

## **PFLEIDERER ESG & COMPLIANCE - BRIEF INFO**

September 2025

Dear customer,

Pfleiderer Group sees itself as a strong partner for high-quality wood-based panels, with outstanding decorative surface expertise, customer-focused service and a consistent orientation to sustainability - economical, ecological and social. Since the foundation of Pfleiderer, the orientation of our actions towards society, environment and all stakeholders has been a central concern of the company, and that is why sustainability is an essential condition in all our corporate activities.

Our business is based on responsible action. It is our concern to always do business in accordance with legal rules and regulations as well as our internal principles and rules. We have therefore introduced a compliance system that takes this principle into account and is based on the following three pillars: Prevent, Recognize and React.

Having said this, we would like to give you an overview of our ESG values (ESG in this context stands for Environment, Social and Governance) and our compliance system. In view of the fact that we have already established our own guiding rules and processes in the area of ESG and compliance, we assume that customer requirements in this regard (e.g. code of conduct for suppliers) are fully covered.

Just how successful we already have been in these areas is demonstrated by our platin rating from EcoVadis, which shows that we achieve a position among the top 1% when compared with more than 130,000 other companies from over 180 countries and more than 200 industries.

With kind regards

Dr. Hicham Abel  
CEO

Andrew Hollyhead  
CFO  
Chief Compliance Officer

Stefan Zinn  
CCO

Jonas Reed  
COO

## PFLEIDERER ESG & COMPLIANCE BRIEF INFO

**Responsible action is the basis of our business. It is true for all of us:  
"We act responsibly and to the highest ecological, ethical as well as legal standards,  
daily and in all interests."**

This canon of ESG values is documented, among other things, through endorsements, memberships, certifications and ratings.

### Membership/ Endorsement:



### Certification:



Pfleiderer Deutschland GmbH is an FSC®-certified company:  
TUVDC-COC-101049, licence number FSC C011773,  
Pfleiderer Deutschland GmbH is a PEFC-certified company:  
DINC-PEFC-COC-001049, licence number PEFC/04-32-0828  
Pfleiderer Deutschland GmbH is part of the Pfleiderer Group

### Rating/ Listing:



Details on our ESG strategy can be found here:



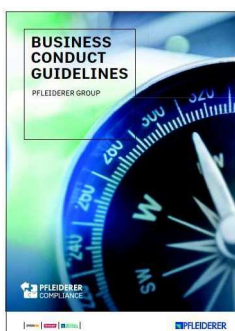
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**We have implemented a compliance system based on the following three levels:  
“Prevent, recognize and react”**



Our Compliance Manual is a compendium of the guidelines for compliance at Pfeiderer. In addition to the Business Conduct Guidelines it covers other important compliance topics, such as anti-corruption, anti-trust law and money laundering.

**You can find our Compliance Manual here:**



Our employees have committed to comply with our Business Conduct Guidelines.

Wherever we do business, we act responsibly and “compliantly”, i.e. always in accordance with the law and our internal principles and rules.

**You can find our Business Conduct Guidelines here:**



We emphasise a performance-oriented and reliable partnership with our suppliers worldwide - for a successful cooperation with our team from purchasing and technology.

An important component here is also responsible and ethically correct action.

**You can find our Code of Conduct for Suppliers here:**

