboard / paperboard	1.647
Wood	146
Foil	327
Styrofoam	134
Strapping band	44
Total general waste volume	3.529



05 | Own workforce



KEY FACTS OF THE CHAPTER

- High average length of service: 14.3 years
- Low employee turnover rate of 8%
- High rate of collective bargaining coverage of 93 %
- Flexible work models to support work-life balance
- Accident rate has been below the industry average for years
- Member of the "Charta der Vielfalt" since 2011
- Top training company since 2019 with the BEST PLACE TO LEARN award
- Ensuring personal development and further training
- Occupational health and reintegration management to ensure employability and employee satisfaction

Our employees – the heart of Nolte Küchen

Our employees are the driving force behind our success – today and in the future. With their knowledge, experience and passion, they shape our company and make Nolte Küchen what it is. That's why we see it as a matter of course to provide not only secure jobs, but also a working environment where they feel comfortable, supported and empowered to grow.

We are committed to long-term and trust-based employment relationships. On average, our employees have been with us for 14.3 years. This continuity makes us proud and reflects the fact that the people at Nolte Küchen identify with our company.

Distribution of employees by type of contract and gender

	Female Number / %	Male Number / %	Diverse Number / %	Total Number / %
Permanent	281 / 20,91	1.063 / 79,09	0 / 0	1.344 / 90,08 ^a
Fixed-term	30 / 20,27	118 / 79,73	0 / 0	148 / 9,92 ^a
Employees without guaranteed working hours	0 / 0	0 / 0	0 / 0	0 / 0 ^a
Total	311 / 20,84	1.181 / 79,16	0	1.492

^a Percentages relative to the total number of employees at Nolte Küchen (n = 1,492)

Employee turnover rate	112
Fluktuationsquote	8 %

Working conditions that balance life and work

Our employees deserve an environment where they not only feel safe but also comfortable. That's why we create flexible working models that make it easier to reconcile professional and private life – from part-time options to mobile working arrangements.

We also look ahead: with pension schemes and opportunities for phased retirement, we provide security beyond the everyday work life. In addition, we promote workplace health, implement ergonomic solutions such as height-adjustable desks, and invest in a modern working environment that enables digital collaboration.



A modern and ergonomic workplace design is a matter of course at Nolte Küchen.

Appreciation and equal opportunities for all

Respect, openness, and fairness are the cornerstones of how we work together. We uphold human rights and ensure compliance with all employee rights—at every level. Equal opportunity is not just a promise at Nolte Küchen, but part of our daily reality: Everyone should have the same chances—regardless of origin, gender, age, religion, or identity.

Fair pay is another cornerstone of our culture. Every employee should be able to rely on a just, transparent, and understandable remuneration system. Our collectively agreed wages ensure stability and security. For non-tariff employees, salaries are based on clearly defined criteria such as education, experience, and scope of responsibility.

Since 2011, we have been a proud signatory of the “Diversity Charter,” underlining our commitment to diversity and inclusion. Discrimination and harassment have no place at Nolte Küchen. We have established internal agreements and clear reporting channels to ensure that all concerns are handled confidentially. Any violations of our compliance principles or legal regulations will not be tolerated.

Distribution of employees by age group

Under 30 years Number / %	30 – 50 years Number / %	Over 50 years Number / %
242 / 16,22 ^a	628 / 42,09 ^a	622 / 41,69 ^a

Employees at the department and team management level

Female Number / %	Male Number / %	Diverse Number / %	Total Number / %
10 / 10,87	82 / 89,13	0 / 0	92 / 6,17 ^a

Collective agreement coverage in our workforce

Total number of employees covered by collective agreements	Percentage of employees covered by collective agreements
1.383	93 % ^a

a) Percentage figures in relation to the total number of employees at Nolte Küchen (n = 1,492)

Safety first – Zero accidents as our goal

The safety of our employees is our top priority. Especially in production, where the risk of accidents is particularly high, we do everything we can to prevent hazards. Our ambition is clear: the highest occupational safety standards and a safe working environment for everyone – at all times.

