

An aerial photograph of a two-lane asphalt road with a white truck driving on it. The road is flanked by green grass. In the foreground, there are rows of solar panels. Two large, semi-transparent orange arrows are overlaid on the image, pointing towards each other from the left and right sides.

Sustainability Statement

OF TAKKT GROUP 2025

Sustainability Report

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EXPLANATORY INFORMATION ON THE CONTENT OF THE REPORT

This sustainability statement for the TAKKT Group has been prepared for the first time in full accordance with the Corporate Sustainability Reporting Directive (CSRD) using the European Sustainability Reporting Standards (ESRS). It also includes the EU Taxonomy disclosures pursuant to Regulation (EU) 2020/852. Parts of the sustainability statement also constitute the non-financial statement and thereby fulfill the legal requirements for TAKKT AG as a listed company (Sections 315b and 289b in conjunction with 264d and 290 of the German Commercial Code [HGB]). An overview of the components of the non-financial statement

and their coverage within the sustainability statement can be found in the table below:

In accordance with Section 289c(3) nos. 3 and 4 HGB, there are no reportable risks for TAKKT AG. However, the definition of material reportable risks in accordance with the German Commercial Code (HGB) differs from that used in the ESRS. Consequently, this sustainability statement reports on risks deemed material in accordance with the ESRS. Since, however, these risks are not classified as serious for TAKKT, no reporting obligation applies under Section 289c(3) nos. 3 and 4 HGB.

Non-financial statement

Components of the non-financial statement	Section and page(s) of the sustainability statement
Environmental issues	ESRS E1 – Climate change; pp. 26 – 36
Employee issues	ESRS S1 – Own workforce; pp. 37 – 43
Social issues	ESRS S1 – Own workforce; pp. 37 – 43
Respect for human rights	ESRS S1 – Own workforce; pp. 37 – 43
Combating corruption and bribery	ESRS G1 – Business conduct; pp. 44 – 45

1. GENERAL INFORMATION

This section provides information on the content of the sustainability statement and the integration of sustainability in the undertaking's activities. Key contents include the analysis conducted by the undertaking to identify the sustainability-related impacts, risks and opportunities (sections SBM-3 and IRO-1), as well as the sustainability-related focus areas of the Management Board and Supervisory Board (section GOV-2).

ESRS 2 – GENERAL DISCLOSURES

BP-1 – General basis for preparation of sustainability statements

This sustainability statement applies to the TAKKT Group. The consolidation scope of the statement is generally consistent with that of the consolidated financial statements. However, the materiality assessment (identification of sustainability-related impacts) and the calculation of Scope 3 greenhouse gas emissions (GHG emissions) also include the undertaking's value chain. TAKKT does not make use of the option to omit information relating to intellectual property, know-how or the results of innovations.

BP-2 – Disclosures in relation to specific circumstances

Sources of estimation and outcome uncertainty

In some cases, the values of the metrics and parameters reported in this sustainability statement are based on estimates from assumptions. TAKKT anticipates a high level of measurement uncertainty for the disclosures on the expected development of emissions (section E1-4) and Scope 3 emissions (section E1-6). The high level of measurement uncertainty for expected emission trends stems from the limited predictability

of future developments. For Scope 3 emissions, this is attributable to incomplete information regarding energy consumption along the product life cycle – from manufacturing, transport and use to disposal. The methodologies and assumptions used to determine these disclosures are described in the relevant sections.

Changes in preparation or presentation of sustainability information

First-time reporting in accordance with the CSRD using the ESRS results in new and modified disclosure requirements. Comparability with disclosures in reports from previous years is therefore limited. In the area of EU Taxonomy, the materiality concept implemented by EU Regulation 2026/73 results in a reduction in the number of reported activities compared with previous years.

GOV-1 – The role of the administrative, management and supervisory bodies

The management of the TAKKT Group has a dual structure with the Management Board as its managing body and the Supervisory Board as its monitoring body. The Management Board and Supervisory Board work closely together in coordinating the undertaking's strategic direction. The Management Board is responsible for managing the undertaking. It is the duty of the Supervisory Board to oversee and advise the Management Board. Fifty percent of Supervisory Board members are independent, whereby independence refers both to cumulative independence from the company and its Management Board as well as independence from the controlling shareholder. The share of female members on the Management Board is 0 percent and 33 percent on the Supervisory Board. One member of the Supervisory Board is an employee of the undertaking and chairman of the Works Council. The following table shows the profiles of the board members:

Profiles of Management Board and Supervisory Board Members

	Management Board				Supervisory Board			
	Andreas Weishaar (CEO)	Timo Krutoff	Hubertus Mühlhäuser (Chairman)	Stefan Räbsamen (Deputy Chairman)	Henk Derksen	Thomas Kniehl (Chairman of the Works Council)	Alyssa Jade McDonald-Bärtel	Aliz Tepfenhart
Membership/ Independence								
Member since	2024	2025	2024	2024	2025	1999	2022	2022
Appointed/Elected until	2028	2028	2027	2027	2027	2027	2027	2027
Independence			No	Yes	No	No	Yes	Yes
Diversity								
Gender	Male	Male	Male	Male	Male	Male	Female	Female
Year of birth	1973	1978	1969	1965	1969	1965	1979	1974
Nationality	DEU	DEU	DEU	CH	NL	DEU	AUT, DEU	DEU, ROU
Expertise								
Corporate governance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Operational management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mergers & Acquisitions	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Corporate Finance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Accounting	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Auditing	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Sustainability/ESG	Yes	Yes		Yes		Yes	Yes	Yes
Digitalization	Yes	Yes	Yes	Yes				Yes
E-commerce	Yes	Yes		Yes				Yes
Transformation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Human Resources	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Corporate Governance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Regional expertise								
Germany	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Europe	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
North America	Yes	Yes	Yes	Yes	Yes		Yes	
Asia-Pacific	Yes	Yes	Yes	Yes	Yes		Yes	

The Management Board is responsible for managing the undertaking’s sustainability-related impacts, risks and opportunities (IROs). It keeps the Supervisory Board informed of its activities in this regard and seeks its advice. These reporting obligations to the Supervisory Board are governed by section 90 of the German Stock Corporation Act (AktG) and the undertaking’s rules of management. The Supervisory Board oversees the Management Board’s sustainability-related activities, including

regular monitoring of the targets it has established for performance-based Management Board remuneration (see section GOV-3). In addressing sustainability matters, the Management Board and Supervisory Board draw on both the expertise of their members and the specialized knowledge of the undertaking’s departments. The Management Board ensures that the expertise of the specialist departments is specifically applied to the management of material IROs.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies

TAKKT’s Management Board and Supervisory Board regularly review the development of the undertaking’s sustainability-related targets. Many of the actions to achieve sustainability-related targets also require financial resources and are therefore subject to approval processes in which the Management Board and, in some cases, the Supervisory Board are involved. Furthermore, many other matters and processes addressed by the two boards involve sustainability. Examples include the risk and opportunities report (see section SBM-3), the results of employee surveys (see section S1-2) and the compliance report (see section G1-3). With regard to sustainability reporting, the Management Board and Supervisory Board were informed of the results of the materiality assessment (see section IRO-1). The Management Board was involved in the preparation of the sustainability statement. Those sections of the statement defined as the non-financial statement are also subject to review by the Supervisory Board in accordance with section 171 AktG. The Management Board is informed on sustainability matters by the undertaking’s departments. The Supervisory Board is generally informed by the Management Board, but also receives reports directly from the departments in certain cases (e.g., matters relating to Management Board remuneration). Based on this information, the Management Board and Supervisory Board can take material IROs (see Section SBM-3) into account in their decisions. Due to the broad range of topics and processes described that the Management Board and Supervisory Board deal with, both bodies addressed all material IROs over the course of the year.

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

The performance-based remuneration for the Management Board and associated incentive system are developed by the TAKKT Supervisory Board and submitted to the Shareholders’ Meeting for approval. Under the new Management Board remuneration system adopted in 2025, sustainability-related aspects are included in the long-term remuneration component (long-term incentive) through an ESG

modifier. The targets included in the ESG modifier are the share of the sustainable range in the overall product range, the number of reportable workplace accidents with lost time (lost time incidents) and the employee participation rate in compliance training. The modifier structure ensures that the achievement of sustainability-related targets results in a payout only if the financial performance criteria thresholds are also achieved. The long-term incentive is based on a three-year performance period. Consequently, the recognized remuneration linked to sustainability-related targets accounted for 0 percent of the Management Board’s total remuneration in 2025. Since Supervisory Board remuneration is fixed, it contains no sustainability-related incentives.

GOV-4 – Statement on due diligence

Corporate due diligence includes addressing actual and potential adverse impacts on people, the environment and society – with the aim of preventing or mitigating such impacts and accounting for them. This due diligence process is described in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The following table shows the sections in the sustainability statement where information on TAKKT’s due diligence process can be found:

Information on the due diligence process

Core elements of due diligence	Sections in the sustainability statement
Embedding due diligence in governance, strategy and the business model	GOV-2, GOV-3, SBM-3
Engaging with affected stakeholders in all key steps of the due diligence process	GOV-2, SBM-2, IRO-1, S1-2
Identifying and assessing adverse impacts	SBM-3, IRO-1
Taking actions to address those impacts	E1-3, S1-2, S1-3, S1-4, G1-3
Tracking the effectiveness of these efforts and communicating	E1-5, E1-6, S1-6, S1-14, S1-17, G1-4

GOV-5 – Risk management and internal controls over sustainability reporting

Organizationally, responsibility for the preparation of the sustainability statement lies with the CFO. The report is prepared by the Controlling department, with Data provided primarily by the Sustainability (section E1), HR (section S1), Legal (section G1) and Accounting (EU Taxonomy) departments. Risk management for sustainability reporting is an integral part of TAKKT’s internal control system (ICS). There is a dedicated ICS process in place for sustainability reporting. Internal auditing takes this process into account in its risk-oriented audit planning. The Management Board and Supervisory Board are informed of the results of the audits as part of the annual reporting on monitoring the effectiveness of the early risk detection system. In the event of significant findings, information is provided on an ad hoc basis.

