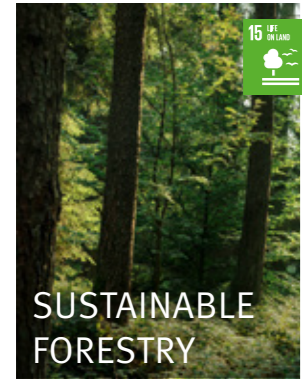


# THE EGGER SUSTAINABILITY STRATEGY IN OVERVIEW

The EGGER Group takes responsibility for its products, its production and also for its employees and society. Its sustainability management is based on a clear, Group-wide strategy. EGGER is committed to the 17 Sustainable Development Goals (SDGs) of the United Nations and has defined five strategic priorities based on them.



Fostering sustainable forestry – Using wood as climate-friendly material – Transparent and safe timber supply chains

### Action areas

- Due diligence system in accordance with ISO 38200 and supply chain standards
- Wood purchase primarily via direct business relationships
- Wood purchase as regionally as possible
- Prioritises timber from FSC® and PEFC-certified forests (FSC® C017963 and PEFC/06-38-171)
- Multi-stage cascading use of wood

### Targets

- 100 % wood purchase from verified legal sources
- Exclusion of dealer structures as far as possible
- 2030: 75 % of wood purchased from regional proximity
- > 60 % certification proportion in fresh wood
- Use mainly of secondary raw materials



Products from renewable raw materials – Closed-cycle production – Utilisation of wood that has already had several lives – Durable and recyclable products

### Action areas

- Highest possible proportion of renewable raw materials
- Strict quality standards and quality tests
- Increased proportion of recycled wood
- Own recycling collection sites
- Products with a long service life
- Increased proportion of recyclable products

### Targets

- Alternatives to fossil binding agents
- 2025: 95 % products with eco-labels
- 2025: 25 % recycled proportion in the wood
- Expansion of the Timberpak network
- High product quality according to international product standards
- Continuous improvement



Best employer in the respective region – Long-term development opportunities – Work safety as the highest goal

### Action areas

- Comprehensive measures for the “zero accidents” vision (Vision Zero)
- Prevention for physical and mental health
- Equal opportunities and equal treatment
- Internal specialist and management careers
- Young professionals from own ranks

### Targets

- 0 occupational accidents with serious consequences per 1 million working hours
- > 97 % health quota
- Annual increase by 5 % in the proportion of women in the total workforce
- > 80 % open management positions filled with internal candidates
- > 3 % apprenticeship quota



Use of clean and environmentally friendly technologies – Internationally recognised standards and management systems – Extensive investment in the best available technology

### Action areas

- Integrated locations for raw materials, energy and strategic product groups
- Use of renewable energy
- Energy efficiency
- Resource efficiency
- Environmentally friendly logistics

### Targets

- Modern waste water, noise protection and air pollution control systems to fulfil all requirements
- Significant global increase in the proportion of renewable energy
- 2030: -10 % specific energy consumption
- Reduced water consumption, utilising savings potential; 2025: -10 % specific residual waste volume
- Optimised transport routes, efficient means of transport with the best possible capacity utilisation, alternative and lower-emission drives

# THE EGGER CLIMATE STRATEGY IN DETAIL

EGGER is committed to reducing its climate-impacting greenhouse gas emissions in line with the Paris Climate Agreement. EGGER is committed to the Net Zero target by 2050.



### The commitment: The EGGER way to Net Zero

This commitment is trend-setting for the EGGER Group and requires comprehensive measures in many areas of the company. On the way to Net Zero, the family company sets itself milestones and interim targets.

