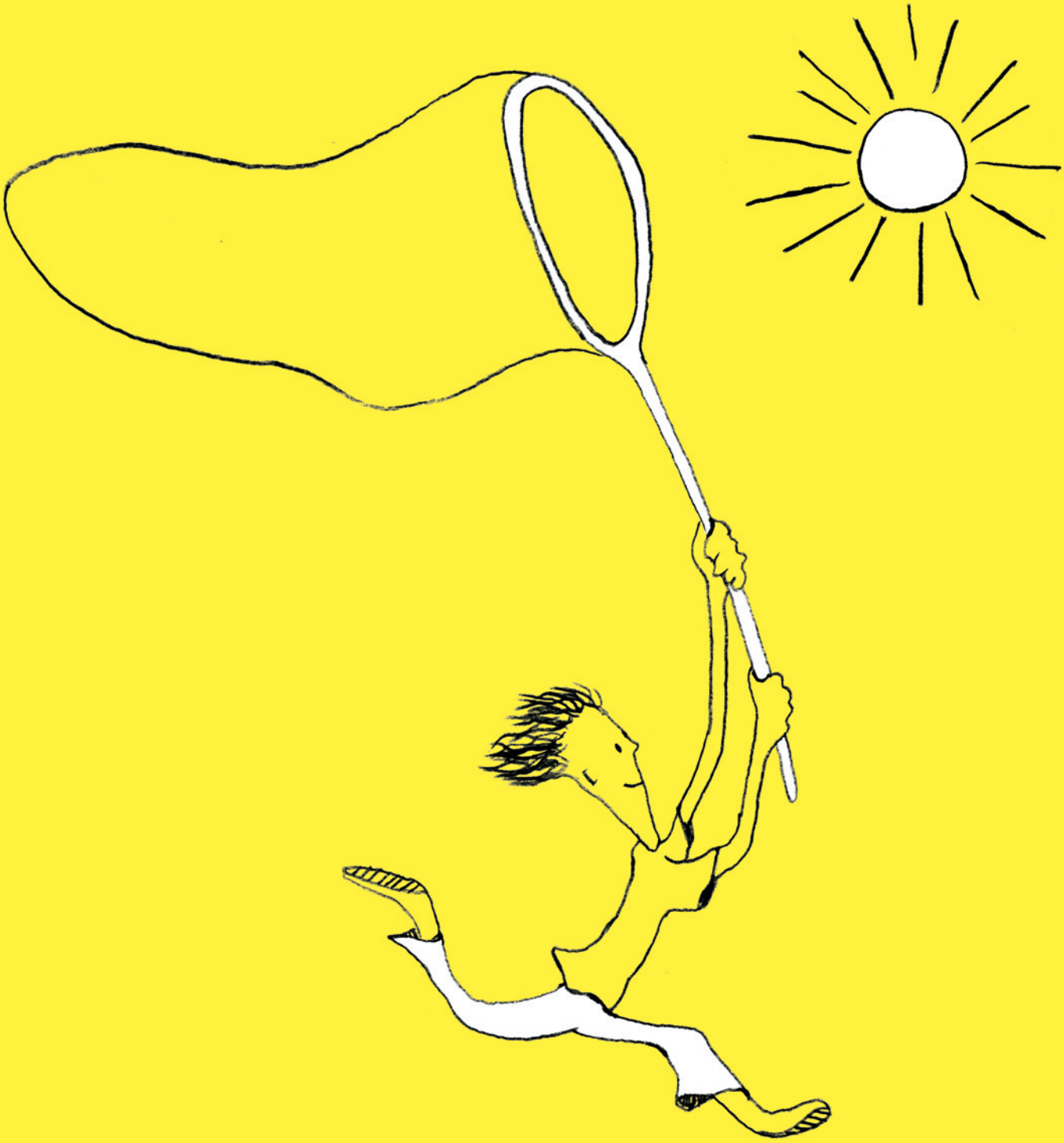
V/S

Inspired

#Corporate Responsibility
Our activities at the Tauberbischofsheim site

#Product Responsibility
How we use resources

#Society
Our employees are very important to us



Sustainability at VS

We embody responsibility – especially as a fourth-generation family firm. The scale of our production at the Tauberbischofsheim location entails a special responsibility.

We are Germany's leading manufacturer of school furniture with a worldwide presence. We are also a successful provider of office and contract furnishing solutions.