TAKKT classifies the failure to meet legal requirements and deficiencies in data quality as material risks for sustainability reporting. The ICS process therefore focuses on ensuring compliance with the current legal framework and maintaining robust data collection. A key element of TAKKT’s data collection is the principle of double checking. This ensures that data collected by a department is only used in the sustainability statement if the department head has confirmed the information by means of a formal approval. In addition to the principle of double checking, the Controlling department also carries out plausibility checks on the data. Sustainability reporting as a whole and data collection in particular are supported by software programs. Key functions of these programs and core elements of the ICS process include technical support for the four-eyes principle, input masks aligned with the current legal requirements, appropriate documentation of data and the use of suitable emission factors.

SBM-1 – Strategy, business model and value chain

TAKKT’s strategy and business model are presented in the “Business activities” section of the management report. In particular, this section provides information about markets, customer groups, employees, product groups offered and the undertaking’s value

chain. TAKKT aims to promote the procurement of sustainable, environmentally friendly office equipment and to make the process as easy as possible. To this end, TAKKT strives to continuously expand the share of sustainable products in its range and promote them through targeted marketing. A key element of the marketing is the special labeling for sustainable products (see section E1-3). Further increasing the share of sustainable products in its range is one of the undertaking’s key sustainability targets and therefore also a component of the performance-based Management Board remuneration (see section GOV-3). All of TAKKT’s revenue is attributable to ESRS sector “Distribution and trade.” As of the reporting date, TAKKT employed 2,115 people, with 1,468 in Europe, 645 in North America and 2 in Asia.

SBM-2 – Interests and views of stakeholders

TAKKT’s business success depends significantly on its ability to meet the needs of stakeholders. Maintaining regular, collaborative dialogue with stakeholders is therefore a high priority for TAKKT. Dialogue usually takes place through the relevant department, with close involvement of the Management Board. The following table shows the key stakeholders and the departments that engage with them on a regular basis:

Key stakeholders and dialogue partners

Stakeholder	Dialogue partner (department)
Customers	Sales
Employees	HR
Suppliers	Procurement
Investors	Investor Relations, Treasury

In addition to regular business interactions, TAKKT organizes special events to strengthen dialogue with its stakeholders. These include the Shareholders’ Meeting, Bankers’ Day and town hall meetings with employees. TAKKT also engages regularly with stakeholders at externally organized events such as trade fairs and capital market conferences. The TAKKT Management Board places great importance on direct contact with stakeholders and usually attends these events in person.

For decisions with significant environmental or social impacts, TAKKT engages with experts and consults scientific or science-based publications to gain a better understanding of these impacts and incorporate them into its decision-making process.

TAKKT maintains regular contact with the undertaking's stakeholders with close involvement of the Management Board. The aim is to understand and take into account their concerns regarding the undertaking's strategy and business model. This also includes analyzing the impacts of TAKKT's activities on stakeholders. These impacts are an integral component of the materiality

assessment described in section IRO-1, the results of which were fully communicated to the Management Board and Supervisory Board.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The following table describes TAKKT's material IROs. They were identified through the materiality assessment described in section IRO-1 and are subject to the disclosure requirements of the ESRS. The IROs classified as material have not changed compared to the previous year.

Material impacts, risks and opportunities

IRO	Topic (in accordance with ESRS 1)	Explanation	Impact on TAKKT (business model, strategy, decision-making)		Response / Actions
			Current	Future	
Positive impacts					
Good working conditions for employees and respectful conduct in dealing with business partners through TAKKT's corporate culture	Corporate governance	TAKKT's respectful, performance-based corporate culture has a positive impact on the working environment of both employees and business partners	Strong	Strong	Maintaining the TAKKT core behaviors and TAKKT Code of Ethics (see sections S1 – 1, G1 – 1)
Suppliers required to comply with social and environmental standards	Corporate governance	TAKKT can influence supplier behavior through its requirements	Strong	Strong	Maintaining the Supplier Code of Conduct (see section G1 – 2)
Negative impacts					
Scope 1, 2 and 3 GHG emissions	Climate change	TAKKT and its business partners contribute to climate change	Medium	Medium	See sections E1 – 2, E1 – 3
Potential employee dissatisfaction or overload	Own workforce	Possible causes of dissatisfaction include unequal treatment of employees or lack of opportunities for further development	Strong	Strong	See sections S1 – 1, S1 – 2, S1 – 3
Financial risks					
Increases in procurement prices due to climate change	Climate change	Examples include carbon pricing and scarcity caused by weather events	Low	Medium	See sections E1 – 2, E1 – 3
Disruption to business operations due to climate change	Climate change	For example, due to flooding of a warehouse	Low	Medium	
Structural shifts in demand due to climate change	Climate change	For example, increased use of second-hand goods driven by growing environmental awareness	Low	Medium	
Reputational damage due to high GHG emissions	Climate change	High GHG emissions reduce the undertaking's attractiveness to customers, employees and investors	Medium	Medium	
Loss of qualified and dedicated employees	Own workforce	Competition with other employers in the battle for talent	Strong	Strong	See sections S1 – 1, S1 – 2, S1 – 3
Corruption, bribery and other legal violations	Corporate governance	Risks include fines and exclusion from procurement processes	Medium	Medium	See section G1 – 3

IRO	Topic (in accordance with ESRS 1)	Explanation	Impact on TAKKT (business model, strategy, decision-making)		Response / Actions
			Current	Future	
Financial opportunities					
Increased demand for sustainable products offered by TAKKT	Climate change	Growing climate awareness is increasing customer demand for environmentally friendly business equipment	Medium	Strong	Expansion and targeted marketing of sustainable products (see section E1 – 3)
Cost savings from energy efficiency measures	Climate change	Climate awareness is driving the implementation of energy efficiency measures, which usually also deliver economic benefits	Medium	Medium	See sections E1 – 2, E1 – 3
Reliable product availability resulting from strong supplier relationships	Corporate governance	TAKKT maintains longstanding partnerships with its suppliers	Strong	Strong	See section G1 – 2

The sustainability-related risks described in the table are taken into account in the undertaking’s risk and opportunities report, where the presentation and assessment of the risks “increasing procurement costs,” “disruption to business operations,” “structural shifts in demand” and “compliance” are broader in scope and not limited to sustainability considerations. For example, the risk “increasing procurement costs” encompasses more than just the climate-related price increases. TAKKT regularly reviews its risk-bearing capacity. This involves analyzing whether key figures, such as equity ratio and gearing, would remain within defined target ranges in the event of different risk scenarios. The scenarios take into account all risks mentioned in the risk and opportunities report. The most recent risk-bearing capacity review was conducted at the end of 2025 and confirmed TAKKT’s resilience to these risks outside of extreme scenarios. Sustainability-related risks represent a subset of the risks included in the risk and opportunities report. Consequently, this confirmation can also be interpreted as evidence of the undertaking’s resilience to sustainability-related risks. Even in light of this resilience, the current financial impacts of sustainability-related risks is considered to be low. None of the sustainability-related risks are expected to require a material adjustment to carrying amounts in the next reporting period.

In TAKKT’s view, B2B customers are increasingly demanding responsible and sustainable action from their suppliers and partners as well as products that meet sustainability criteria. Therefore, TAKKT sees the higher demand for sustainable products as a relevant growth driver. The share of sales generated with sustainable products has grown steadily in recent years and currently accounts for 29 percent.

IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

TAKKT identified the material IROs through a materiality assessment in accordance with ESRS 1. The assessment was carried out in 2024. The results are reviewed annually to ensure their continued validity. No adjustments were required for 2025. The materiality assessment was based on workshops with employees from various departments. Employees contributed not only their own perspectives as internal stakeholders but also represented the views of external stakeholders. For example, employees from the sales department represented the perspective of customers, while those from procurement represented the perspective of suppliers. The perspectives of environmental and societal stakeholders were included using expert assessments and publicly available data. The workshops were structured around the sub-topics

listed in ESRS 1 AR 16 under Environment (E), Social (S) and Governance (G). For each sub-topic, participants identified and assessed both the positive and negative impacts of the undertaking on that sub-topic as well as the resulting financial risks and opportunities for the undertaking.

In addition to the undertaking’s own operations, the identification of impacts also considered upstream and downstream activities along the value chain. This includes emissions generated during the manufacture, shipping, use and disposal of products sold by TAKKT. The assessment did not focus on individual factors (e.g., regions). In identifying the risks and opportunities, particular attention was given to those included in the undertaking’s risk and opportunity report that relate to the E, S and G areas (see section SBM-3). Furthermore, potential interrelationships between the impacts of the undertaking’s activities on the one hand, and risks and opportunities on the other, were taken into account. Sustainability risks were not found to be of greater significance for TAKKT compared with other risks.

The assessment of impacts was performed using the dimensions of scale, scope and likelihood of occurrence, as well as irremediability in the case of negative impacts. The “scale” dimension assesses the severity of an impact, while “scope” refers to its reach, such as in the number of individuals affected. Risks and opportunities were assessed based on the dimensions magnitude of financial impact and likelihood of occurrence. Each dimension was evaluated individually using a quantitative scale. The individual assessments of the

dimensions for each IRO were subsequently combined into an overall score. Thresholds were then defined for impacts as well as for risks and opportunities. The thresholds determine the score above which an IRO is considered material for the undertaking.

The content of the TAKKT sustainability statement is derived from the material IROs. In general, the sustainability statement covers all topical disclosure requirements relating to a sub-topic for which at least one material IRO has been identified. Only disclosure requirements subject to the phase-in provisions in accordance with ESRS 1 paragraph 137 are excluded. The Management Board and Supervisory Board were fully informed of the results of the materiality assessment.