Our strategy is based on three key pillars: prevention, awareness, and continuous improvement. With a comprehensive occupational safety management system, we record and analyze all relevant key figures and derive targeted measures from them. This enables us to identify risks at an early stage and sustainably reduce them.

A key component is our digital training tool, through which we regularly train all employees on safety-related topics – from the basics to specialized, job-specific courses. In total, we offer 22 subject-specific training courses to help avoid typical hazards, such as those arising from handling machinery.

In addition, we focus on ongoing process optimization to significantly reduce daily work risks. This is complemented by regular safety inspections, preventive medical check-ups by our company doctor, and psychosocial risk assessments to keep mental stress in view as well.

We are well prepared for emergencies:

- Multiple occupational safety officers at each site monitor the implementation of safety measures
- Each location has several company paramedics, first aiders, and fire protection assistants who receive regular training
- All safety-related incidents are documented and evaluated

Our goal is clearly defined: zero accidents. And we are on a very good path – our accident rate has been significantly below the industry average for years. This is a success we are proud of – and an incentive to consistently continue our commitment to the safety of our employees.

	2023	2024
Percentage of employees covered by health and safety management	100 %	100 %
Number of employee fatalities	0	0
Number of reportable work-related accidents	40	35
Rate of reportable work-related accidents	19,7	15,7
Number of reportable work-related illnesses	0	0
Number of lost workdays	1.384	990



Promoting competence – developing talent

The knowledge and qualifications of our employees are the key to our success. That's why we actively invest in their further training. We are committed to providing all employees with access to training opportunities each year – from professional development courses to digital training on data protection, occupational safety, or new technologies. Starting in 2024, we will systematically assess individual training needs during the annual employee reviews and ensure that planned measures are implemented and monitored.

We also place special emphasis on nurturing young talent: In 2024, 17 young people started their vocational training or dual study programs with us across eight different professional fields. We provide them with a solid foundation – and real prospects: Most apprentices are offered permanent positions after successfully completing their training, in areas that match their strengths and interests.

Our commitment sets standards – as shown by our repeated recognition as a "BEST PLACE TO LEARN®" – a clear signal of our high training quality and sustainable talent management.



Employees who participated in regular performance and career development reviews

Female Number / %	Male Number / %	Diverse Number / %	Total Number / %
210 / 68	193 / 16	0 / 0	403 / 27,01 ^a

a| Percentages in relation to the total number of employees at Nolte Küchen (n = 1,492)

Together in dialogue

We believe that listening is essential to improving. That's why we actively seek dialogue – through annual employee reviews, general staff meetings, workshops, and our ideas management program ICE ("Ideas cleverly contributed"). Our NOLTE FORUM serves as a central meeting point for meetings, training sessions, seminars, and events.