Our divisions:

- Education: Our school furniture is more than just somewhere to sit or a desk – it is a springboard to successful learning.
- Office: We combine functionality with aesthetics to create working environments that are not just productive, but also inspirational.
- Digital: We develop ideas for flexibly designed learning and working spaces where the analogue and digital worlds come together.

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As of: October 2025

Corporate Responsibility

Sustainability is one of our five corporate values. This shows the importance that we attach to sustainability. The main goals of our corporate policy include keeping the environmental impact at the location as low as possible and supplying our customers with long-lasting and high-quality products. All of these issues are what we have in mind when we talk about "Sustainability at VS" – and act accordingly.

Our Location

Our headquarters and production location is Tauberbischofsheim, a small town in Baden-Württemberg. This is the site of our seven plants and this is where the majority of our 1,700 employees work, three quarters of them in production.

We manufacture with a great deal of vertical integration. The focus is on machining wood materials and steel tubing. As a result, we can directly influence many sustainability issues – for example, generating the energy we need, water consumption, emissions or waste minimisation, as well as welfare and social issues.

Our Main Goal: To reduce CO_2 emissions

We want to reduce the use of fossil fuels and CO_2 emissions at the Tauberbischofsheim site. To do this, we are relying on measures that have a direct impact on site. We are currently holding back from CO_2 compensation – for example, by way of CO_2 certificates or investments in compensation projects.

What we have achieved so far

Photovoltaic

We have our own photovoltaic system on our plant roofs. We are currently fitting a new installation on Plant 1 with capacity of more than 1000 kWp.

Use of Electricity

There is an electrical ring between the widely dispersed plants, which connects our North and South electricity ring. In this way, the solar electricity can flow directly from the generators on the northern campus, which have low consumption, to the main consumers on the southern campus. The construction work for the first section has already ended. For this alone, 5,700 metres of cable were laid.

Use of manufacturing residues from wood production

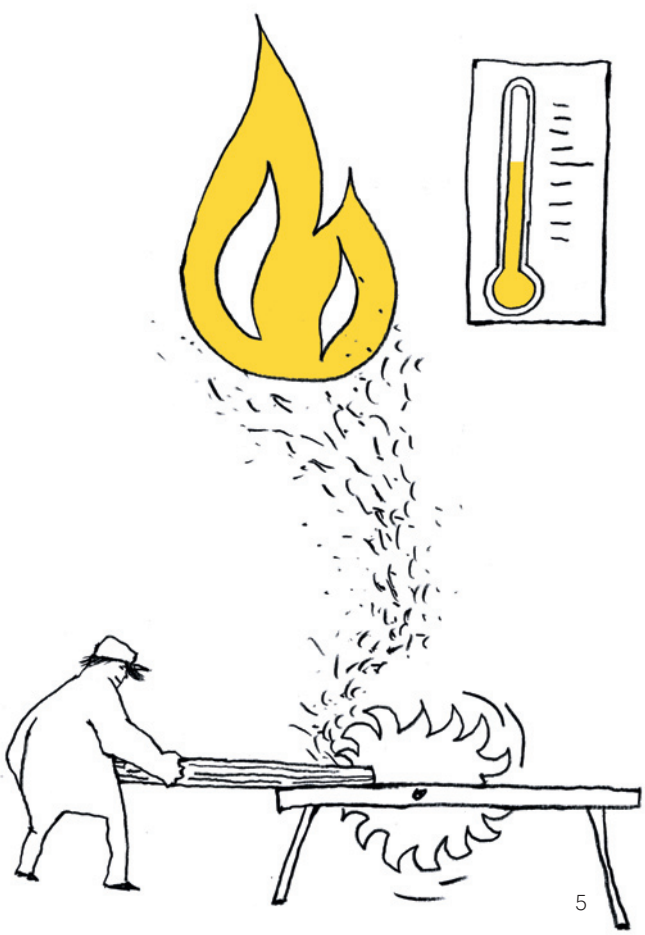
In our boiler house, we use biomass that arises as manufacturing residue in wood production, and we use it to generate energy. In 2024, this totalled 13 million kWh. Almost one third of our room and process heating was covered by this.