→ Target: Net Zero by 2050

### SCOPE 1 Direct emissions of own plants

#### Action areas

- Energy savings
- Biomass power plants
- High efficiency facilities
- Internal motor vehicle fleet

→ Interim target 2030: Reduction by min. -30 %

### SCOPE 2 Indirect emissions from purchased energy

#### Action areas

- Energy Management
- Expansion of own electricity production with biomass and photovoltaics
- Electricity from renewable energy

→ Interim target 2030: Reduction by min. -40 %

### SCOPE 3 Indirect upstream and downstream emissions

#### Action areas

- Joint solutions with business partners
- Optimisation of binding agent and impregnating resin technology
- Increasing the recycled content of basic materials
- New technologies in transport
- Procurement of low-carbon and zero-carbon products and raw materials

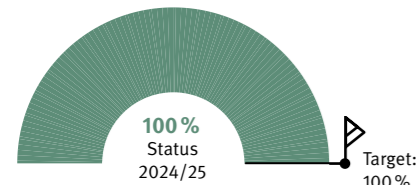
→ Interim target 2030: Reduction by min. -10 %

# EGGER SUSTAINABILITY INDICATORS AT A GLANCE

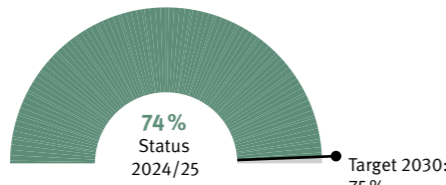
Here you will find the most important key figures and clearly see how EGGER is implementing its sustainability strategy in practice, which milestones have already been reached and which further steps are being taken to achieve the ambitious targets. All key figures relate to the entire EGGER Group as at 30.04.2025.

## SUSTAINABLE FORESTRY

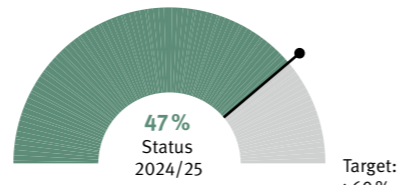
Target achievement wood purchase from verified legal sources



Target achievement regionally purchased wood



Target achievement fresh wood from certified sources



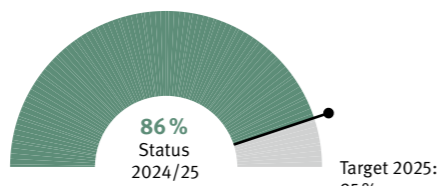
Financial year	2024/25	2023/24	2022/23
Directly purchased wood	92%	92%	93%
Regionally purchased wood (Target 2030: 75%)	74%	73%	76%
Fresh wood from certified sources (Target: > 60%)	47%	44%	44%
Proportion of wood from the circular economy	66%	65%	65%

## CIRCULAR ECONOMY

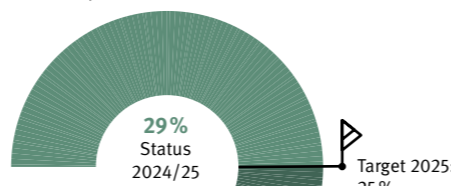
89% renewable raw materials

91% recyclable products

Target achievement products with eco-labels



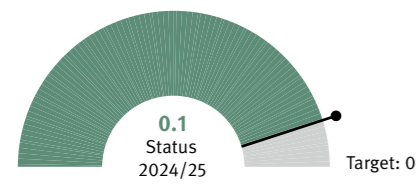
Target achievement recycled wood content



Financial year	2024/25	2023/24	2022/23
Share of renewable raw materials in all EGGER products	89%	86%	88%
Products with eco-labels by share of sales (Target 2025: 95%)	86%	85%	88%
Recycling proportion in the wood (Target 2025: 25%)	29%	28%	23%
Recyclability of the EGGER product portfolio	91%	91%	91%

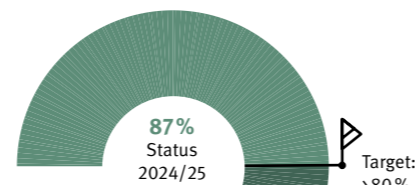
## GOOD JOBS

Target achievement Vision Zero: No serious accidents at work



Health quota: Target achieved  
Apprenticeship quota: Target achieved

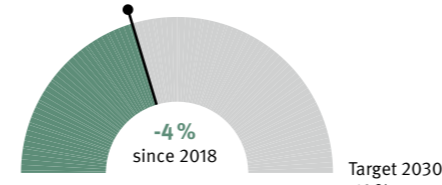
Target achievement internal appointments to management positions