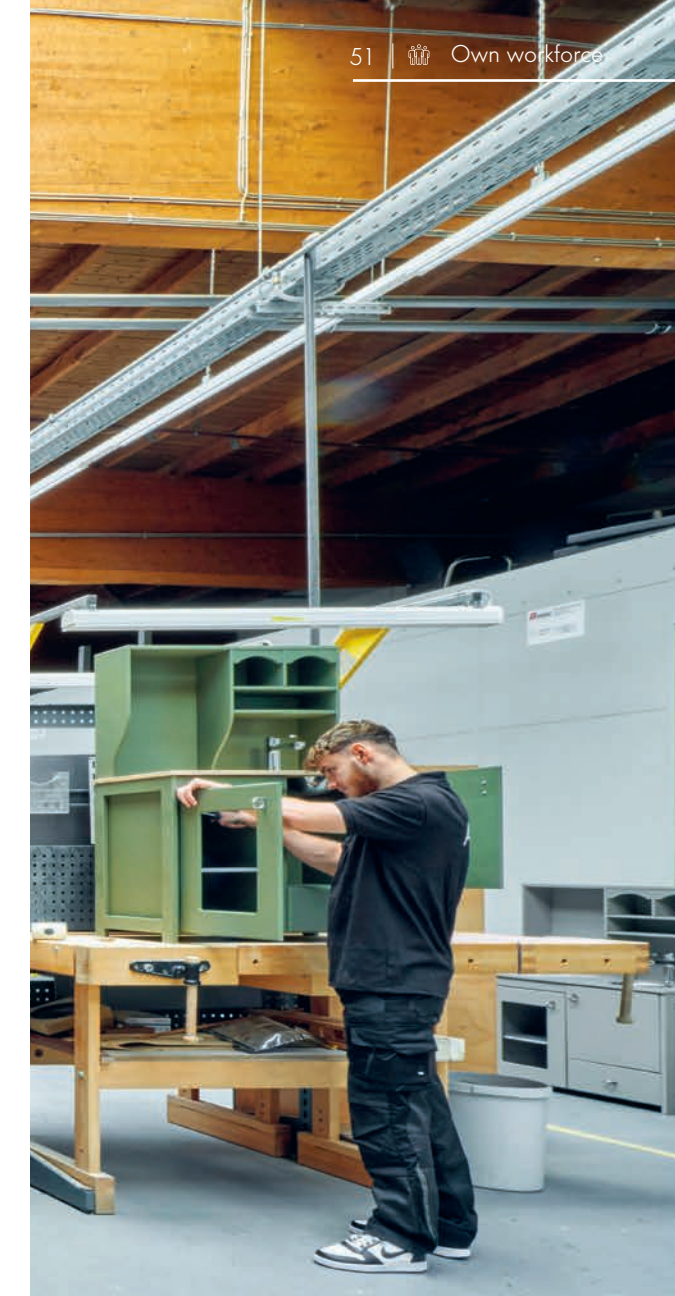
Our engagement takes place at every level – directly with the workforce and through their elected employee representatives. With four full-time works council members, we ensure that the interests of our employees are always heard and represented. This fosters a culture of open dialogue in which every voice counts.

Employee communication channels

- Annual employee reviews
- Ongoing departmental and cross-departmental exchange
- Continuous complaints management
- Continuous health management
- ICE ideas management ("Ideas cleverly contributed")
- NOLTE FORUM with meeting spaces and rooms for events, training, continuing education, seminars, and breaks
- Biannual general staff meetings
- Strategy days

Communication channels with employee representation (works council)

- Monthly works council meetings
- Biannual newsletter as internal company bulletin
- Quarterly economic committee meetings
- Weekly meetings between management and the works council





Apprenticeship as a wood mechanic – precision craftsmanship from day one.

Health and well-being in focus

We want our employees to stay healthy – both physically and mentally. That's why we offer a comprehensive health program: from yoga and fitness classes at the NOLTE FORUM to discounted gym memberships and e-bike leasing. In addition, we host regular health days that provide tips and services for an active, healthy lifestyle.

A key part of our commitment is our occupational health management, which focuses on prevention and support. Our Company Integration Management (BEM) helps maintain or restore our employees' ability to work, increase satisfaction, and reduce absences due to illness. It includes all employees who are continuously or repeatedly unable to work for more than six weeks within one year. With the help of our HR information system, we regularly analyze data on sickness-related absences.

We also place great emphasis on ergonomic workplace design, such as height-adjustable desks for administrative employees, to prevent back problems and promote well-being in the workplace.

And because mental health is just as important as physical health, we cooperate with awo lifebalance to provide our employees with quick and professional help for personal or professional challenges – discreet, confidential, and free of charge. Whether it's family issues, stress management, or psychological burdens: we are here to support our team.

Compliance that works

Responsible conduct is not just a goal for us – it's a binding standard. Our compliance principles apply to all employees and form the foundation of our corporate conduct – lawful, transparent, and values-based. They cover, among other things, the EU General Data Protection Regulation (GDPR), tax and customs law, and export control regulations. From onboarding onwards, our employees receive comprehensive training and continuous awareness-building.