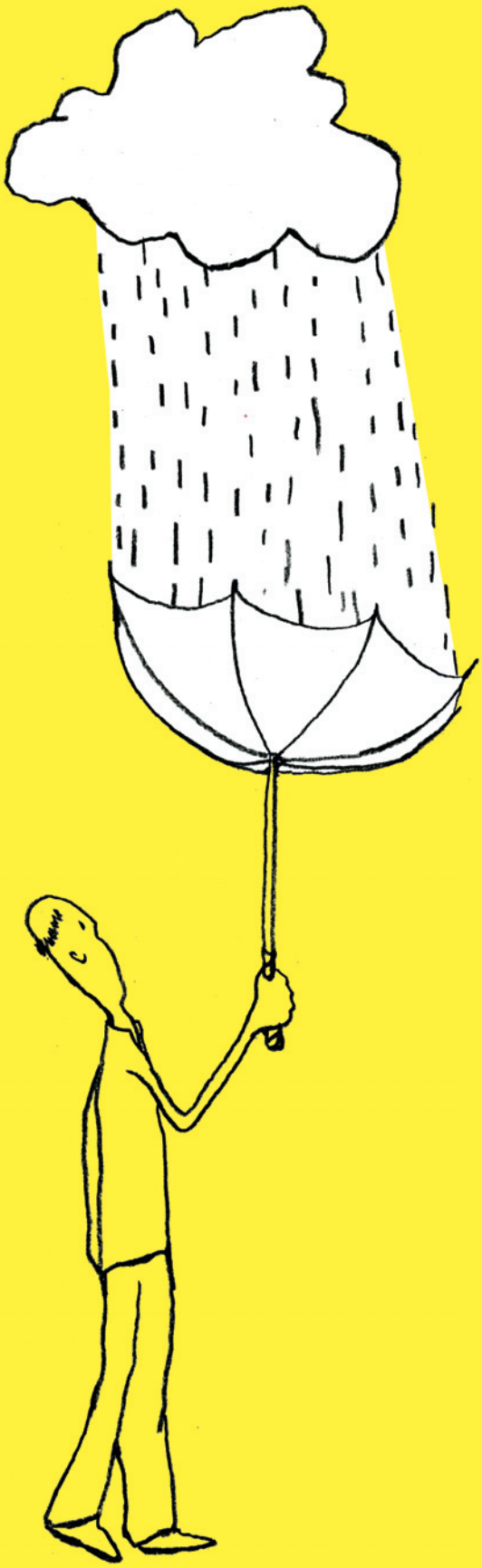
Block Heat and Power Plant
We produce electricity via our in-house combined heat and power plant. We use the heat this produces as process heat, for example for the powder coating plant and, in the heating period, as room heating.

Heat Network
The thermal energy is distributed to the surrounding production halls and administrative buildings via an in-house heat network.

Hydrogen
We are technically ready yo use natural gas with a 20% admixture of hydrogen.

VS in Figures
Employees in 2024: 1,714
Production area: 113,200 m^2
Annual turnover 2024: € 351.2 million
Material consumption: 1.1 million m^2 chipboard,
5,063 km steel tubing/year
Production: 1.2 million chairs, 600,000 tables,
210,000 items of carcass furniture/year





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Certified Systems

We have quality management according to DIN EN ISO 9001, an energy management system according to DIN EN ISO 50001 and an environmental management system according to DIN EN ISO 14001.

Sustainability in Company Planning

Our core team, consisting of management and those responsible for sustainability, quality, environmental and energy management, continuously identifies areas for improvement.

What else we are doing – a few examples

Vegetable Garden

A vegetable garden, which our gardener cultivates organically, is part of our company site. We supply our company restaurant with the fruit and vegetables. From summer to autumn, employees can purchase inexpensive fruit and vegetables at the garden stall.

Habitats for Flora and Fauna on our Campus

On our campus, we maintain a biotope with wildflower meadows, a skylark area, low-fertility meadows, an amphibian pond, dead wood and natural stone piles, bug hotels and we produce our own honey.

Rainwater

Our extinguishing water and amphibian ponds are supplied by rainwater. We also use rainwater as service water in the administrative building.

Look Ahead

Photovoltaic

In 2026, we will install a photovoltaic system on Plant 7.1 with approx. 1,200 kWp. We are also looking into whether PV systems can be implemented on all of the other plants.

EPD (Environmental Product Declaration)

To provide our customers with high-quality information on the environmental impact of our products, we will draw up EPDs based on our EPI (Environmental Product Information). This means that we will have the life-cycle assessments from the EPI confirmed by a third, independent body. Implementation is scheduled for 2026.

Boiler House 2

Our existing boiler house is getting on. Which is why we are currently building a replacement facility so that the manufacturing residue that arises in wood production can continue to be used. We can improve our efficiency by 20 per cent with the new Boiler House 2.* The currently more advanced technology will be used here, emissions are thus well below the legal thresholds. The facility is scheduled to be commissioned for the 2026 heating period.

