



Sustainability Report of the JAF Group

2025

Foreword from Management

Dear Readers,

With this ESG report, the JAF Group is publishing its third sustainability report. What began as an initial assessment is increasingly developing into a structured tool that guides our actions and makes our progress measurable.

In the 2025 reporting year, the further development of our reporting was a particular focus. By aligning the structure with the ESRS standards, we are laying the foundation for greater transparency, comparability and an even stronger integration of sustainability into our business processes. In doing so, we are responding to new regulatory requirements while at the same time further professionalizing our sustainability management.

At the same time, we are taking important steps in operational implementation. One key example is our new site in St. Florian, which marks a significant milestone in our corporate development with the start of full operations. The construction meets the requirements of the EU Taxonomy. In this way, we show our customers how energy-efficient and resource-conserving construction can be implemented. At the same time, the project indicates the direction in which we will continue to develop our future investments.

Wood remains a central part of the solution for a sustainable construction industry. As a renewable raw material with climate-active properties, it makes a significant contribution to climate protection. At the same time, we are aware of our responsibility throughout the entire supply chain and are working to make it transparent and sustainable.

We are still on a journey: we are learning, evolving and continuously adapting our processes to new requirements. At the same time, we remain true to our path – sustainable growth in harmony with environmental, social and economic responsibility.

We hope you find this report informative.

The Management Board of the JAF Group



Ing. Miroslav Malženický

Dr. Wilfrid Fabjani

Mag. Werner Stix

Mag. David Brenner





Contents

Foreword by Management	4
General Information	8
General Information on the Report Structure	14
Governance	14
Strategy	15
Double Materiality Analysis	18
EU Taxonomy	20
St. Florian site – Construction in line with the EU Taxonomy	21
Environmental reporting categories	24
E1 Climate Change	25
E4 Biodiversity and Ecosystems	27
E5 Resource Use and Circular Economy	28
Company-specific: Regional value creation	31
Social reporting areas	32
S1 Workforce in the Company	33
S2 Workforce in the value chain	46
Governance reporting area	48
G1 Corporate Governance	49
Glossary	56
Legal Notice	64

General Information

For more than 75 years, the versatile material wood has shaped the path of J. u. A. Frischeis (JAF). Since its founding in 1948 by Josef and Antonia Frischeis in Stockerau, Austria, our company has grown into an international wood wholesaler. Today, as the JAF Group, we are deeply rooted in the regions surrounding our 75 locations and, as JAF Global, we are at home throughout the world in the international drop-ship business.

At home in the world, connected to our roots

Whether in Austria or worldwide: As a strong partner, we stand alongside the woodworking trade, the construction industry, and resellers. We impress with our logistics expertise, modern processing centres, and a wide range of digital solutions. Aware of the finite nature of our world's resources, acting in an environmentally responsible manner is a key element of our corporate values. The JAF Group is aware of this great responsibility and contributes to positive social development through its actions.

This is what we stand for

As an independent, international family-owned company, we are driven by steady growth and sustainable progress. We fulfill a wide variety of roles and functions throughout the wood industry's supply chain—from the forest to the end consumer. We strive for the most comprehensive understanding of our customers and find flexible solutions and services for building and living with wood. The people in our company are valued and trusted. Respectful collaboration and our shared passion for wood provide the decisive impetus for making an important contribution every day. We are open to new ideas and, driven by entrepreneurial thinking, advance innovation, digitalization, and technological development at various levels. With great commitment, we invest in the future to remain at the cutting edge of technology. In this way, we continue to offer our customers the best possible service, while also providing our employees with attractive jobs in a financially stable company. We are aware of our great responsibility toward nature and, in particular, toward the forest ecosystem as a vital resource for life. That is why we prioritize resource conservation in our daily operations, pay attention to sustainable forestry, and advocate for wood as a climate-active material of the future.

This is what drives us

Since our founding by Josef and Antonia Frischeis in 1948, our customers have been at the heart of everything we do. This means that our roots are deeply intertwined with the woodworking trade, which has always been innovative and quality-oriented. Since wood is our world and we continue to uphold the values of our founding family, we demonstrate personal commitment, flexibility, customer focus, and entrepreneurial thinking in our daily work as we supply a full range of wood-based materials for decorative and construction purposes. Our shared passion for wood and our comprehensive understanding of the diverse applications of this unique building material motivate us anew every day.