IRO-2 –Disclosure requirements in ESRS covered by the undertaking’s sustainability statement

The following tables show the topical disclosure requirements covered by the sustainability statement (see section IRO-1) and data points derived from specific EU legislation that are included in the sustainability statement to the extent they fall under the covered topical disclosure requirements or general disclosures of ESRS 2. Various departments of the undertaking provided information for the sustainability statement, In particular, the Sustainability, HR, Legal and Accounting departments were involved. As the department responsible for preparing the sustainability statement, Controlling reviewed the information to determine whether it was sufficiently relevant to fulfill the disclosure requirements.

Covered topical disclosure requirements

Disclosure requirement	Description	Page
ESRS E1 – Climate change		
E1-DR GOV – 3	Disclosure requirement related to ESRS 2 GOV – 3 – Integration of sustainability-related performance in incentive schemes	26
E1-DR SBM – 3	Disclosure requirement related to ESRS 2 SBM – 3 – Material impacts, risks and opportunities and their interaction with strategy and business model	26
E1-DR IRO – 1	Disclosure requirement related to ESRS 2 IRO – 1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	26
ESRS E1 – 1	Transition plan for climate change mitigation	27
ESRS E1 – 2	Policies related to climate change mitigation and adaptation	27
ESRS E1 – 3	Actions and resources in relation to climate change policies, metrics and targets	28– 29
ESRS E1 – 4	Targets related to climate change mitigation and adaptation	29
ESRS E1 – 5	Energy consumption and mix	30– 31
ESRS E1 – 6	Gross Scopes 1, 2, 3 and total GHG emissions	32– 35
ESRS E1 – 7	GHG removals and GHG mitigation projects financed through carbon credits	36
ESRS E1 – 8	Internal carbon pricing	36
ESRS S1 – Own workforce		
S1-DR SBM – 2	Disclosure requirement related to ESRS 2 SBM – 2 – Interests and views of stakeholders	37
S1-DR SBM – 3	Disclosure requirement related to ESRS 2 SBM – 3 – Material impacts, risks and opportunities and their interaction with strategy and business model	37
ESRS S1 – 1	Policies related to own workforce	37– 38
ESRS S1 – 2	Processes for engaging with own workers and workers’ representatives about impacts	38– 39
ESRS S1 – 3	Processes to remediate negative impacts and channels for own workforce to raise concerns	39
ESRS S1 – 4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	39
ESRS S1 – 5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	39
ESRS S1 – 6	Characteristics of the undertaking’s employees	39– 41
ESRS S1 – 8	Collective bargaining coverage and social dialogue	41
ESRS S1 – 9	Diversity metrics	42
ESRS S1 – 10	Adequate wages	42
ESRS S1 – 14	Health and safety metrics	42
ESRS S1 – 16	Remuneration metrics (pay gap and total remuneration)	42– 43
ESRS S1 – 17	Incidents, complaints and severe human rights impacts	43

Disclosure requirement	Description	Page
ESRS G1 – Business conduct		
G1-DR GOV- 1	Disclosure requirement related to ESRS 2 GOV- 1 – The role of the administrative, management and supervisory bodies	44
G1-DR IRO- 1	Disclosure requirement related to ESRS 2 IRO- 1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	44
ESRS G1 – 1	Corporate culture and business conduct policies	44
ESRS G1 – 2	Management of relationships with suppliers	44
ESRS G1 – 3	Prevention and detection of corruption and bribery	45
ESRS G1 – 4	Incidents of corruption or bribery	45
ESRS G1 – 6	Payment practices	45

Data points from EU legislation

Data point	EU legislation				Page
	SFDR	Pillar 3	Benchmark regulation	EU climate law	
ESRS 2– General disclosures					
Board’s gender diversity [ESRS 2, GOV– 1, 21 (d)]	Indicator number 13 Table 1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		4– 5
Percentage of board members who are independent [ESRS 2, GOV– 1, 21 (e)]			Commission Delegated Regulation (EU) 2020/1816, Annex II		4– 5
Statement on due diligence [ESRS 2, GOV– 4, 30]	Indicator number 10 Table 3 of Annex 1				6
Involvement in activities related to fossil fuel activities [ESRS 2, SBM– 1, 40 (di)]	Indicator number 4 Table 1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on environmental risk, and Table 2: Qualitative information on social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		7
Involvement in activities related to chemical production [ESRS 2, SBM– 1, 40 (di)]	Indicator number 9 Table 2 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		7
Involvement in activities related to controversial weapons [ESRS 2, SBM– 1, 40 (d) iii]	Indicator number 14 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		7
Involvement in activities related to cultivation and production of tobacco [ESRS 2, SBM– 1, 40(d) iv]			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		7

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
ESRS E1 – Climate change					
Transition plan to reach climate neutrality by 2050 [ESRS E1 – 1, 14]				Regulation (EU) 2021/1119, Article 2(1)	27
Undertakings excluded from Paris-aligned benchmarks [ESRS E1 – 1, 16 (g)]		Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12(1)(d) to (g) and Article 12(2)		27
GHG emission reduction targets [ESRS E1 – 4, 34]	Indicator number 4 Table 2 of Annex 1	Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		29
Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) [ESRS E1 – 5, 38]	Indicator number 5 Table 1 of Annex 1 and Indicator number 5 Table 2 of Annex 1				30
Energy consumption and mix [ESRS E1 – 5, 37]	Indicator number 5 Table 1 of Annex 1				30
Energy intensity associated with activities in high climate impact sectors [ESRS E1 – 5, 40– 43]	Indicator number 6 Table 1 of Annex 1				30
Gross Scopes 1, 2, 3 and total GHG emissions [ESRS E1 – 6, 44]	Indicator numbers 1 and 2 Table 1 of Annex 1	Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		32

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
Gross GHG emission intensity [ESRS E1 – 6, 53– 55]	Indicator number 3 Table 1 of Annex 1	Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		33
GHG removals and carbon credits [ESRS E1 – 7, 56]				Regulation (EU) 2021/1119, Article 2(1)	36
Exposure of the benchmark portfolio to climate-related physical risks [ESRS E1 – 9, 66]			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Omitted (ESRS 1, 137)
<ul style="list-style-type: none"> Disaggregation of monetary amounts by acute and chronic physical risk [ESRS E1 – 9, 66(a)] Location of significant assets at material physical risk [ESRS E1 – 9, 66(c)] 		Article 449a Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – climate change physical risk: Exposures subject to physical risk			Omitted (ESRS 1, 137)
Breakdown of the carrying value of its real estate assets by energy-efficiency classes [ESRS E1 – 9, 67(c)]		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453(34), Template 2: Banking book – climate change transition risk: Loans collateralized by immovable property – energy efficiency of the collateral			Omitted (ESRS 1, 137)
Degree of exposure of the portfolio to climate-related opportunities [ESRS E1 – 9, 69]			Commission Delegated Regulation (EU) 2020/1818, Annex II		Omitted (ESRS 1, 137)

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
ESRS E2– Pollution					
Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil [ESRS E2 – 4, 28]	Indicator number 8 Table 1 of Annex 1, Indicator number 2 Table 2 of Annex 1, Indicator number 1 Table 2 of Annex 1, Indicator 3 Table 2 of Annex 1				Not material
ESRS E3– Water and marine resources					
Water and marine resources [ESRS E3 – 1, 9]	Indicator number 7 Table 2 of Annex 1				Not material
Dedicated policy [E3 – 1, 13]	Indicator number 8 Table 2 of Annex 1				Not material
Sustainable oceans and seas [ESRS E3 – 1, 14]	Indicator number 12 Table 2 of Annex 1				Not material
Total water recycled and reused [ESRS E3 – 4, 28(c)]	Indicator number 6.2 Table 2 of Annex 1				Not material
Total water consumption in m3 per net revenue on own operations [ESRS E3 – 4, 29]	Indicator number 6.1 Table 2 of Annex 1				Not material
ESRS E4– Biodiversity and ecosystems					
ESRS 2 – SBM– 3 – E4 paragraph 16(a) i	Indicator number 7 Table 1 of Annex 1				Not material
ESRS 2 – SBM– 3 – E4 paragraph 16(b)	Indicator number 10 Table 2 of Annex 1				Not material
ESRS 2 – SBM– 3 – E4 paragraph 16(c)	Indicator number 14 Table 2 of Annex 1				Not material
Sustainable land / agriculture practices or policies [ESRS E4 – 2, 24(b)]	Indicator number 11 Table 2 of Annex 1				Not material

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
Sustainable oceans / seas practices or policies [ESRS E4 – 2, 24(c)]	Indicator number 12 Table 2 of Annex 1				Not material
Policies to address deforestation [ESRS E4 – 2, 24(d)]	Indicator number 15 Table 2 of Annex 1				Not material
ESRS E5– Resource use and circular economy					
Non-recycled waste [ESRS E5 – 5, 37(d)]	Indicator number 13 Table 2 of Annex 1				Not material
Hazardous waste and radioactive waste [ESRS E5 – 5, 39]	Indicator number 9 Table 1 of Annex 1				Not material
ESRS S1 – Own workforce					
Risk of incidents of forced labor [ESRS 2, SBM– 3-S1, 14(f)]	Indicator number 13 Table 3 of Annex 1				Not material
Risk of incidents of child labor [ESRS 2, SBM– 3-S1, 14(g)]	Indicator number 12 Table 3 of Annex 1				Not material
Human rights policy commitments [ESRS S1 – 1, 20]	Indicator number 9 Table 3 of Annex 1 and Indicator number 11 Table 1 of Annex 1				37
Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 [ESRS S1 – 1, 21]			Commission Delegated Regulation (EU) 2020/1816, Annex II		37
Processes and measures for preventing trafficking in human beings [ESRS S1 – 1, 22]	Indicator number 11 Table 3 of Annex 1				Not material
Workplace accident prevention policy or management system [ESRS S1 – 1, 23]	Indicator number 1 Table 3 of Annex 1				37– 38