Scan to explore Boiler House 2.

Product Responsibility

The magnitude of our production entails special responsibility for handling resources.

Circular Economy

At VS we scrutinise every aspect of the material cycle. We think of the circular economy holistically.

Material Procurement and Transport

We primarily work with suppliers from Germany and neighbouring countries. This is how we avoid long transport routes. 95 per cent of the bought-in materials comes from Europe, 70 per cent of which from Germany.

Recycled Material

We continuously check the use and availability of more recycled materials. Here are a few examples of how they are used currently:

- The beechwood chips for our highly stable LIGNOdur board are obtained from sawmill residues (according to a patent from the 1950s).
- Key aluminium die-cast parts, such as the cruciform bases on our swivel chairs are made of 100 per cent recycled aluminium.
- Our chipboards are made of up to 70 per cent recycled material. We need a certain amount of new material for reliable machining. As a result, we also ensure important mechanical properties, such as pull-out resistance for screws or deflection.
- Our VS Stakki mono-block chair is completely made of post-industrial recycled polypropylene.
- Wherever possible, we use recycled materials for small plastic parts.

Avoiding Compound Materials

Screwed is better than glued. Because then, all of the materials can be completely separated at the end of life.

Less is More

Even during product design, we make sure to use as few materials as possible. So that we can separate them easily again.

End of Life

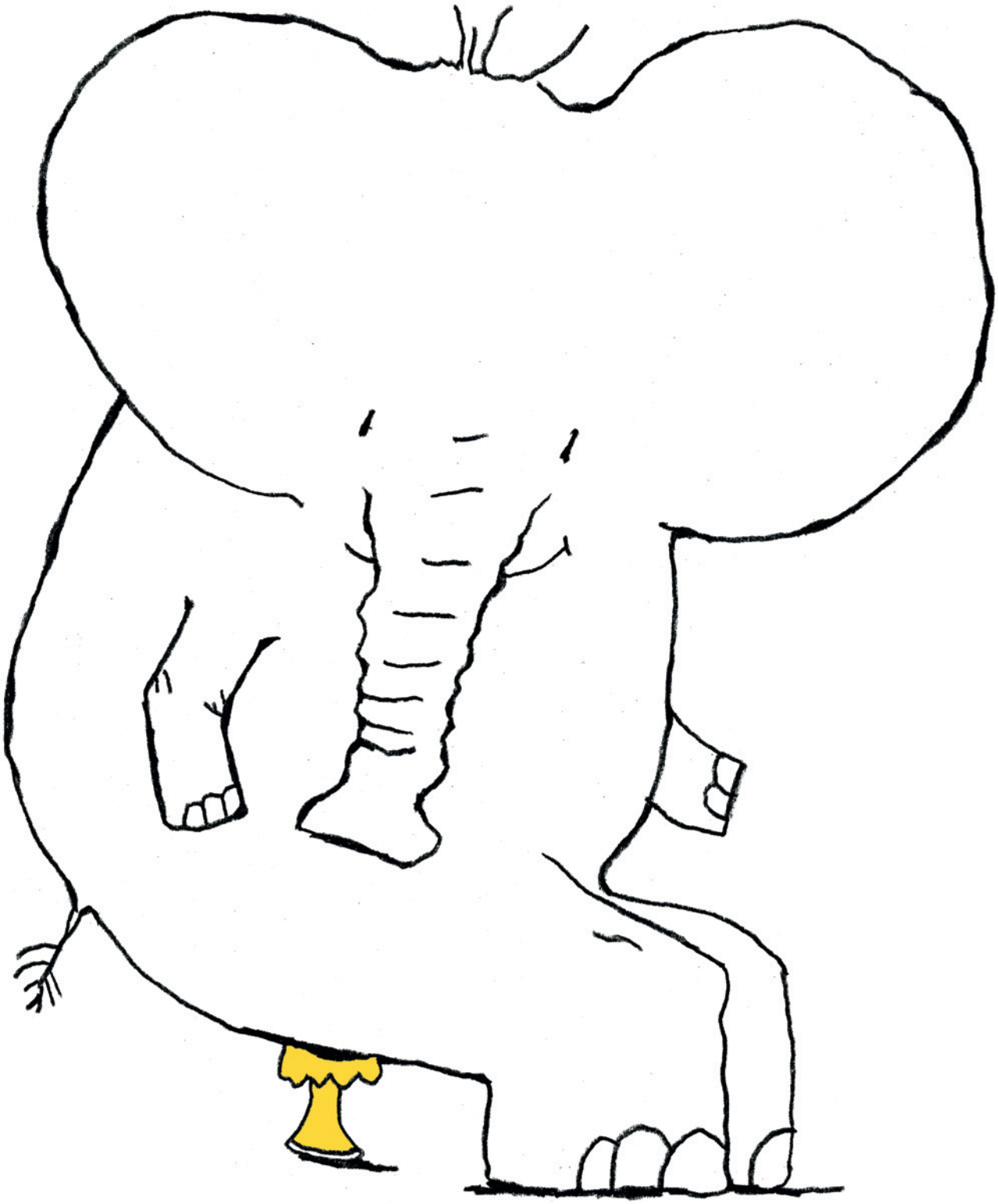
At the end of their lives, our products can be dismantled into their individual pieces and, as far as possible, returned to the materials cycle. Returned furniture in good condition gets a second life. It is refurbished and sold in our Factory Outlet.