Integrity for us means: no compromises. Violations of laws or compliance principles are not tolerated and may result in disciplinary action up to and including criminal prosecution.

Since the end of 2021, we have operated a whistleblower system accessible via our website. It enables all employees to report violations confidentially and anonymously – without fear of repercussions.

Our employees are well informed about the structures and procedures for reporting concerns, thanks to onboarding presentations, bulletin board notices, circulars, and informational events. Additionally, we provide all policies in the intranet. The effectiveness of the whistleblower system is monitored by our Executive Management in collaboration with the Chief Compliance Officer, who also serves as a direct contact for any questions.

In the 2024 reporting period, there were no cases of human rights violations or breaches of employee rights. Compliance is ensured through clear rules and standards: collective bargaining agreements, employment contracts, a works council, quarterly health and safety committee meetings, and compliance guidelines.



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

06

Employees in the value chain



KEY FACTS OF THE CHAPTER

- 52% of our purchasing volume comes from suppliers located within a 100 km radius
- Our Supplier Code of Conduct defines clear human rights and social obligations
- Long-term partnerships: 95% of our top suppliers have been working with us for over 10 years
- Annual risk assessments evaluate suppliers based on criteria such as labor rights, safety, human rights protection, and country risks
- Approximately 1,200 active suppliers – 95% of them based in Germany or the EU

Responsibility throughout the entire supply chain

At Nolte Küchen, we take the conditions for workers along our entire value chain seriously – from raw material sourcing to the delivery and disposal of our products. Workers in our upstream and downstream supply chains are an integral part of our success. Our goal: fair, safe, and dignified working conditions wherever Nolte Küchen operates – whether directly or indirectly.

Workers in our upstream value chain include:

- Workers involved in raw material extraction and sourcing
- Raw material suppliers
- Workers in material processing and component 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 kitchen retail: sales and consulting, customer service and support, after-sales and customer retention
- Marketing and advertising: marketing specialists, e-commerce
- Assembly and installation: installers and service technicians
- Delivery and logistics: drivers, delivery staff, and logistics managers
- Workers in disposal and recycling companies

Local sourcing for social responsibility

Thanks to our production sites in Germany and our predominantly European supply chain, we can ensure high standards of socially responsible procurement. For example, around 85% of our particle boards are sourced from German suppliers, who in turn obtain approximately 95% of their wood from within Germany. This regional proximity enables full transparency and control over the entire upstream supply chain.

Our procurement strategy is fully aligned with the German Supply Chain Due Diligence Act (LkSG). This ensures that workers in our supply chain are protected from exploitation, discrimination, and human rights violations. Our procurement staff are trained accordingly.

We maintain proactive and regular communication with our suppliers. Our long-standing partnerships and close exchanges make it easier to comply with LkSG requirements and ensure accurate reporting. Sustainability is also a recurring topic in these conversations – including packaging reduction and optimization, sustainable product management, and human rights compliance.

Clearly established human rights principles

We ensure that our suppliers and partners adhere to the same safety and working standards,

especially in regions or sectors that may be exposed to higher risks. Contracts and our Code of Conduct define clear working conditions. We are committed to the following international frameworks:

- 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
- UN Guiding Principles on Business and Human Rights
- The 10 Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises

These human rights commitments are anchored in our corporate policy framework. Our principles are contractually established via supplier declarations and passed on to the next level of the supply chain by our suppliers and service providers. Our Supplier Code of Conduct specifically mandates:

- Zero tolerance for child, forced, or compulsory labor
- Fair wages and working conditions
- Freedom of association and collective bargaining
- Health protection and occupational safety
- Equal treatment and prohibition of discrimination



A Nolte kitchen – the result of an integrated and quality-driven value chain.



In dialogue with retailers – comprehensive training on products, planning, and service.

