



SUSTAINABILITY REPORT

The sustainability report was prepared in accordance with CSRD using ESRS and VSME criteria and the ESG-X management platform software, and is available at scheucherparkett.at/downloads.

2024 FIGURE BASIS

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Karl Scheucher
CEO Scheucher Parkett

When I look at Scheucher today, I feel great respect for what has been built up over generations. We have been working with wood for over 100 years—a material that demands time, care, and responsibility. This attitude continues to shape our actions today and makes us what we are: an Austrian family business with an international focus and clear values.

I am filled with pride at the progress we have made at Scheucher in the area of sustainability. Our measures are not a short-term project, but rather an expression of an attitude that has been part of our corporate identity for generations.

Our expertise in wood is based on experience, innovation, and a firm commitment to creating lasting quality. All of our parquet floors are manufactured exclusively in Austria – with the highest precision craftsmanship and state-of-the-art technology. Our products stand for durability, timeless design, and a living experience that will last for generations.

A TRUE QUALITY
OF LIFE.

MADE FOR
GENERATIONS.

Sustainability is not an add-on, but an integral part of our business model. We take responsibility along the entire value chain – from wood procurement and energy-efficient production processes to low-emission, tested end products. Numerous certifications confirm our commitment to quality, environmental protection, and occupational safety.

As an employer, we are responsible for the safety, health, and development of our employees. These standards apply to us as well as to our partners and suppliers. Transparency, fairness, and respect for environmental and human rights are indispensable foundations of responsible cooperation for us.

We are aware of the ecological and climatic impact of our products. That is why we rely on tested environmental declarations, valid certificates, and continuous improvements to offer our customers reliable guidance. Our parquet floors stand for trust – they are durable, safe, and responsibly manufactured.

Scheucher stands for regional value creation, international quality, and a clear vision of the future. With respect for nature, pride in our origins, and the aspiration to prepare valuable ground for future generations.

Sincerely

OVERVIEW

77%

of the wood comes from certified forests, 64% from Austria.



Scheucher was one of the first parquet manufacturers to be awarded the European Ecolabel UZ 035 for wood, cork, and bamboo-based floor coverings under registration number AT/035/001.

100%

Renewable energies are used throughout Scheucher's production process, which takes place entirely in Austria.

17%

of management positions are held by women.

2050

The goal of climate neutrality.

-90%

Reduction of Scope 1 emissions by 90% and Scope 2 emissions by 85%.

COMPANY PROFILE

Scheucher Holzindustrie GmbH is a family-run industrial company based in Zehendorf with around 241 employees. As one of the leading manufacturers of multi-layer parquet flooring, Scheucher produces exclusively in Austria and stands for premium quality, technological innovation, and sustainable value creation. The owner family is involved in the operational management of the company and bears overall strategic responsibility.

The core products—WOODflor NOVOLOC® 5G (3-layer parquet), BI-LAflor® (2-layer parquet), and MULTIfloor.11 (innovative 2-layer system with click connection)—are sold exclusively in the B2B segment through specialist retailers, interior designers, and project partners. In 2024, the company generated sales of around €75 million, around 75% of which came from exports, particularly in the DACH region.

The company's strategy follows the principle of "earnings growth before volume growth." The aim is long-term, stable, quality-oriented development rather than short-term volume expansion. Sustainability is an integral part of corporate management and firmly anchored in the business model. ESG risks – particularly those relating to climate change, wood availability, energy prices, and regulatory requirements – are systematically identified, assessed, and integrated into strategic decisions.

PRODUCT RESPONSIBILITY

Production is certified according to the TÜV Interior Program and holds FSC CoC and EU Ecolabel certifications. The products have environmental product declarations (EPDs) and thus support sustainable construction projects, for example within the framework of building certification systems according to DGNB, ÖGNI, klimaaktiv, Breeam, or LEED.

An internal control system, a binding code of conduct, an anti-corruption policy, and an established whistleblower system ensure transparent and legally compliant corporate governance. No compliance violations or legal proceedings were recorded in 2024. Scheucher considers materials, processes, and products throughout their entire life cycle. From certified wood procurement and energy-efficient production using 100% renewable energy to durable, multi-renewable end products, the company follows a clear circular economy and decarbonization path with the goal of achieving near-climate neutrality by 2050.