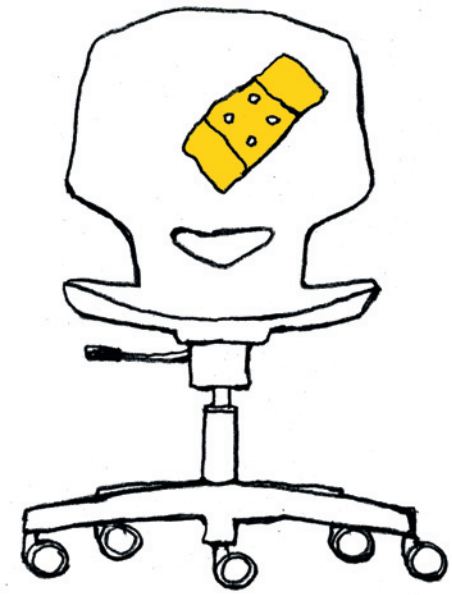
Our Main Goal: Durability

Our furniture usually lasts for 30 years or more - although everyday life at school is the toughest stress test imaginable for it. We want things to stay this way. We will achieve this with various measures.

Extensive Testing

- Testing along the value-added chain. This includes supplier audits, incoming and outgoing goods inspections at our partners' and suppliers' premises and at our own premises.
- Inspections during development and manufacture. These are carried out in our in-house testing lab.
- Testing by accredited institutes. Almost all of our products have certificates such as "Geprüfte Sicherheit" (GS), European Level (FEMB) and TÜV Rheinland Emissions-tested, pollutant-tested. And there are other certificates, specific to the product.





Reparability
Our products are designed in such a way that wearing parts can largely be replaced. For every VS product, we guarantee to offer original parts or parts with an equivalent function for each product for a period of five years after purchase. Relevant spare parts are usually available ten years or longer. (The exceptions are IT products, products manufactured to individual customer wishes and commercial goods that we have bought in.)

Refurbishment
By exchanging components – such as fronts, the interior of storage furniture, castors or gliders – our furniture can be upgraded or adapted to new situations.

Spare Parts Service
In 2024, approx. 350,000 items for spare parts were created in our Spare Parts Service and sent to approx. 3,000 different customers. An item may be a new tabletop or a revolving door for a cabinet; however, it is often larger quantities, for example replacement gliders for a whole classroom.

Scan and explore our Spare Parts Service.

All spare parts were sent by post. This means that the spare parts were mainly fitted on-site by the buildings manager. Assuming that our customers are located on average approx. 200 kilometres away from us, this would represent a saving of approx. 600,000 kilometres travel.

The VS customer services team will be happy to come to your premises for all repair works, especially for more complex and, in particular, components relevant to safety. In 2024, our assembly team carried out approx. 940 service commissions at our customers' premises.

What else we are doing – a few examples

Packaging and Transport
When transporting furniture, we largely do not use any packaging material. Instead, we rely on transport protection by packing blankets made of recycled material and securing straps. We offer partially assembled delivery, which saves transport volume, and thus fuel.