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
Grievance / complaints handling mechanisms [ESRS S1 – 3, 32(c)]	Indicator number 5 Table 3 of Annex 1				39
Number of fatalities and number and rate of work-related accidents [ESRS S1 – 14, 88(b-c)]	Indicator number 2 Table 3 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		42
Number of days lost to injuries, accidents, fatalities or illness [ESRS S1 – 14, 88(e)]	Indicator number 3 Table 3 of Annex 1				Omitted (ESRS 1, 137)
Unadjusted gender pay gap [ESRS S1 – 16, 97(b)]	Indicator number 12 Table 1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		42– 43
Excessive CEO pay ratio [ESRS S1 – 16, 97(b)]	Indicator number 8 Table 3 of Annex 1				42– 43
Incidents of discrimination [ESRS S1 – 17, 103(a)]	Indicator number 7 Table 3 of Annex 1				43
Non-respect of UNGPs on Business and Human Rights and OECD guidelines [ESRS S1 – 17, 104(a)]	Indicator number 10 Table 1 of Annex 1 and Indicator number 14		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		43
ESRS S2 – Workers in the value chain					
Significant risk of child labor or forced labor in the value chain [ESRS 2, SBM– 3-S2, 11(b)]	Indicator numbers 12 and 13 Table 3 of Annex 1				Not material
Human rights policy commitments [ESRS S2 – 1, 17]	Indicator number 9 Table 3 of Annex 1 and Indicator number 11 Table 1 of Annex 1				Not material
Policies related to value chain workers [ESRS S2 – 1, 18]	Indicator numbers 11 and 4 Table 3 of Annex 1				Not material
Non-respect of UNGPs on Business and Human Rights and OECD guidelines [ESRS S2 – 1, 19]	Indicator number 10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not material

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8 [ESRS S2 – 1, 19]			Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material
Human rights issues and incidents connected to its upstream and downstream value chain [ESRS S2 – 4, 36]	Indicator number 14 Table 3 of Annex 1				Not material
ESRS S3 – Affected communities					
Human rights policy commitments [ESRS S3 – 1, 16]	Indicator number 9 Table 3 of Annex 1 and Indicator number 11 Table 1 of Annex 1				Not material
Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines [ESRS S3 – 1, 17]	Indicator number 10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not material
Human rights issues and incidents [ESRS S3 – 4, 36]	Indicator number 14 Table 3 of Annex 1				Not material
ESRS S4 – Consumers and end-users					
Policies related to consumers and end-users [ESRS S4 – 1, 16]	Indicator number 9 Table 3 of Annex 1 and Indicator number 11 Table 1 of Annex 1				Not material
Non-respect of UNGPs on Business and Human Rights and OECD guidelines [ESRS S4 – 1, 17]	Indicator number 10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not material
Human rights issues and incidents [ESRS S4 – 4, 35]	Indicator number 14 Table 3 of Annex 1				Not material

EU legislation

Data point	SFDR	Pillar 3	Benchmark regulation	EU climate law	Page
ESRS G1 – Business conduct					
United Nations Convention against Corruption [ESRS G1 – 1, 10(b)]	Indicator number 15 Table 3 of Annex 1				44
Protection of whistle-blowers [ESRS G1 – 1, 10(d)]	Indicator number 6 Table 3 of Annex 1				44
Fines for violation of anti-corruption and anti-bribery laws [ESRS G1 – 4, 24(a)]	Indicator number 17 Table 3 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		45
Standards of anti-corruption and anti-bribery [ESRS G1 – 4, 24(b)]	Indicator number 16 Table 3 of Annex 1				45

2. ENVIRONMENTAL INFORMATION

This section provides information on the undertaking’s actions regarding climate change mitigation and other environmental objectives. It contains key disclosures on the EU Taxonomy and the undertaking’s energy consumption and GHG emissions (sections E1-5 and E1-6), including emission reduction targets and actions (sections E1-3 and E1-4).

DISCLOSURES PURSUANT TO ARTICLE 8 OF REGULATION 2020/852 (TAXONOMY REGULATION)

Introduction

Regulation (EU) 2020/852 (hereinafter: Taxonomy Regulation) requires companies to report on the environmental sustainability of their economic activities using a uniform classification system described in the regulation. In this system, an economic activity that is potentially or actually environmentally sustainable is referred to as Taxonomy-eligible or Taxonomy-aligned. The conditions that an economic activity must meet in order to be considered Taxonomy-eligible or Taxonomy-aligned are specified in the Taxonomy Regulation and supplementary EU regulations (2021/2139, 2022/1214, 2023/2485, 2023/2486). These conditions are based on the following six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

Reference values

The reporting requirements under the Taxonomy Regulation stipulate that for sales, capital expenditure (CapEx) and operating expenditure (OpEx), the share attributable to Taxonomy-eligible and Taxonomy-aligned economic activities must be disclosed in relation to a reference value. The reference values are defined in EU Regulation 2021/2178. For sales, the

reference value is net sales, for CapEx it is additions to property, plant and equipment as well as intangible assets, and for OpEx it is the sum of expenses for renovation, maintenance or repair of property, plant and equipment, expenses for short-term leasing, and expenses for research and development. In 2025, TAKKT’s reference values were EUR 964,276 thousand for revenue, EUR 20,766 thousand for CapEx and EUR 8,451 thousand for OpEx.

Taxonomy eligibility

An economic activity is considered Taxonomy-eligible if it has the potential to contribute to at least one of the six environmental objectives. The supplementary EU regulations provide a comprehensive numbered list of economic activities that qualify as Taxonomy-eligible for each environmental objective. The shares of these economic activities in relation to the reference values above are presented in the following sections. For the calculation, various control measures such as plausibility checks and reconciliations were carried out in order to avoid double counting when allocating amounts across the economic activities.

Revenue

In 2025, TAKKT had no Taxonomy-eligible economic activities that generated material revenue.

Capital expenditure (CapEx)

In 2025, additions to property, plant and equipment and intangible assets at TAKKT resulted from a variety of business transactions. Some of these business transactions are associated with Taxonomy-eligible economic activities for the environmental objective “climate change mitigation.” These include the long-term leasing of buildings in the amount of EUR 11,915 thousand (economic activity “7.7 Acquisition and ownership of buildings”), passenger vehicle purchases of EUR 1,394 thousand (economic activity “6.5 Transport by motorbikes, passenger cars and light commercial vehicles”) and the operation of photovoltaic systems of EUR 175 thousand (economic activity “4.1 Electricity generation using photovoltaic technology”). The share of CapEx from Taxonomy-eligible economic activities resulting from these amounts came to 65 percent.

Operating expenditure (OpEx)

The OpEx reference value for TAKKT in 2025 was very small at EUR 8,451 thousand. It accounted for only 5 percent of other operating expenses amounting to EUR 163,410 thousand. The OpEx reference value was therefore considered insignificant. Given this insignificance and with reference to Article 8 of the Taxonomy Regulation in conjunction with EU Regulation 2021/2178, the determination of the share of OpEx from Taxonomy-eligible economic activities was dispensed with and reported as zero.

Taxonomy alignment

A Taxonomy-eligible economic activity is Taxonomy-aligned if it meets three conditions:

1. The company performing the activity complies with minimum safeguards relating to human rights (including labor rights), bribery/corruption, taxation and fair competition).
2. The activity makes a substantial contribution to (at least) one of the six environmental objectives.
3. The activity does not cause significant harm to any of the other environmental objectives.

Compliance with minimum safeguards is assessed based on the report of the Platform on Sustainable Finance on this topic as well as the FAQ notice of the European

Commission (2023/C 211/01). TAKKT’s compliance with the minimum safeguards was confirmed for 2025. The assessment of whether activities make a substantial contribution to an environmental objective without significantly harming any of the other environmental objectives is carried out based on the technical assessment criteria specified in the supplementary EU regulations. Generally, this assessment requires a large amount of data and evidence, some of which must be obtained from suppliers. For example, assessing the technical screening criteria for economic activity “6.5 Transport by motorbikes, passenger cars and light commercial vehicles” requires information on the recyclability/reusability of the vehicles as well as the rolling noise/rolling resistance of the tires. In 2025, TAKKT did not have all the required data and evidence for any of the Taxonomy-eligible economic activities. Consequently, the shares of Taxonomy-aligned economic activities in the reference values were each reported as zero.

Tables

The following tables show the EU Taxonomy disclosures in the structure specified by EU Regulation 2021/2178 (and revised by EU Regulation 2026/73).

Proportion of turnover, CapEx and OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (summary KPIs)

Fiscal year 2025					Breakdown by environmental objectives of Taxonomy-aligned activities										
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)					
KPI (1)	Total (2)	Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)							Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy-aligned activities in 2023 (15)	Proportion of Taxonomy-aligned activities in 2023 (16)
	Thousand Euros	%	Thousand Euro	%	%	%	%	%	%	%	%	%	%	Thousand Euro	%
Revenue	964,276	0 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0	0 %
CapEx	20,766	65 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %	0	0 %
OpEx	8,451	0 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	100 %	0	0 %

Proportion of turnover, CapEx and OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – disclosure covering year 2025 (activity breakdown)

Reported KPI: CapEx														
Fiscal year 2025		Environmental objective of Taxonomy-aligned activities												
Economic activities (1)	Code (2)	Taxonomy-eligible KPI (proportion of Taxonomy-eligible CapEx) (3)	Taxonomy-aligned KPI (monetary value of CapEx) (4)	Taxonomy-aligned KPI (proportion of Taxonomy-aligned CapEx) (5)	Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy-aligned activities in Taxonomy-eligible activities (14)	
		%	Thousand Euro	%	%	%	%	%	%	%	E	T	%	
Electricity generation using photovoltaic technology	CCM 4.1.	1 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	-	-	0 %	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	7 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	-	-	0 %	
Acquisition and ownership of buildings	CCM 7.7.	57 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	-	-	0 %	
Sum of alignment per objective					0 %	0 %	0 %	0 %	0 %	0 %				
Total CapEx		65 %	0	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	

ESRS E1 – CLIMATE CHANGE

E1-DR GOV-3 – Disclosure requirement related to ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes

One of the targets described in section GOV-3 for the long-term incentive of the Management Board remuneration is climate-related. This is the share of the sustainable range in the entire product range. Increasing this share can contribute to the reduction of GHG emissions (see section E1-3). Since the long-term incentive is based on a three-year performance period commencing in 2025, the recognized remuneration linked to the climate-related target accounted for 0 percent of the Management Board’s total remuneration in 2025. Since Supervisory Board remuneration is fixed, it contains no climate-related targets.