By consistently integrating governance, strategy, and market positioning, Scheucher is strengthening its resilience to regulatory, environmental, and market changes and positioning itself as a sustainable premium supplier in the European parquet market.



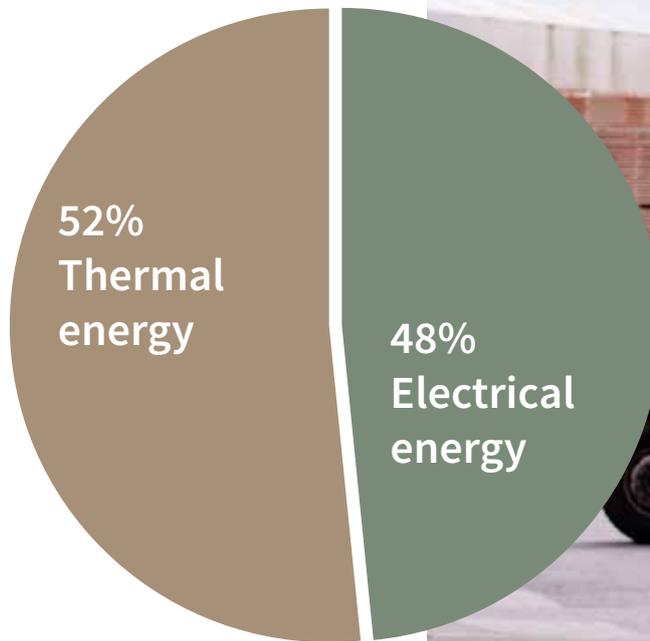
Sustainability is firmly anchored in Scheucher's business model and shapes all business decisions. As an Austrian family business with all production taking place in Austria, we take responsibility for the environment, our employees, society, and future generations.

ENVIRONMENTAL MANAGEMENT & ENERGY

Scheucher pursues a strategy of climate-neutral production by avoiding fossil fuels, using its own electricity, and recovering heat.

ENERGY CONSUMPTION IN 2024 BY ENERGY SOURCE

-  Thermal energy: ~15,000 MWh (own wood waste recycling)
-  Electrical energy: 14,080 MWh 100% renewable



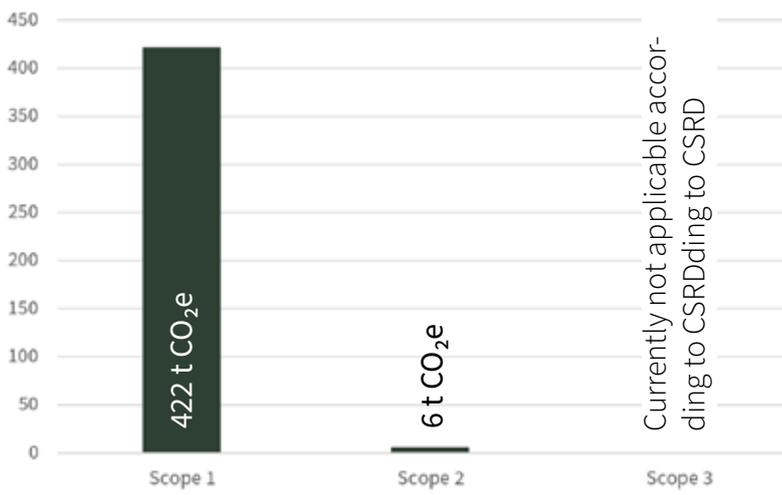
Fossil fuel sources are almost completely avoided.

The main sources of energy are the company's own photovoltaic systems and biogenic residues.



EMISSIONS

Greenhouse gas emissions by scope (t CO₂e)



GHG INTENSITY

GHG intensity:
0.0000056 t CO₂e / € revenue

equivalent to: 5.6 t CO₂e / million € in sales

GHG intensity compares greenhouse gas emissions (Scope 1 and 2) to revenue and is used to compare emissions trends over time.