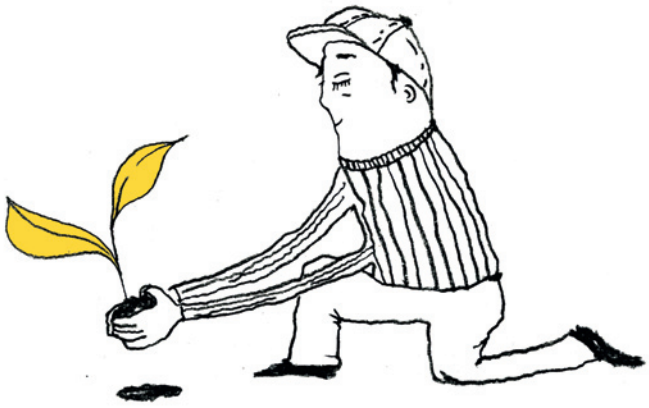
Zero-Waste Principle
In the case of air cushion seat shells, material offcuts (up to 50 per cent, depending on the shape, are turned into granulates and used for more seat shells.

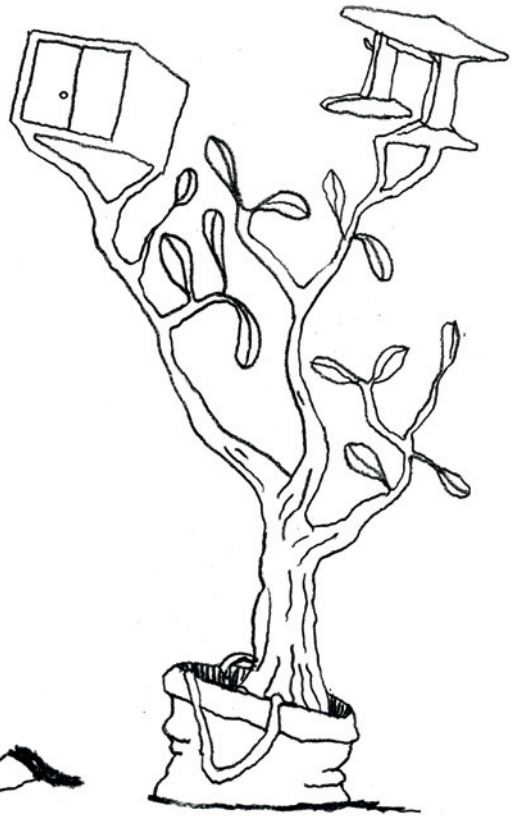
Efficient Material Use
When cutting wooden material boards and steel tubing, we use the newest technologies. In the case of steel tubing, we sometimes buy predefined lengths, which reduces offcuts for us and the supplier.

ISO 38200
All VS products that contain wood materials are delivered to our customers under the ISO 38200 test label. ISO 38200 is an internationally recognised standard for the manufacturing cycle (CoC, Chain of Custody) of wood and wood products, which is valid worldwide. This is how we prove that our wood comes only from sustainable forestry.

Environmental Product Information
To make the environmental impacts of our products transparent, we have developed our Environmental Product Information (EPI) in accordance with DIN EN 15804 + A2.

This is where you can see the Carbon footprint of the product concerned during its life cycle. You can also see what certificates the product has received, how high the proportion of recycled material is and whether it can be recycled.





Welfare and Social Responsibility

Our employees are very important to us. They are the reason why the VS Group has been successfully operating on the market for more than 125 years.

We are proud that many of our employees work for us for many years – some their whole working life. The average length of service of 17 years underlines the strong connection to VS.

Social responsibility starts in our own company, but shouldn't stop there. We see ourselves as part of society and provide impetus for a society worth living in beyond our direct field of operation.

VS as an Employer

Training

We provide needs-based training in eight apprenticeships and seven dual study programmes. In this way, we are laying the foundations for the future - for young people and for us as a company.

Training for the technical careers is carried out in our two teaching workshops. Our above-average high training level is confirmed by the Dualis Seal from the Heilbronn-Franconia Chamber of Industry and Commerce.

We offer the dual course of studies with the Duale Hochschule Baden-Württemberg [Baden-Württemberg Dual University] (DHBW) in various subject areas: wood engineering, logistics, IT, mechanical engineering and business administration.

Family and Work

Since 2012, we have organised educational all-day childcare in the summer holidays for our employees' children. We offer various part-time models to all of our employees. Employees from the administrative areas have the option to work remotely.