Six pillars for greater responsibility

Our approach to upholding human rights throughout the value chain is based on the following six pillars:

1. Strong supplier relationships with regular dialogue
2. Complaint mechanisms such as our whistleblower system and grievance portal
3. Risk assessments by country and product group, including FSC® certification
4. Mandatory codes and guidelines for all suppliers
5. Supplier training to meet human rights requirements
6. Transparent reporting and continuous review by our Chief Compliance Officer

Risk analysis and prevention

We conduct comprehensive risk analyses based on recognized indices and standards. Even at low risk potential, we subject suppliers to further in-depth reviews. In 2024, we analyzed all suppliers with an annual purchasing volume of over €50,000. The analysis includes criteria such as labor rights, safety, human rights protection, and country-specific risks. FSC® audits are also used to ensure compliance with human rights standards.

As part of our risk analysis, we classify suppliers by country and product group risks with regard to potential human rights violations. We have set a very strict internal threshold and therefore review suppliers in detail even when the initial risk level is low, with a tailored approach depending on each case.

Compliance and transparency

Our suppliers are informed of our compliance requirements and the whistleblower system. We ensure that they are aware of, understand, and implement these standards—through training, information materials, and regular audits.

Since 2021, we have operated a whistleblower system accessible via our website, available to both internal and external parties. In 2024, an additional grievance portal was introduced. Both channels are also accessible to workers within our supply chain and are managed by our Chief Compliance Officer.

All procedures are transparent, confidential, and compliant with data protection regulations. No violations of human rights obligations were identified during the 2024 reporting period.

A shared understanding of sustainability

Reliability, proximity, and flexibility are key characteristics of resilient supply chains. The decentralization of our supplier structures, a regional focus on European partners, contractual safeguards via our Supplier Code of Conduct, and our strategic supplier management all contribute to risk mitigation and long-term stability.

We believe that major challenges can only be solved collaboratively. In dialogue with our partners, we develop joint solutions for sustainable packaging, circular economy practices, low-emission logistics, and environmentally friendly materials. These partnerships are essential to our vision of a responsible, ecologically and socially sustainable supply chain.

Regular plant visits, working groups, and events allow us to meet with various stakeholders from our value chain—for example, during joint workshops. All participants value this collaborative approach, which brings together diverse expert perspectives when designing the kitchens of tomorrow.



07 | Consumers and end users



KEY FACTS OF THE CHAPTER

- Five-year warranty and a ten-year goodwill policy as a voluntary service
- Formaldehyde emission levels significantly below legal limits (EU & TSCA)
- Processing of personal data in accordance with GDPR for maximum data protection
- Regular internal and external quality checks to ensure high product safety
- Kitchen furniture bears the GS mark and meets emission class A standards

At the heart of everything we do: The people who place their trust in us

Kitchens are more than just functional spaces. They are where families grow, friends gather, and memories are made. That's why our customers and end users are always at the center of our thinking and actions.

Our direct customers include kitchen retailers, kitchen studios, furniture stores, as well as general contractors and architects. They rely on our quality, reliability, and service – day in and day out. For them, we provide not just furniture, but real solutions.

Our end users – the people who bring our kitchens to life, enjoy them with family and friends, and rely on them every day – are the focus when it comes to usability, durability, and genuine enthusiasm. For them, we offer more than just products – we make real promises.

We do not sell directly to end users; our products are distributed through retail partners or our international sales companies. Product transportation is handled from our production sites by contracted freight carriers.

We offer our end users a five-year warranty, a ten-year goodwill policy, extensive repair options, and a wide range of spare parts. In addition, we provide a qualified assembly service for our retail partners and a broad training program through the Nolte Academy. Our low complaint rate speaks for itself – and for our uncompromising commitment to quality that is lived with both heart and mind.



Product safety as a top priority

Product safety is paramount for us. That's why we only procure materials that meet European standards – and often exceed them. Quality assurance is carried out both internally and by external bodies such as TÜV Rheinland every five years. Our products bear the GS mark for tested safety.