Scheucher has defined the goal of achieving climate neutrality (net zero) by 2050. The goal will be achieved via a step-by-step transformation path with measures staggered over time. The following interim goals are planned in several stages until 2040: a 90% reduction in Scope 1 emissions and an 85% reduction in Scope 2 emissions, in each case compared to the defined base year of 2024. Significant reductions in emissions in the areas of transport and energy are key levers for achieving these targets. Further measures are outlined below.



COMPENSATION

No compensation measures were implemented in the reporting year. The company is not currently participating in emissions trading. The climate strategy focuses on the direct reduction of emissions.

AIR, WATER, AND SOIL POLLUTION

There were no relevant air, soil, or water pollutants in the reporting year.

The use of solvents amounted to 15,096 kg per year and was carried out in accordance with the applicable legal requirements.

ENERGY TARGETS BY 2050

Reduction plan Transportation & Energy by 2030

Truck emissions: -66%

Forklift emissions: -50%

Car emissions: -30%

Expansion of PV capacity & storage technologies

Continuous improvement of energy & heat efficiency (especially wood drying)

Introduction of internal CO₂ monitoring

Long-term goals:

Net zero: 0 t CO₂e (2050)

VOC emissions: <50 mg/Nm³ (2040)

Dust pollution: <2 mg/Nm³ (2040)

Reduction in Scope 1 emissions (excluding biogenic emissions): -90% (2040 compared to 2024)

Scope 2 emissions: -85% (2040 compared to 2024)

RESOURCE UTILIZATION

WASTE AND RECYCLING

Conserving resources and recycling are key priorities for Scheucher in order to minimize the consumption of valuable raw materials, avoid waste, and sustainably reduce environmental impact. At the same time, customers benefit from durable, high-quality products that can be used for decades.

RAW MATERIALS & SUPPLIES

70% of raw materials come from sustainable forestry

Formaldehyde-free adhesives and solvent-free varnishes ensure low-emission products

WASTE MANAGEMENT 2024

Non-hazardous waste: 80 tons recycled, <1 ton disposed of

Hazardous waste (acetone, resin residues, 26 tons): completely recycled or thermally utilized by specialist companies

PRODUCT QUALITY & LIFE CYCLE

- Parquet floors can be renovated multiple times
- Validated environmental declaration EPD

USE OF MATERIALS & CASCADE USE

Scheucher is considered a best practice example of circular bioeconomy: the company focuses on sustainable raw material sourcing, efficient material cycles, and a consistent zero-waste concept.

Scheucher parquet flooring consists of 96% renewable raw materials.

Wood: 17,873 t

- 77% from certified forests (FSC/PEFC)
- 64% from Austria
- 100% utilization of waste wood (for energy)

Adhesives: 657 t

100% formaldehyde-free

Varnish/oil: 193 t

100% solvent-free

Packaging: 497 t

Packaging wood or corrugated cardboard made from 100% recycled paper







DISTRIBUTION OF OUR WOOD PURCHASES (M³)