Diversity and Respect

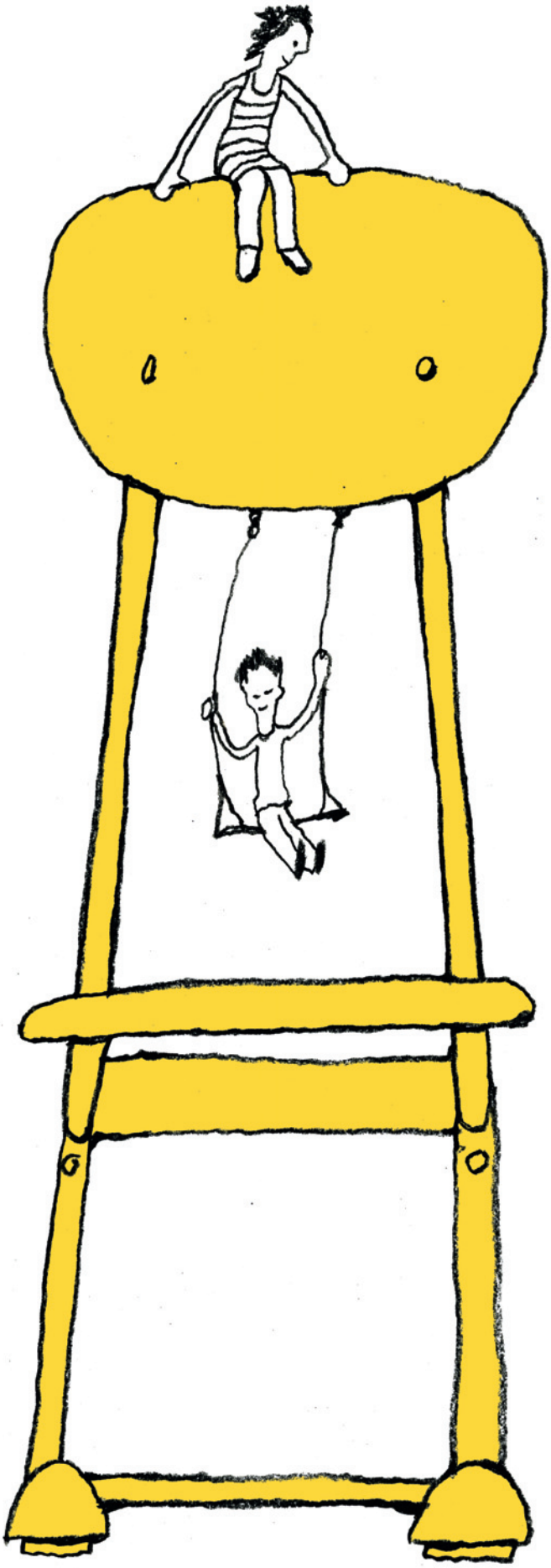
Diversity is part of our corporate culture and is one of our five corporate values. Just under 40 nationalities are represented in the VS workforce. For many years, the proportion of employees with a disability has been well above the statutory mandatory levels. We design working conditions so that every employee can participate and be part of the VS community.

Health

Our comprehensive company health management supports a healthy lifestyle and way of working. Among other things, this includes examinations and flu vaccinations by our company doctor. We also offer back health courses and a daily exercise programme at the workplace. All employees can avail themselves of an anonymous, professional contact point for mental health support and advice.

Co-determination

Allowing employees to play a part in shaping the company's business policy via the Works Council is part of VS's Company Policy. There is entrepreneurial thinking at every level of the hierarchy.



VS Community

We stick together at VS. We strengthen this community feeling outside of work with regular events: Christmas parties, group dinners or excursions. We are proud of our VS Music Band, the VS Bikers or the VS church services organised together by employees.

VS as a Social Player

Cultural Promotion

Our School Museum in Tauberbischofsheim is an addition to the regional museum landscape. It presents the history of national and international school furnishing from the start of the 20th century to today. We also support regional cultural events, such as the Tauberbischofsheim Palace Concerts.

Charitable Sponsorship

We support regional charitable and social initiatives. We support international aid projects with donations of school furniture and logistics services.

Fostering Sport

We are dedicated to the next generation of athletes. Every year, we sponsor the International VS-Möbel-Cup, a school-children's and youth ranking fencing competition in Tauber-bischofsheim. Competitors in the company team also get support for competitions.

Demonstrating **Sustainability**

All of our sustainability measures are sound. This is proved by the holistic certification at European Level (FEMB), which comprises five areas: Materials, Energy and Atmosphere, Chemicals Management and Social Responsibility. Certification is awarded at three levels. All certified VS products have reached the highest level 3.

Want to know about FEMB? You can find more info here:

Since 2008, we have voluntarily been taking part in the United Nations Global Compact (UNGC) – long before sustainability reporting became common or mandatory. Every year, we publish a progress report on subjects such as employees and training, production and furniture or charitable sponsorship projects.