E1-DR SBM-3 – Disclosure requirements related to ESRS 2 SBM-3. – Material impacts, risks and opportunities and their interaction with strategy and business model

TAKKT’s materiality assessment identified the following material IROs related to climate change (see section SBM-3):

1. Negative impacts from Scope 1, 2 and 3 GHG emissions
2. Financial risk from rising procurement costs due to climate change
3. Financial risk from operational disruptions due to climate change
4. Financial risk from structural shifts in demand due to climate change
5. Financial risk from reputational damage associated with high GHG emissions
6. Financial opportunity from increased demand for TAKKT’s sustainable product offering
7. Financial opportunity from cost savings due to energy efficiency measures

IRO-3 is a physical risk (a risk that arises directly from the impacts of climate change, such as changes in

precipitation patterns). In contrast, IROs 4 and 5 are transition risks (risks that do not arise directly from the impacts of climate change but that arise from the shift to a lower-carbon economy, including regulatory changes). IRO 2 represents both a physical risk (e.g., price increases due to climate change-related scarcity) and a transition risk (e.g., price increases from carbon pricing).

A key tool for assessing climate-related risks and evaluating the undertaking’s long-term resilience is the climate risk analysis conducted by the Sustainability department in 2024. The analysis examines TAKKT’s business activities for both physical and transition risks. For physical risks, the key findings of the analysis include an assessment of the undertaking’s locations in terms of their exposure to climate hazards, along with recommendations for managing them. The risk assessment uses the RCP 8.5 scenario, which assumes high long-term emission levels and is based on NUTS 3 regions in Europe and the county level in North America. The analysis covers the period from 2035 to 2065. No locations were found to be at particularly high risk requiring immediate action. With regard to transition risks, the climate risk analysis concluded that the undertaking’s business activities and assets are not inconsistent with a shift to a lower-carbon economy. This development is shown in the International Energy Agency’s “Net Zero Emissions by 2050” scenario.

E1-DR IRO-1 – Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

TAKKT’s climate-related IROs were identified as part of the undertaking’s materiality assessment. The process used to identify and assess IROs is described in section IRO-1. Key information for identifying and assessing climate-related IROs included GHG emission levels (see section E1-6) and the results of the climate risk analysis (see section E1-DR SBM-3).

E1-1 – Transition plan for climate change mitigation

Transition plan

TAKKT aims to significantly reduce its GHG emissions. A reduction target for Scope 1 and 2 emissions was already established in 2023 for 2030, which is explained in section E1-4. In 2025, as part of its commitment to the Science Based Targets initiative (SBTi), TAKKT announced that it will revise this target within two years so it aligns with the 1.5 °C goal of the Paris Agreement (science-based target). The revision will also include Scope 3 emissions in the target.

TAKKT has already identified and begun implementing initial emission reduction actions for all three scopes (see section E1-3). In particular, a total of EUR 2.7 million was invested in its own photovoltaic systems between 2023 and 2025. These systems are expected to reduce annual emissions by around 331 t CO₂e. In 2025, EUR 1 million were invested in reduction actions, primarily for further electrification of the vehicle fleet.

TAKKT does not yet have a transition plan to achieve climate neutrality by 2050. It aims to develop such a plan over the next two years alongside its science-based reduction target.

Explanations

› Financial resources spent on emission reduction actions often constitute Taxonomy-eligible CapEx in accordance with EU Regulation 2021/2178. To date,

TAKKT’s Taxonomy eligibility stems mainly from economic activities related to “electricity generation using photovoltaic technology” and “transport by motorbikes, passenger cars and light commercial vehicles.”

› TAKKT does not fall under the exclusions from the Paris-aligned EU benchmarks set out in Article 12 of EU Regulation 2020/1818.

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

TAKKT’s emissions are mainly driven by the consumption of energy from fossil sources within the undertaking and the emissions intensity associated with the manufacture, transport, use and disposal of the products it sells. Consequently, the emission reduction actions identified by TAKKT focus on the following policies:

- › Reducing the consumption of energy from fossil sources within the undertaking
- › Reducing the emissions impact of products sold

Reducing the emissions impact of the products sold is not only a climate change mitigation policy; it also addresses climate change adaptation. TAKKT expects that heightened climate awareness among customers will lead to an increase in demand for products with lower emissions impact in the coming years.

E1-3 – Actions and resources in relation to climate change policies

GHG reduction actions

Action	Target/ Policy	Objective quantification (by 2030)	Emissions reduced	Implementation dependent on financial resources	Status	Expected annual GHG reduction vs. 2021 (t CO₂e)
Operation of own photovoltaic systems	Reduction of energy consumption from fossil sources in the undertaking (through own consumption) and beyond (through grid feed-in)	Installed capacity of at least 3,370 kWp	Scope 2	Yes	TAKKT has been operating a system at a North American location with an installed capacity of 980 kWp since 2013. Since 2023, two additional systems have been built at locations in Germany with a combined installed capacity of 2,390 kWp and a total investment volume of EUR 2,665 thousand. Full commissioning of these systems is expected in 2026. The investments are reported in the EU Taxonomy disclosures for 2023 and 2024 as Taxonomy-eligible CapEx under the economic activity “Electricity generation using solar photovoltaic technology.”	331 (location-based)
Electrification of the vehicle fleet	Reducing the consumption of energy from fossil sources within the undertaking	Minimizing the number of exclusively fuel-powered vehicles over time by prioritizing electric or hybrid vehicles in new acquisitions	Scope 1	Yes	Since 2019, the company car policies of the TAKKT companies have included incentives for procuring low-emission vehicles. In many companies, the policy generally requires that new vehicles be electric or hybrid.	930
Increased use of green electricity tariffs or comparable contractual instruments	Reducing the consumption of energy from fossil sources within the undertaking	Reduction of market-based Scope 2 emissions at North American locations by at least 60 %	Scope 2 (market-based)	Yes	Green electricity tariffs are currently used primarily at German and Scandinavian locations. The aim is to expand their use to the other locations, particularly in North America.	1,935
Expansion of the sustainable product range	Reducing the emissions impact of products sold	Increase the share of the sustainable range in the overall product range by at least 2 percentage points per year.	Scope 3	Yes	TAKKT introduced a product sustainability rating in 2021. The products are assessed across five categories, resulting in a score of between 1.0 and 5.0. Products with a rating of 3.0 or higher are considered sustainable and are specially labeled in sales materials. One of the categories is climate change. Assessment criteria in this category include short transport distances from suppliers (local sourcing) and energy-efficient manufacturing processes. At the end of 2025, the sustainable range accounted for 22 % of the total product range. This represents an increase of 4 percentage points compared to the previous year.	The aim is to determine this within the SBTi process

Explanations

› TAKKT is committed to having as many Group companies as possible certified according to recognized sustainability standards such as ISO

50001 and EMAS. Such certification gives companies a reason to intensify their environmental protection efforts. By the end of 2025, five companies had achieved certification.

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

Emission type	Base year	Target year	Baseline value (actual value base year)	Target value (planned value target year)	Target value vs. baseline value
Gross Scopes 1 & 2 GHG emissions [location-based] (t CO ₂ e)	2021	2030	9,339	4,670	– 50 %

Explanations

› The table describes the current reduction target. It was set in 2023. This target is not science-based. TAKKT plans to develop a science-based target and has announced its commitment to the SBTi.

› TAKKT’s emissions are largely unaffected by fluctuating external factors such as weather conditions. Consequently, the base year emission values are considered representative.

› The target is monitored through annual emissions accounting as part of sustainability reporting. In

2025, location-based gross Scope 1 and 2 GHG emissions totaled 6,499 t CO₂e (see section E1-6). Consequently, a reduction of 30 percent compared to 2021 has already been achieved.

› The following table shows the expected development of emissions included in the target through 2030, with specific emphasis on the decarbonization levers (reduction actions) and their estimated contribution to achieving the reduction target.