Our quality management system, certified according to DIN EN ISO 9001:2015, ensures that every process meets the highest standards. And with DGM-certified, pollutant-tested materials, we set a clear standard – especially when it comes to healthy living and well-being, such as through extremely low formaldehyde emissions.

Sustainable product development and service

Our end users value long-lasting kitchens – but they are increasingly seeking sustainability as well. Resource efficiency, reparability, and thoughtful material usage are now key purchasing criteria. We take this mindset seriously and design our products to bring long-lasting joy while adapting flexibly to new phases of life.

Our modular kitchen systems enable repairs, extensions, and upgrades without replacing the entire kitchen. Through sustainable material selection, consistent quality assurance, and innovative services such as an extensive spare parts range, we promote long product lifespans – while minimizing complaints.

A key metric here is our first-time quality rate – the percentage of deliveries without any defects. Since 2024, 25% of our leadership team's variable compensation has been directly tied to this indicator. Why? Because quality isn't just a goal at Nolte Küchen – it's a lived mindset, every single day.



Nolte Küchen at Trade Fairs – Trends, Dialogue and Inspiration.

Listening, understanding, acting: our dialogue with customers and end users

We believe that improvement starts with listening. That's why we maintain continuous, meaningful communication with our customers and end users – openly, directly, and respectfully. We take every concern, piece of feedback, praise, or criticism seriously – and act on it. This not only helps us create better products but also fosters deeper mutual understanding.

Our communication channels are diverse:

Consumer communication channels (customers/retailers)

- Regular visits to retailers by our field service team every 4–6 weeks
- Annual business reviews with major retailers, often including sales management
- Our international Nolte inside sales team provides daily, solution-oriented support in the respective local language
- Weekly updates on delivery times
- Newsletters with topic-specific content
- POS material support through our advertising material dispatch service
- Our annual in-house exhibition and participation in national and international trade fairs

- All key information regarding orders and deliveries is available to customers via the Nolte retailer portal
- The Nolte Academy provides product and service training – online, at the NOLTE FORUM, or as in-house sessions
- Measurement of retailer satisfaction and analysis via a satisfaction indicator
- Our media database provides all essential images and documents for the marketing of Nolte Küchen collections

End user communication channels

- Direct contact through our consumer service, primarily for inquiries, spare part orders, or support requests; in exceptional cases, home visits for complaints
- Collection of end user satisfaction data and analysis using a satisfaction indicator
- Submissions of suggestions, complaints, and wishes via the online contact form on our website
- Trade fair interactions
- Social media engagement

This proximity is no coincidence – it's an integral part of our commitment: always available, always approachable, and always interested in the perspectives of our partners and users.



08

Business conduct



KEY FACTS OF THE CHAPTER

- Whistleblower system established in 2021
- Digital grievance portal implemented in 2024
- No human rights violations reported in 2024
- Internal compliance training participation rate of over 94% in 2024
- Since 2024, sustainability goals are part of variable performance targets for executives
- Our Code of Conduct defines clear rules of cooperation, such as a zero-tolerance policy towards corruption and bribery as well as fair payment practices

Trust is a leadership responsibility

Responsible corporate governance is not an abstract principle but a promise we live by every day. As a family business founded in 1958, we know: trust is built where leadership shows integrity – transparently, in compliance with regulations, and with openness to new perspectives. Our management board is responsible for directing and overseeing all business activities. It is supported by a dedicated advisory and supervisory board with deep expertise, as well as an independent Chief Compliance Officer who regularly reports on risks, policies, and necessary measures.

Through a structured framework of weekly management meetings, quarterly leadership rounds, and works council sessions, we foster exchange, feedback, and participation – in the spirit of our lived corporate culture: We are Nolte. Together, we aim to face challenges openly, view mistakes as opportunities, and build sustainable decisions on a solid foundation.

Compliance starts small and has a big impact

The foundation for acting with integrity is a robust compliance management system. It covers all relevant areas – from data protection and the supplier code of conduct to anti-corruption and anti-bribery measures. Our employees are regularly trained and have access to all policies and updates at any time via our intranet and company app.