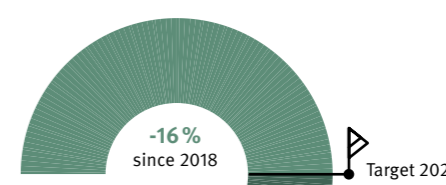
Financial year	2024/25	2023/24	2022/23
Women quota total (Target: annual increase by 5%)	17.3%	16.8%	16.5%
Apprenticeship quota (Target: > 3%)	4.1%	4.1%	3.9%
Internal appointments to management positions (Target: > 80%)	87%	73%	67%
Serious accidents at work per 1 million working hours (Target: 0)	0.1	0	0.1
Health quota (Target: > 97%)	97.2%	97.1%	96.7%

## GREEN INDUSTRY

Target achievement lower specific energy consumption



Target achievement lower specific residual waste volume



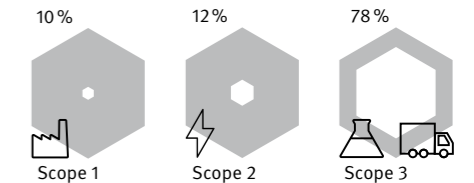
11 of 22 plants with rail connection  
93.2% lorry utilisation  
Generation of renewable energy in all 22 locations

Calendar year	2024/25	2023	2022	Reference year 2018
Proportion energy consumption from renewable sources	71%	69%	70%	
Proportion fuels from renewable sources	79%	78%	79%	
Specific energy consumption in kWh/m <sup>3</sup> (Target 2030: -10% since 2018)	893	880	890	933
Specific residual waste volume in kg/m <sup>3</sup> (Target 2025: -10% since 2018)	0.37	0.37	0.35	0.44

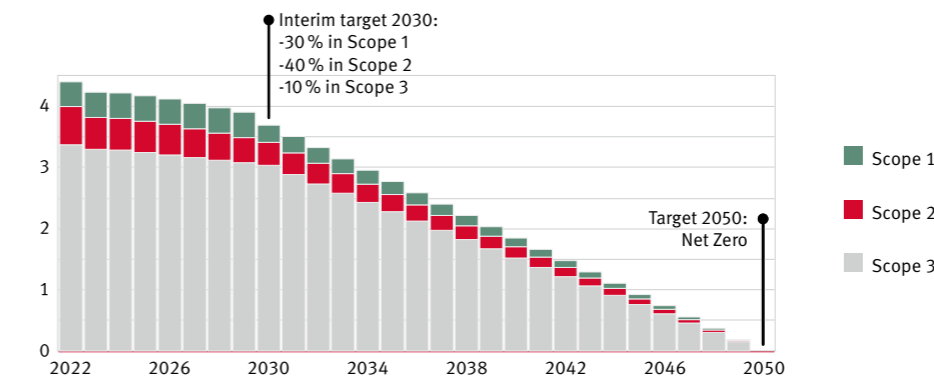
## CLIMATE ACTION

11.7 million tonnes of CO<sub>2</sub>e bound in the products

4.2 million tonnes of CO<sub>2</sub>e emissions; distributed as follows:



CO<sub>2</sub> emissions in million tonnes & reduction targets



Calendar year	2024/25	2023	2022
Scope 1: Fossil CO <sub>2</sub> emissions in tCO <sub>2</sub> e	414,371	412,457	402,594
Scope 2: Indirect CO <sub>2</sub> emissions from external electricity generation in tCO <sub>2</sub> e	517,671	519,700	624,620
Scope 3: Fossil CO <sub>2</sub> emissions in tCO <sub>2</sub> e	3,283,530	3,295,975	3,370,466

Would you like to delve even deeper into the sustainability performance of the EGGER Group? You can find all the details on these and other key figures in the Financial and Sustainability Report for the 2024/2025 financial year: [to.egger.link/sustainabilityreport](https://www.egger.com/en/sustainabilityreport)