Expected emissions development and decarbonization levers (t CO₂e)

	2021 (base year)	2030 (target year)	Assumptions / Comments
Gross Scope 1 & GHG emissions (location-based)	9,339	4,670	
Past development (2021– 2025), including actions		– 2,840	
Business growth (2026– 2030)		325	Return to positive growth in the low- to mid-single-digit percentage range
Market decarbonization (2026– 2030)		– 416	Expected region-specific decarbonization rates for 2026– 2030 (Europe: – 26 %, North America: – 3 %) applied to current location-based Scope 2 emissions
Full commissioning of own photovoltaic systems		– 233	
Additional TAKKT actions (2026– 2030)		– 1,505	

E1-5 – Energy consumption and mix

Energy consumption and mix (kWh)

	2024	2025
(1) Fuel consumption from coal and coal products	0	0
(2) Fuel consumption from crude oil and petroleum products	4,798,607	4,065,159
(3) Fuel consumption from natural gas	10,720,051	12,016,126
(4) Fuel consumption from other fossil sources	0	0
(5) Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	7,493,051	7,573,829
(6) Total fossil energy consumption (sum of lines 1 to 5)	23,012,569	23,655,114
Share of fossil sources in total energy consumption	82 %	84 %
(7) Consumption from nuclear sources	791	81,444
Share of consumption from nuclear sources in total energy consumption	0	0 %
(8) Fuel consumption for renewable sources	13,271	43,300
(9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	4,109,977	3,566,886
(10) Consumption of self-generated non-fuel renewable energy	980,058	883,170
(11) Total renewable energy consumption (sum of lines 8 to 10)	5,103,306	4,493,356
Share of renewable sources in total energy consumption	18 %	16 %
Total energy consumption (sum of lines 6, 7 and 11)	28,116,666	28,229,914

Energy production (kWh)

	2024	2025
From renewable sources	1,151,871	1,343,440
Non-renewable	0	26,491
Total energy production	1,151,871	1,369,931

Energy intensity (kWh/T EUR)

	2024	2025
Total energy consumption from activities in high climate impact sectors per net revenue associated with activities in high climate impact sectors	27	29

Explanations

Energy intensity

› Since TAKKT’s business falls entirely under the sectors listed in Annex I, sections A to H and section L of EC Regulation 1893/2006 (e.g., “Wholesale of office furniture”), it is considered climate-intensive under EU Regulation 2022/1288. Accordingly, the full scope of TAKKT’s business is included in both the numerator (total energy consumption) and denominator (total revenue) for the energy intensity calculation. Consequently, the net revenue used to calculate energy intensity corresponds to the revenue reported in the consolidated income statement of the Group (2025: EUR 964,276 thousand, 2024: EUR 1,052,890 thousand).

Development compared to the previous year

- › Slight increase in total energy consumption, primarily due to higher heating requirements resulting from increased employee presence in the office.
- › Decline in fuel consumption from crude oil and petroleum products due to the ongoing electrification of the vehicle fleet.

Definitions and methodology

Definitions

- › Total energy consumption is the energy used for TAKKT’s own operations. It includes:
 - Purchased fuels that are burned to generate energy, primarily in heating systems at the undertaking’s locations and in the vehicle fleet.
 - Purchased electricity and heat (district heating)
 - Self-generated photovoltaic energy
- › Energy consumption is broken down by fossil, nuclear and renewable sources. Renewable refers to non-fossil, non-nuclear sources such as wind, solar (solar thermal and photovoltaic), geothermal and hydropower. Purchased electricity or heat is only considered to be from renewable sources if the origin is clearly specified in the contractual agreements with the supplier (e.g., green electricity tariffs).

Methodology

- › Energy consumption is determined based on data reports provided by the Group companies. These reports are generally derived from meter readings. In the absence of reliable data, estimates were used (e.g., based on historical values). Consumption reported in units other than kilowatt-hours is converted. The key conversion factors are:
 - Heating oil: 9.78 kWh/liter
 - Diesel: 9.89 kWh/liter
 - Gasoline: 9.25 kWh/liter

E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions

Gross GHG emissions (t CO₂e)

	2021 (base year)	Retrospective			Milestones and target years	
		2024	2025	% 2025/ 2024	2030	CAGR target 2030 vs. base year (2021)
Gross Scope 1 GHG emissions	3,825	3,679	3,498	- 5 %		
1.1 Stationary combustion	2,681	2,196	2,466	12 %		
Natural gas		2,173	2,435	12 %		
Heating oil		22	23	5 %		
Diesel		0	7			
Miscellaneous		1	1	0 %		
1.2 Mobile combustion	1,144	1,196	994	- 17 %		
Gasoline		296	227	- 23 %		
Diesel		893	739	- 17 %		
Miscellaneous		7	28	300 %		
1.3 Fugitive emissions		287	38	- 87 %		
Percentage of Scope 1 GHG emissions from regulated emissions trading systems	0 %	0 %	0 %			
Gross location-based Scope 2 GHG emissions	5,514	3,328	3,001	- 10 %		
2.1 Purchased electricity	4,880	2,982	2,665	- 11 %		
2.2 Purchased heat	634	346	336	- 3 %		
Gross market-based Scope 2 GHG emissions		2,464	2,381	- 3 %		
2.1 Purchased electricity		2,118	2,046	- 3 %		
2.2 Purchased heat		346	336	- 3 %		
Gross Scope 1 & 2 GHG emissions (location-based)	9,339	7,007	6,499	- 7 %	4,670	- 7 %
Gross Scope 1 & 2 GHG emissions (market-based)		6,143	5,879	- 4 %		
Significant gross Scope 3 GHG emissions		1,495,194	1,008,476	- 33 %		
3.1 Purchased goods and services		124,449	167,746	35 %		
3.4 Upstream transportation and distribution		199,871	21,477	- 89 %		
3.11 Use of products sold		1,119,731	792,582	- 29 %		
3.12 End-of-life treatment of sold products		51,143	26,668	- 48 %		
Total significant gross GHG emissions (location-based)		1,502,201	1,014,972	- 32 %		
Total significant gross GHG emissions (market-based)		1,501,337	1,014,352	- 32 %		

GHG intensity (t CO₂e/T EUR)

	2024	2025
Total gross GHG emissions (location-based) per net revenue	1.43	1.05
Total gross GHG emissions (market-based) per net revenue	1.43	1.05

Explanations

Scope 1/2 emissions

- › All companies over which TAKKT exercises operational control are included in the scope of consolidation. Consequently, there were no gross Scope 1 or Scope 2 GHG emissions from operationally controlled companies that were not consolidated.

Scope 2 emissions from purchased electricity (market-based method)

- › The purchased renewable electricity comes exclusively from bundled contractual instruments (i.e., explicit renewable energy contracts).

Scope 3 emissions

- › The calculation was based on emission factors from recognized databases (e.g., DEFRA, AIB). Primary data from suppliers or other value chain partners was not used.
- › The following Scope 3 emission categories were deemed insignificant for TAKKT:
 - Capital goods (3.2): Emission level not material
 - Energy and fuel-related activities (3.3): Emission level not material
 - Waste at locations (3.5): Emission level not material
 - Business travel (3.6): Emission level not material
 - Employee commuting (3.7): Emission level not material
 - Upstream leased assets (3.8): Emission level not material

- Downstream transport and distribution (3.9): Since TAKKT organizes and controls the entire transport process from supplier to customer, all transport-related emissions are reported under Scope 3.4.
- Processing of sold products (3.10): Not applicable (TAKKT exclusively sells finished goods)
- Downstream leased assets (3.13): Not applicable
- Franchises (3.14): Not applicable
- Investments (3.15): TAKKT holds limited minority stakes in companies and venture capital funds. The emissions for these companies and funds cannot be determined by TAKKT.

GHG intensity

- › The net revenue used to calculate GHG intensity corresponds to the revenue reported in the consolidated income statement of the Group (2024: EUR 1,052,890 thousand, 2025: EUR 964,276 thousand).

Biogenic emissions

- › Biogenic CO₂ emissions result from the combustion or decomposition of biomass and are part of the natural carbon cycle. At TAKKT, they result primarily from the biogenic share in diesel and E10 fuels, as well as from the use of wood pellets in heating systems. However, their volume is negligibly low. There is no information available regarding biogenic emissions in Scope 3.

Development compared to the previous year

- › Decline in Scope 1 and 2 emissions despite increased energy consumption due to a lower-emission energy mix
- › Significant changes in Scope 3 emissions due to improved calculation methods compared to the previous year. Further improvements to the calculation methods for Scope 3 emissions are expected in the coming years, particularly in connection with the development of the transition plan.

Definitions and methodology

Definitions

- › **Gross Scope 1 GHG emissions:** Direct emissions released at TAKKT locations. These emissions result primarily from the consumption of purchased fuels as described in section E1-5.
- › **Gross Scope 2 GHG emissions:** Emissions generated by the production of energy purchased or acquired by TAKKT. They result from the consumption of purchased or acquired electricity, heat, steam and cooling as described in section E1-5.
- › **Gross Scope 3 GHG emissions:** Emissions occurring along TAKKT's value chain that are not included in Scope 2. These emissions mainly stem from the manufacture, transport, use and disposal of purchased merchandise.

Methodology

- › The calculation of gross GHG emissions includes all greenhouse gases regulated under the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃). It is based on the GHG Protocol Corporate Accounting and Reporting Standard 2004 and Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011. Reporting is based on the mandatory disclosures set out therein and therefore does not include optional calculations.
- › The calculation methods used are presented in the table below:

Calculation methods for gross GHG emissions

Category	Calculation method
Scope 1 (emissions at own locations)	The fuel and refrigerant consumption (see section E1– 5) determined by the Group companies was multiplied by emission factors. The key factors were Natural gas: 0.2 kg CO ₂ e/kWh Heating oil: 0.26 kg CO ₂ e/liter Diesel: 0.25 kg CO ₂ e/liter Gasoline: 0.26 kg CO ₂ e/liter
Scope 2 (emissions generated from purchased energy): Location-based	The total purchased electricity and heat consumption determined by the Group companies (see section E1– 5) was multiplied by country-specific emission factors. The factors for Germany were Electricity: 0.31 kg CO ₂ e/kWh Heat: 0.18 kg CO ₂ e/kWh
Scope 2 (emissions generated from purchased energy): Market-based	The consumption of purchased electricity and heat from fossil sources (see section E1– 5) reported by the Group companies was multiplied by emission factors reflecting the specific type of fossil energy generation. Where the exact type of generation was not known, country-specific average factors for “conventional energy production” were used. For Germany, these factors were Electricity: 0.73 kg CO ₂ e/kWh Heat: 0.18 kg CO ₂ e/kWh
Scope 3.1 (emissions from the manufacture of purchased merchandise)	Expenditures for purchased merchandise were multiplied by emission factors reflecting both the manufacturer’s industry and the product category. For example, the emission factor for manufacturers in the sector “Manufacture of corrugated paper(board) and of containers of paper(board)” (NACE code 17.21) and product category “Paperboard” was 0.62 kg CO ₂ e/€. Calculations were performed individually for all companies representing more than 5 % of the Group’s total procurement volume. The remaining companies were extrapolated based on procurement volumes.
Scope 3.4 (emissions from upstream transportation activities)	Calculations are performed using the EcoTransIT database. The key parameters taken into account are transport distance, mode of transport and weight. Calculations were performed individually for all companies representing more than 10 percent of the Group’s total order intake. The remaining companies were extrapolated based on revenue.
Scope 3.11 (emissions from energy consumption related to the use of sold products)	The expected energy consumption over the useful life of all sold energy-consuming products was multiplied by the following sales region-specific emission factors for electricity and natural gas: “EU27 (Electricity)”: 0.21 kg CO ₂ e/kWh “USA (Electricity)”: 0.35 kg CO ₂ e/kWh “Global (Natural Gas)”: 0.2 kg CO ₂ e/kWh
Scope 3.12 (emissions from end-of-life treatment of sold products, including packaging)	Emissions are calculated using the ecoinvent database. The calculation takes into account the expected waste volumes of sold products and their packaging as well as typical disposal channels based on waste statistics. Calculations were performed individually for all companies representing more than 10 percent of the Group’s total order intake. The remaining companies were extrapolated based on revenue.