78%

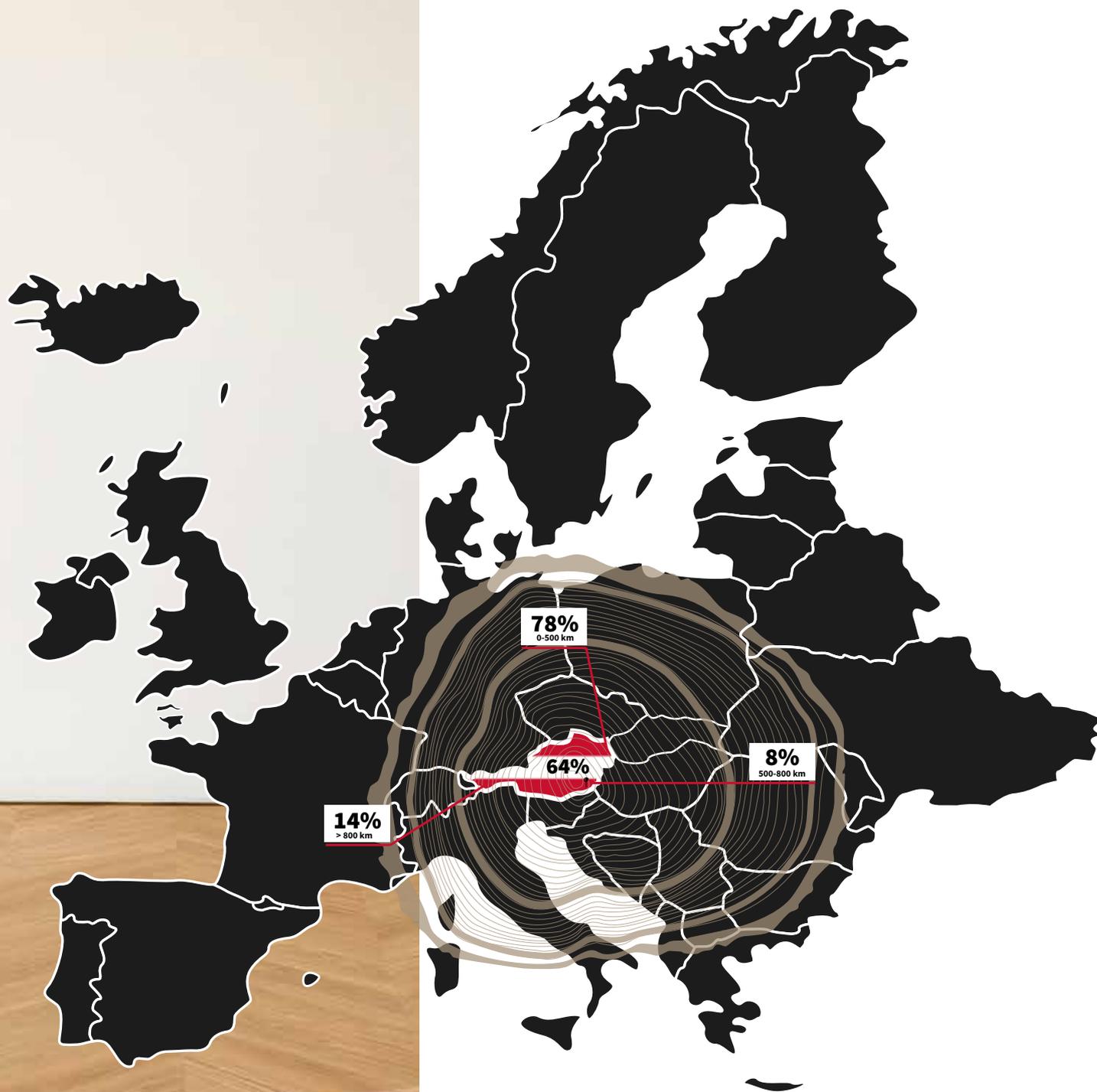
0-500 km distance

8%

500-800 km distance

14%

> 800 km distance



64%
from Austria

Scheucher sources wood exclusively from legal sources. The legal basis for this is the EUTR Directive, intra-Community laws, and the Austrian Forestry Act.

77% of our total wood comes from certified forest areas (FSC, PEFC, ISO38200), with the remaining 23% coming from EUTR-compliant and/or national forestry law-compliant forests within the EU.

RESOURCE UTILIZATION

WASTE AND RECYCLING

BIODIVERSITY AND ECOSYSTEMS

Scheucher recognizes the central importance of biodiversity and healthy ecosystems for high-quality wood products. Forests are not only a source of raw materials, but also complex habitats whose protection is essential for sustainable management. Accordingly, Scheucher is guided by scientifically sound findings and the requirements of recognized forest certification systems such as FSC and PEFC. Wood is sourced exclusively from responsibly managed forests, sensitive areas remain untouched, and the origin is fully traceable (EUTR and, in the future, EUDR).

A special focus is placed on preserving resilient forest ecosystems that protect biodiversity, maintain natural cycles, and ensure regenerative capacity. In this way, Scheucher actively contributes to environmental protection and takes responsibility for future generations.



Scheucher parquet floors stand for products that are manufactured with respect for nature, are durable, and combine ecological responsibility with the highest quality.

CLIMATE AND ENVIRONMENTAL RISKS

Scheucher identifies climate risks primarily through changes in tree species distribution, such as the decline of conifers or the threat to oak trees from pests and extreme weather conditions. In addition to reducing electricity, heat, solvent, diesel, and nitrogen consumption, countermeasures primarily include investments in even more efficient plants, automation, machine vision, and AI-optimized production and process controls.