New colleagues are specifically introduced to our compliance principles during onboarding.

In 2021, we established our whistleblower system as a central trust-based tool, open to both employees and external stakeholders. In 2024, we additionally introduced a digital grievance portal. Both systems are also explicitly accessible to workers in our supply chain – because for us, human rights protections don't end at the factory gate.

The processes are clearly defined: After receiving a report, we carry out a content review, followed by a structured investigation if necessary, feedback to the whistleblower, and privacy-compliant documentation. We guarantee full protection for whistleblowers. The identities of those reporting and involved are treated with the highest confidentiality – with exceptions only in cases of legal obligation or intentional false reports. Those who report concerns in good faith will not face any negative consequences – that is our commitment.

Our goal is to strengthen a corporate culture where people do not have to stay silent when they see wrongdoing – but are heard. The fact that no violations of human rights obligations were reported in 2024 confirms our preventive approach. But it is not the status quo that defines us – it is our commitment to act bravely and responsibly in the future.

Our management systems and internal tools for steering non-financial matters include:

- **Compliance management system:** Regular analysis and assessment of compliance risks coordinated by the Chief Compliance Officer. Required measures are implemented through policies and processes.
- **Supplier management:** IT-supported supplier evaluations (e.g. reliability and quality).
- **Whistleblower system:** Analysis of anonymous reports regarding corruption and bribery.
- **Grievance management:** Review of complaints falling under the German Supply Chain Due Diligence Act (LkSG).

Responsibility beyond borders

Our business integrity extends across the entire value chain. In our dealings with suppliers, reliability and respect come first. 95% of our top suppliers have worked with us for over ten years – a sign of long-term partnership. To give especially small and medium-sized enterprises planning security, we usually pay invoices within 14 to 30 days, with additional flexibility in urgent cases. The result: not a single legal case due to payment delays in 2024.

We also consider social and environmental aspects integral to our supplier relationships. Our supplier codes, alignment with the German Supply Chain Act (LkSG), and our FSC®-certified procurement channels reflect our commitment to responsible practices throughout the value chain. Whenever possible, we prioritize more sustainable providers.

Prevention with foresight

There is no place for corruption or bribery in our company. Our Compliance Officer is independent, systematically trained, and responsible for risk analysis and all relevant audits. She is not only a point of contact in suspected cases but also an active architect of our governance strategy. As part of her reporting duties, she regularly updates the advisory board on training, policies, and potential risks – comprehensively, transparently, and objectively.

Sensitive functional areas such as procurement and international sales are closely monitored and trained annually. In 2024, our training rate reached over 94%, ensuring reliable coverage of all high-risk roles.

Corporate governance as a cultural foundation

What makes us strong is not just our structure but our mindset. Our compliance principles, open error culture, and direct communication between management, employees, and the works council create an environment shaped by trust, responsibility, and participation.

We believe that sustainable success is only possible through a lived governance culture. That's why we emphasize internal transparency, commit to regular training, and communicate openly about all processes – from product safety to supplier payments. For us, governance is not an obligation – it is a promise to our employees, our partners, and our customers.

Data protection and IT security

Protecting personal data is equally important to us. We process data in accordance with GDPR, adhering to the principles of data minimization and purpose limitation. Our IT security strategy includes organizational and technical measures to combat cybercrime, which are reviewed and updated annually. In 2024, several cyberattacks were successfully repelled – no data losses occurred.

Our data protection officer provides annual updates to the management on all relevant developments. Employees receive regular training – because security begins with individual awareness.





Commitment to the common good

Our diverse social engagement is a longstanding tradition at Nolte Küchen and has always been a core part of who we are. Our support spans a wide range – from commitment to our employees, our region, and education, to the protection of children in need and support for people in crisis situations. We provide assistance in the form of both financial and material donations, either directly or indirectly.¹

Below, we present our activities in the community that go beyond our core business.