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

TAKKT did not develop any in-house greenhouse gas removal or storage projects during the reporting period. In addition, no carbon credits were purchased to finance the reduction or removal of GHG emissions through climate protection projects outside the value chain, nor was any such purchase planned. However, the TAKKT Industrial & Packaging division offsets CO₂ emissions generated from parcel shipping. In exchange

for a surcharge per package paid by the division, the transportation service provider purchases emission offsets that neutralize shipping-related CO₂ emissions by supporting climate and environmental protection projects.

E1-8 – Internal carbon pricing

TAKKT does not currently apply any internal carbon pricing schemes.

3. SOCIAL INFORMATION

This section provides information on the undertaking’s employees. Key aspects include actions to ensure employer attractiveness and employee engagement (sections S1-1 and S1-2), as well as descriptive information on gender, age, collective bargaining coverage, compensation, and occupational health and safety (sections S1-6, S1-8, S1-9, S1-14, S1-16).

ESRS S1 – OWN WORKFORCE

S1-DR SBM-2 – Disclosure requirement related to ESRS 2 SBM-2. – Interests and views of stakeholders

Sections SBM-2, S1-2 and S1-3 provide a comprehensive overview of how TAKKT incorporates the interests and views of the employees in its business activities and protects their rights.

S1-DR SBM-3 – Disclosure requirements related to ESRS 2 SBM-3. – Material impacts, risks and opportunities and their interaction with strategy and business model

As part of the materiality assessment, TAKKT has identified the following material IROs related to the undertaking’s own workforce (see section SBM-3):

1. Financial risk from the loss of qualified, committed employees
2. Potential negative impacts on employees due to dissatisfaction or overload

Both IROs apply to all of the undertaking’s employees and are closely linked because dissatisfaction and overload can lead to loss of employees. The identified IROs are general in nature and do not relate to specific aspects of the business model, individual measures or isolated events.

Qualified and committed employees are key to TAKKT’s business success. Consequently, attracting and retaining such employees long-term is a high priority for the undertaking.

S1-1 – Policies related to own workforce

In view of the material IROs above, TAKKT pursues a wide range of policies and actions to ensure high employer attractiveness and prevent employee dissatisfaction and overload. They include:

- › A respectful and performance-based corporate culture
- › Fair and performance-based remuneration
- › Regular formats for mutual feedback
- › Promotion of professional development
- › Promotion of diversity

The policies and actions apply to all employees. The corporate culture is anchored in the TAKKT Core Behaviors and TAKKT Code of Ethics. The TAKKT Core Behaviors describe the undertaking’s expectations for how employees carry out their work: “Think customer first,” “Empower others,” “Improve every day,” “Take ownership” and “Compete for success”. The TAKKT Code of Ethics is a global framework agreement that requires the undertaking and all employees to act in accordance with the law, uphold fairness and take responsibility. Performance-based remuneration rewards both compliance with the TAKKT Core Behaviors and achievement of individually agreed work goals.

A core component of the TAKKT Code of Ethics is respect for human rights. This includes the commitment to comply with relevant international standards such as the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Another component of the Code of Ethics is ensuring fair and safe workplaces. This includes a zero tolerance stance regarding any form of discrimination, harassment, retaliation or bullying, and actions to prevent workplace accidents. A key instrument for eliminating discrimination is the TAKKT Compliance Helpline, which allows employees to report misconduct anonymously (see section G1-1). To prevent workplace accidents, TAKKT conducts regular mandatory safety training for all employees. The training sessions usually take place online. Key topics

include accident prevention, workplace ergonomics and proper handling of equipment. In addition, specific occupational health and safety guidelines tailored to the requirements of the individual locations are also in place.

TAKKT does not meet the quota requirements in Germany for the employment of persons with severe disabilities or those with equivalent status (section 154 SGB IX). However, TAKKT regularly awards contracts to recognized workshops for people with disabilities, thereby contributing to an inclusive working environment and the professional participation of people with disabilities.

S1-2 – Processes for engaging with own workers and workers’ representatives about impacts

The following table shows the key processes by which employees can influence the undertaking’s policies to ensure employer attractiveness and prevent dissatisfaction or overload.

Operational responsibility for incorporating the insights and perspectives obtained from these processes lies primarily with the Executive Vice President HR. The elected workers’ representatives, local management and the legal department also contribute to this process.

In particular, the employee survey conducted twice a year allows TAKKT to assess the effectiveness of its employee engagement. The survey questionnaire remains largely unchanged and uses standardized rating scales. This makes it possible to track employee satisfaction over time, both overall and in specific aspects. The key metric in this context is the Employee Net Promoter Score (eNPS), which measures the willingness of employees to recommend the undertaking as an employer (see the “Management system” section of the Management Report). Each survey is evaluated in detail. Managers receive individual evaluations for their teams. The teams review the evaluations in a standardized, mandatory process, and develop actions

Procedures for employee involvement

Procedure	Content	Frequency	Target audience
Works councils (see Section S1-8)	Employee advocacy groups	Permanent	Employee-elected representatives
Membership on the Supervisory Board of the Works Council Chairperson (see Section GOV-1)	Oversight and Advisory Services to the Board of Directors	Temporary	Election by the Annual General Meeting
Representation of Persons with Severe Disabilities	Advocacy for marginalized employees	Permanent	Representatives elected by people with severe disabilities
Youth and Apprentice Representative	Advocacy for marginalized employees	Permanent	Representatives elected by trainees and young employees
Employee Surveys	Employee job satisfaction survey	Twice a year	All employees
The group’s town hall meetings	Dialogue with the Board of Directors/Management	4 times a year	All employees
Town hall meetings for divisions / regions / functions	Dialogue with divisional / regional / functional management	6–10 times a year	Employees in divisions / regions / functions
Employee Dialogue	Employee review with a supervisor	Once a year	All employees
Employee Suggestion Program	Sharing ideas/concerns	Permanent	All employees
Compliance Helpline (see Section G1-1)	(Anonymous) Report of Misconduct	Permanent	All employees

for improvement. The derived actions are documented and their implementation is monitored.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

In addition to speaking with their supervisors, employees can also voice concerns or needs directly to the undertaking and have them reviewed, in particular through works councils and the Compliance Helpline. The Compliance Helpline is described in detail in section G1-1 and is considered to be an effective remediation measure by the undertaking.

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

TAKKT considers the policies for managing IROs and processes for engaging workers described above to be effective. The undertaking will continue these policies and processes in the future and revise or supplement them as needed. At present, there are no additional targets, action plans or planned actions.

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

TAKKT has set measurable targets to ensure attractiveness as an employer focusing in particular on increasing the eNPS and maintaining the existing diversity in management positions. The undertaking also aims to keep the number of work-related accidents at a low level. Specific medium-term targets have already been defined for these areas. These are:

- › Female representation of at least 30 percent and 25 percent at the first and second management levels below the Management Board at TAKKT AG, respectively
- › A maximum of 8 workplace accidents with lost time (lost time incidents) per 1,000 full-time equivalents per year

The target values for female representation were developed by the Human Resources department and approved by the Management Board. The target value for work-related accidents was developed by the Operations department and approved by the Supervisory Board, with the involvement of the works council chairperson, as a component of performance-based Management Board remuneration (see section GOV-3).

S1-6 – Characteristics of the undertaking’s employees

Employee distribution by gender

	2024		2025	
	Number	in %	Number	in %
Male	1,273	56	1,182	56
Female	990	44	933	44
Other	0	0	0	0
Total	2,263	100	2,115	100

Employee distribution by country (significant countries only)

	2024		2025	
	Number	in %	Number	in %
Germany	919	41	827	39
US	685	30	634	30

Employees by gender and contract type

	Male	Female	Other	Total
2024				
Permanent	1,202	950	0	2,152
Temporary	71	40	0	111
Relief staff	0	0	0	0
Total	1,273	990	0	2,263
2025				
Permanent	1,124	891	0	2,015
Temporary	58	42	0	100
Relief staff	0	0	0	0
Total	1,182	933	0	2,115

Employee turnover

	2024	2025
Number of employees who left the undertaking during the reporting period	453	245
Turnover rate during the reporting period	19 %	11 %

Explanations

› Unless stated otherwise, employee characteristics and all employee-related disclosures in the following sections are based on headcount as of December 31 of the year under review. Headcount generally includes all employees who have a valid employment contract with the undertaking as of the reporting date. Only the Management Board, employees in the non-working phase of partial retirement and those on leave of absence are excluded. The total corresponds to the “Number of employees based on headcount

as of year-end” disclosed in the “Employees” section of the management report. The difference between the previous-year total and the figure reported in the 2024 annual report is due to the fact that employees of MyDisplays GmbH, which was sold at the end of 2024, were not included in the previous-year figures.