Scheucher does not use any SVHC or CMR substances and complies with all EU chemical standards (VOC, formaldehyde, REACH).

Process water
for adjusting the
optimum wood
moisture content

WATER

Total water consumption in 2024 amounted to 16,370 m³, of which 13,600 m³ was groundwater from our own wells and 2,770 m³ was municipal water, which is returned in full to local sewage treatment plants. The majority of the water is used for air humidification in the production halls, whereby the water is stored in the wood as wood moisture.

None of the production sites are located in areas with water stress. Scheucher focuses on the reuse of process water and the substitution of water-based systems in order to minimize consumption and environmental impact.

Water is a precious commodity whose protection is essential for society and the environment. Through responsible use, Scheucher reduces its environmental impact, conserves resources, and contributes to securing the long-term water supply in the regions.



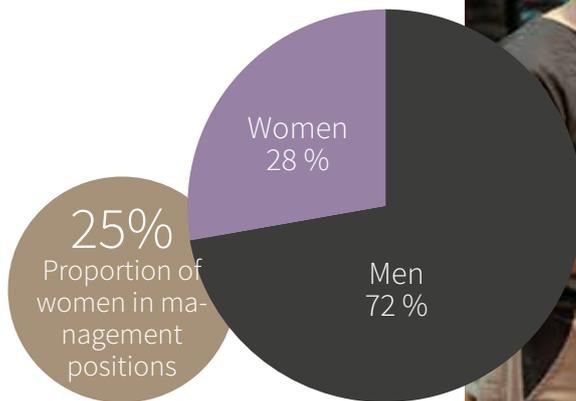
SOCIAL RESPONSIBILITY

Our sustained success is based on the commitment, expertise, and responsibility of our colleagues. Day after day, they make a significant contribution to the quality, innovative strength, and reliability of the company. Scheucher is expressly committed to respecting internationally recognized human rights and considers compliance with them to be a natural basis for business activities. The manufacture of high-quality parquet flooring requires a high degree of cooperation, professional competence, and mutual trust. This joint effort forms the foundation of our daily work and shapes our corporate culture. Accordingly, we hold all people who work at Scheucher or collaborate with the company in high esteem. A respectful, safe, and fair working environment is a central component of corporate responsibility.

Discrimination, human rights violations, and unethical behavior are not tolerated; dignity, health, and equal opportunities are at the forefront.

GENDER DISTRIBUTION OF EMPLOYEES

-  67 women
-  174 men



All employees are employed under collective agreements and receive fair remuneration in accordance with Austrian standards. The turnover rate of 10.8% underscores stable employment conditions and long-term employee retention. The aim is to promote qualified employees in the long term and to continuously support their professional and personal development through horizontal and vertical development opportunities.



100% promotion of a culture of inclusion, respect, and equality

Strong loyalty to the company
Turnover rate ~10.8%



EQUALITY, FAIRNESS, AND DIVERSITY

Scheucher is committed to equal opportunities and fair treatment for all employees. There is no gender-specific pay gap in the salary structure. Women make up 25% of management positions. Flexible working models, regulated working hours, and a good work-life balance contribute to an inclusive working environment.

HEALTH, SAFETY, AND WELL-BEING

Occupational safety and health protection are high priorities at Scheucher. Company safety and health programs are regularly reviewed and further developed. Preventive measures, training courses, and external specialists support a safe working environment and promote awareness of personal responsibility and collective safety.

TRAINING AND DEVELOPMENT

The continuous development of our employees is an essential part of our human resources strategy. In 2024, we invested more than 1,000 hours in further training for our employees, including in the areas of occupational safety, professional competence, and digitalization. The aim is to promote qualifications, motivation, and long-term employment in a sustainable manner.

DIALOGUE, PARTICIPATION, AND INTEGRITY

Scheucher maintains an open dialogue with employees, customers, suppliers, communities, and other stakeholders. Feedback formats, workshops, and structured exchange processes flow directly into business decisions and materiality analysis. An established whistleblower mechanism enables the confidential reporting of concerns or possible violations.

A binding code of conduct and an anti-corruption policy form the basis for acting with integrity and responsibility. In 2024, there were no violations, fines, or compliance cases.