Our nationwide donation projects

We deeply care about supporting people in need. Crises and the resulting drastic changes in living conditions are often unpredictable and therefore require even more attention and assistance. Our credo is: Support is given where it is most needed.

” Together we can always
achieve more. “

¹ We intentionally communicate to our suppliers and business partners that we forgo Christmas gifts and instead suggest the possibility of a donation, for example, to the Children's Hospice Löwenherz.

Protecting children

We are actively involved in the initiative “Kinder in Not” (Children in Need), a non-profit organization that supports disadvantaged and vulnerable children in India, Brazil, and the Philippines.

KARIN
nolte[®]
STIFTUNG

The Karin Nolte Foundation, closely associated with our company, has been supporting children in our region for many years. Nolte Küchen contributes to the work of the Karin Nolte Foundation through regular donations. Our employees are also actively engaged in charitable activities. For example, during after-work events and breaks, beverages are regularly made available to all employees on a donation basis. These efforts generate substantial sums, which are then donated to various organizations – most frequently to the Löwenherz children's hospice.

In Germany, a child is injured in road traffic every 20 minutes – most often because they are seen too late or not at all. At Nolte Küchen, we are determined to counter this alarming fact. That's why we decided in 2022 to equip local kindergartens and the children of our employees with reflective safety vests – helping ensure safe routes every day.

Our bright yellow safety vests significantly improve the visibility of children in traffic, ensuring they reach their destinations safely – day in, day out. In addition, the vests help raise children's awareness of traffic safety from an early age.

Education

We are committed to supporting education, particularly in the skilled trades. For example, we provide regular donations to the Möbelfachschule (Möfa), a specialist furniture college in Cologne. In summer 2022, we renewed and expanded our partnership with Möfa through to the end of 2024, enriching it with additional benefits.

Since October 2022, we have deepened this collaboration by becoming a silver sponsor. Joining the Lehrfabrik Möbelindustrie (a furniture industry training factory), which is scheduled to open in autumn 2024, was a natural step for us. Creating long-term professional success and investing in the next generation of skilled workers are core principles of our corporate philosophy—and are reflected in our commitment to the common good.

In addition, we regularly support various associations, institutions, and foundations, such as the Lions Club Löhne, which assists families in need and promotes the development of children and young people in our region.

Our regional commitment

Throughout the company—and beyond—we uphold a socially responsible set of values. As a major employer in the Herford district, we see regional engagement as a core responsibility. In both 2023 and 2024, we carried out reforestation campaigns with the active support of Nolte employees, planting approximately 1,400 young trees each year. To help protect local biodiversity and species variety, we also installed beehives on our company premises, which are lovingly tended by one of our production employees, a passionate hobby beekeeper in his free time.

We also maintain close contact with local authorities, the press, and the mayor, taking part in associated events. For example, we make our facilities and kitchens available for cooking events hosted by the local newspaper Neue Westfälische, as well as for readings and the regional literature and music festival.

To raise awareness around sustainability in our community, we hosted a sustainability festival in summer 2023 under the motto “Green Up Your Life.” Creative DIY workshops, talks on sustainable living, live music, and food trucks drew many guests to the NOLTE FORUM. In the 2024 reporting year, we placed particular emphasis on supporting children and sports initiatives through our regional donations. We sponsor reading mentorships and early childhood education projects, such as a traffic safety coloring book. In the area of sports, we support a variety of local clubs in and around Löhne and Melle. For instance, TuRa Löhne received a new set of jerseys for its teams and now also benefits from a newly built professional beach volleyball court.

For us, supporting sports events like the Spatzenberg Run or the Widufix Run is a matter of course. The latter even contributes to the creation of new apprenticeship positions in the region. We also maintain trusted collaborations with professional athletes such as Marcus Ehning and Johannes Lochner, whom we wholeheartedly support in their athletic ambition and achievements. Additionally, we support employees who volunteer by providing material donations, financial contributions, or time off—for example, for those involved with the volunteer fire department.



If you would like to find out more about our sustainability topics
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>



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