- › Gender distribution is based on information provided by the employees.
- › The country distribution includes only “significant” countries. Significant countries are those where TAKKT has at least 50 employees representing at least 10 percent of TAKKT’s total number of employees.
- › Temporary employment contracts are contracts that have an end date. Relief staff are workers with no contractually guaranteed hours. The main reasons for temporary employment contracts at TAKKT include partial retirement arrangements and positions related to training programs (trainees, dual-study students, interns and working students).

› The number of employees who left the undertaking during the reporting period generally comprises all departures of employees included in the headcount, including those entering leave of absence or the non-working phase of partial retirement. Only employees whose temporary contracts ended in the year under review are excluded. The denominator used to calculate turnover is the 12-month average for the year under review, based on the number of employees at the end of the month. Turnover in both the previous year and the reporting period was significantly influenced by restructuring measures.

S1-8 – Collective bargaining coverage and social dialogue

Share of employees covered by collective bargaining agreements in EEA countries (significant countries only)

	Country	
	2024	2025
0–19 %	Germany	Germany
20–39 %		
40–59 %		
60–79 %		
80–100 %		

Share of employees covered by workers’ representatives in EEA countries (significant countries only)

	Country	
	2024	2025
0–19 %		
20–39 %		
40–59 %		
60–79 %		
80–100 %	Germany	Germany

	2024	2025
Rate of total employees covered by collective bargaining agreements	10 %	10 %
Rate of total employees covered by workers’ representatives	47 %	45 %

Explanations

- › Employees are considered to be covered by a collective bargaining agreement if they fall under such an agreement. Employees are considered to be covered by workers’ representatives if they are represented by a works council.
- › The disclosures on coverage by collective agreements and workers’ representatives are based on an analysis at the level of the Group companies. In companies with a collective bargaining agreement or works council, 100 percent of employees are included in the calculation. In companies without a collective bargaining agreement or works council, 0 percent of employees are included in the calculation.
- › The disclosures in the first two tables include only “significant” EEA countries, meaning EEA countries where TAKKT has at least 50 employees accounting for at least 10 percent of TAKKT’s total employees. The disclosures in the third table include all countries.
- › The low collective bargaining coverage in Germany is mainly attributable to non-tariff employees who are not covered by the personal scope of a collective bargaining agreement due to the nature of their work or level of remuneration. In addition, some companies are not covered by collective agreements.
- › There is no agreement in place at TAKKT for representation by a European Works Council, Societas Europaea Works Council or Societas Cooperativa Europaea Works Council.

S1-9 – Diversity metrics

Age distribution of employees

	2024		2025	
	Number	in %	Number	in %
Under 30 years	335	15	296	14
30–50 years	1,262	56	1,205	57
over 50 years	666	29	614	29
Total	2,263	100	2,115	100

Gender distribution of top management

	2024		2025	
	Number	in %	Number	in %
Male	93	74	83	72
Female	32	26	33	28
Other	0	0	0	0
Total	125	100	116	100

Explanations

- › Top management includes management levels 1 to 4, consisting of the Management Board and the next three management levels.

S1-10 – Adequate wages

All employees at TAKKT receive adequate wages. The statutory minimum wage of each country is used as the benchmark for adequate wages.

S1-14 – Health and safety metrics

	2024	2025
Number of fatalities attributable to work-related injuries or illnesses	0	0
Number of reportable work-related accidents	13	12
Rate of reportable work-related accidents (per 1 million hours worked)	2.9	2.7
Percentage of employees covered by a health and safety management system	100 %	100 %

Explanations

- › Incidents resulting in at least one day of absence from work following the day of the accident were counted as workplace accidents (lost time incidents). Commuting accidents are not included.
- › Hours worked were calculated based on an estimated annual working time of 2,080 hours per full-time equivalent.
- › TAKKT complies with the applicable statutory occupational safety and health requirements at all locations. In Germany, these specifically include the Occupational Safety and Health Act, Workplace Ordinance, and regulations of the statutory accident insurance.

S1-16 – Remuneration metrics (pay gap and total remuneration)

	2024	2025
Gender pay gap	– 9 %	– 8 %
Ratio of annual total remuneration of the highest-paid individual to the median annual total remuneration for all other employees	1,517 %	1,553 %

Explanations

- › The gender pay gap is the difference between the average hourly pay of female and male employees, expressed as a percentage of the average hourly pay of male employees.
- › The figures include the annual gross base salaries and, where applicable, additional variable remuneration. The calculation of hourly pay is based on paid hours (including paid absences such as vacation, sick leave, etc.) and uses an estimated annual working time of 2,080 hours for full-time employees.
- › Trainees, dual students, interns, working students and temporary workers (including marginally employed workers) are not included in the figures.

S1-17 – Incidents, complaints and severe human rights impacts

	2024	2025
Number of reported cases of discrimination, including harassment	1	6
Number of complaints filed through channels for workers to raise concerns	13	18
Total amount of fines, penalties and compensation for damages related to the cases and complaints above (in EUR thousand)	0	0
Number of severe human rights incidents	0	0
Total amount of fines, penalties and compensation for damages related to severe human rights incidents (in EUR thousand)	0	0

4. GOVERNANCE INFORMATION

This section provides information on TAKKT’s corporate culture (section G1-1), particularly with regard to the undertaking’s engagement with suppliers (sections G1-2 and G1-6).

ESRS G1 – BUSINESS CONDUCT

G1-DR GOV-1 – Disclosure requirement related to ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies

The allocation of roles between the Management Board and Supervisory Board in managing TAKKT, as well as the expertise of their members, is described in section GOV-1.

G1-DR IRO-1 – Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities

TAKKT’s IROs relating to business conduct were identified as part of the undertaking’s materiality assessment. The procedure used to identify and assess IROs is described in section IRO-1. The following material IROs were identified (see section SBM-3):

1. Positive impacts on employee working conditions and respectful conduct in dealing with business partners through TAKKT’s corporate culture
2. Positive impacts on people and the environment by requiring suppliers to comply with social and environmental standards
3. Financial risk from corruption, bribery and other legal violations
4. Financial opportunity from reliable product availability as a result of strong supplier relationships

The financial risk from legal violations described in point 3 is wide-ranging. In particular, this includes:

- › Fines and damages
- › Exclusion from tender procedures
- › Negative press, reputational damage and brand erosion
- › Loss of trust among stakeholders (including investors)

G1-1 – Corporate culture and business conduct policies

TAKKT’s corporate culture is based on the Core Behaviors and the Code of Ethics (see section S1-1). TAKKT has established a Compliance Helpline for reporting actions and behaviors that are not in accordance with the Code of Ethics. This reporting channel is available to employees and external whistleblowers online via the undertaking’s website. The Code of Ethics can also be found there. Employees are informed about the Code of Ethics and Compliance Helpline through training sessions and notices posted at the undertaking’s locations. Reports to the Compliance Helpline may be made anonymously and are always treated confidentially. Each report triggers a structured investigation with clearly defined procedures for the independent analysis, assessment and handling of potential violations by qualified personnel (particularly in-house lawyers). The procedures for protecting whistleblowers comply with the legal requirements of EU Directive 2019/1937 and the German Supply Chain Due Diligence Act. The “Whistleblowing” policy sets out binding requirements for all key elements of the Compliance Helpline, whistleblower protection and investigation process. A key component of the Code of Ethics is the prohibition of corruption and bribery. Detailed information regarding this topic can be found in section G1-3.

G1-2 – Management of relationships with suppliers

TAKKT places great importance on collaborative partnerships with its suppliers. Through specific requirements set out in the Supplier Code of Conduct, which is binding for all suppliers, TAKKT promotes compliance with social and environmental standards in the supply chain, such as limits on working hours and environmental protection laws. Timely payment is one aspect of the collaborative partnership with suppliers. The actions implemented at TAKKT to prevent late payments to suppliers include standardized points of contact for incoming invoices, automated payment runs at fixed intervals based on the defined payment terms and regular monitoring.

G1-3 – Prevention and detection of corruption and bribery

Corruption and bribery are illegal and also violate TAKKT’s Code of Ethics. Consequently, this Code of Conduct and the Compliance Helpline described in section G1-1 represent key entity-specific instruments for preventing, detecting and combating corruption and bribery. Another instrument is the “Gifts & Benefits” quick guide, which provides employees with information on how to handle gifts and invitations. Alongside general training on the Code of Ethics, employees in high-risk roles (those who may have contact with external third parties in the course of their work) complete specialized anti-corruption training. In addition, executive personnel receive in-depth training on competition and antitrust law. This training is based on the “Fair Competition” policy. Each of the three 30-minute training courses is conducted online every two years. In 2025, the average participation rate in the training courses was 87 percent (2024: 70 percent). The Management Board completes all three training courses and receives additional personal training from the Chief Compliance Officer. The Supervisory Board is not required to undergo training in the areas of corruption and bribery. All individuals tasked with investigating (suspected) cases are separated from the management chain and are not subject to instructions. The Management Board and Supervisory Board are informed of investigation results at least once a year through the compliance report. In serious cases, information is provided on an ad hoc basis.

G1-4 – Incidents of corruption and bribery

	2024	2025
Number of convictions or fines for violations of anti-corruption and anti-bribery regulations	0	0
Amount of fines for violations of anti-corruption and anti-bribery laws (in EUR thousand)	0	0

A key measure to address breaches in procedures and standards of anti-corruption and anti-bribery is the Compliance Helpline described in section G1-1.

G1-6 – Payment practices

In 2025, the average monthly days payable outstanding for TAKKT’s divisions was between 36 and 53 days (2024: between 30 and 46 days). The standard payment terms in purchasing for the divisions are shown in the table below:

Standard payment terms by division

Division	Standard payment terms (days)
Industrial & Packaging	60
Office Furniture & Displays	60
Foodservices	30

In 2025, around 85 percent of all payments to suppliers were made with payment terms of 60 days or less (2024: around 80 percent). At the end of 2025 (as in the previous year), there were no legal proceedings pending regarding late payment to suppliers.