All of the VS progress reports are published on the UNGC website:

More information about "Sustainability at VS"

- Product responsibility and EPIs: https://VS.de/en/Produktverantwortung
- Welfare and Social Responsibility - https://vs.de/en/Soziale-Verantwortung
- Certificates: https://VS.de/en/Zertifikate
- Our Corporate Values: https://vs.de/en/Werte
- Sustainability at VS: how does it work in practice? https://vs.de/en/WD-Nachhaltigkeit

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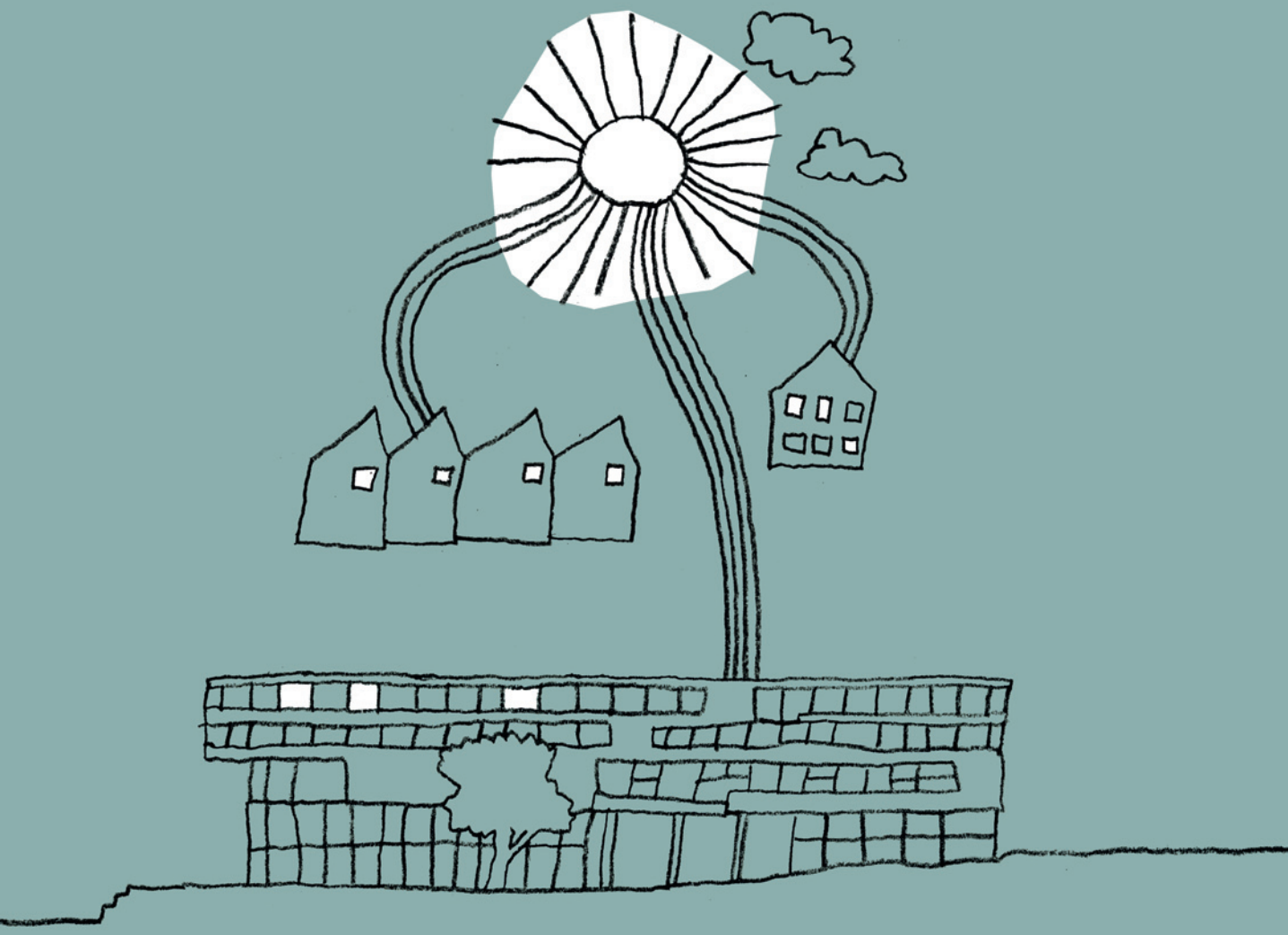

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