To provide our customers with exactly the support they need, we keep a close eye on the challenges they face and are already developing the right solutions for tomorrow. In addition to our core business, we also see ourselves as an innovative provider of digital, customer-oriented solutions and services that supports its customers with a high degree of prefabrication in its products.

We recognize that wood is a central element of the ongoing ecological transformation in the construction industry and therefore actively promote wood as a material due to its climate-friendly properties, taking responsibility for the future of coming generations.

JAF at a Glance

77

Years of JAF



75

Locations



3,000

Employees



Employees from

37

countries



44 %

Percentage of women in white-collar employment



29 %

National organizations led by women



10 years

Average employee tenure



> 20,000

Stock items



> 70 %

Electric forklifts



€ 3,6 million

Investment in PV systems since 2023



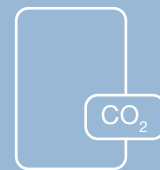
40 %

Share of renewable electricity



1,3 million tonnes of CO₂

Temporarily stored in our wood products



Company Information

An overview of JAF's business Areas

Wholesale

We are a leading partner for wood and wood products in Central Europe. A comprehensive network of locations, an enormous variety of products, and a constant inventory of 20,000 items enable prompt delivery.

International drop-shipping business

The JAF Group offers efficient logistics solutions for container imports and also ships goods directly from the producer to the final destination. Customers benefit from our decades of experience in international trade and logistics.

The JAF product range in wholesale

Living with Wood

This business segment encompasses all our products and services for interior applications—specifically those for furniture and interior finishing—with a focus on the woodworking trade.

Interior Finishing

- Flooring
- Doors
- Walls and ceilings

Furniture Making

- Decorative panels
- Veneer

Building with Wood

This business segment focuses on timber construction and thus on all products for structural applications, facades, and wood in the garden.

Structural

- Structural panels
- Structural wood-based materials
- Sawn timber

Garden and facade

- Deck
- Facade

Product Information

JAF stands out for its extensive product range and expertise in the fields of Building and Living with Wood. Through our partnerships with renowned manufacturers, we guarantee exceptional quality. Our constant inventory of 20,000 items and our efficient logistics ensure reliable delivery of goods at the desired time and to the desired location. Excellent advice and a wide range of services round out our service offering. Beyond simply supplying goods, we also provide support in the planning and implementation of projects and serve as a reliable partner at our customers' side. The JAF product portfolio includes wood, wood-based materials, and accessories. With decorative panels, flooring, doors, and veneers, our company supplies everything for the Living with Wood segment. Structural panels, timber construction products, plywood, decking boards, and accessories, as well as sawn timber, make up the Building with Wood product range.

Locations

At the beginning of 2026, JAF was represented at 75 locations in 15 countries. In the 2025 reporting year, the second construction phase of the new Wood Competence Centre in St. Florian was completed and the former Linz location was relocated there. At the same time, the Rijeka location in Croatia was closed. Through the ongoing development of its location network, JAF is strengthening its warehousing and logistics expertise in key markets.

Europe

- 1 Austria
- 2 Bosnia and Herzegovina
- 3 Bulgaria
- 4 Croatia
- 5 Poland
- 6 Romania
- 7 Sweden
- 8 Serbia
- 9 Slovakia
- 10 Slovenia
- 11 Czech Republic
- 12 Hungary

Asien

- 13 Hong Kong
- 14 Indonesia
- 15 Vietnam



Wood: The Material of the Future

Wood stores carbon and is a renewable resource—qualities that make it the climate-active material of our time and for our future. But wood cannot be produced at will. It grows in the world's forests and is therefore a special resource that demands responsible management. As vital ecosystems, forests supply the Earth with oxygen and sequester carbon. Sustainable forest management also actively protects the climate. This is because when wood is processed, the carbon remains stored, while planting new trees creates new capacity for carbon storage. As a result, the wood products purchased by JAF in 2025 temporarily store approximately 1.3 million tonnes of CO₂. Conscientious use of this resource is therefore a central element of the JAF Group's activities.

1.3 million tonnes of CO₂ temporarily stored in our wood products

Steadily increasing share of timber construction

Researchers at the University of Natural Resources and Life Sciences in Vienna, commissioned by proHolz Austria, have demonstrated that the share of timber construction in Austria has doubled over the past 20 years.* This is a trend that has also taken hold beyond Austria's borders. In addition to the far-reaching ecological and climate-related benefits of this natural product, wood is also a highly functional building material that fully meets today's requirements for modern construction.

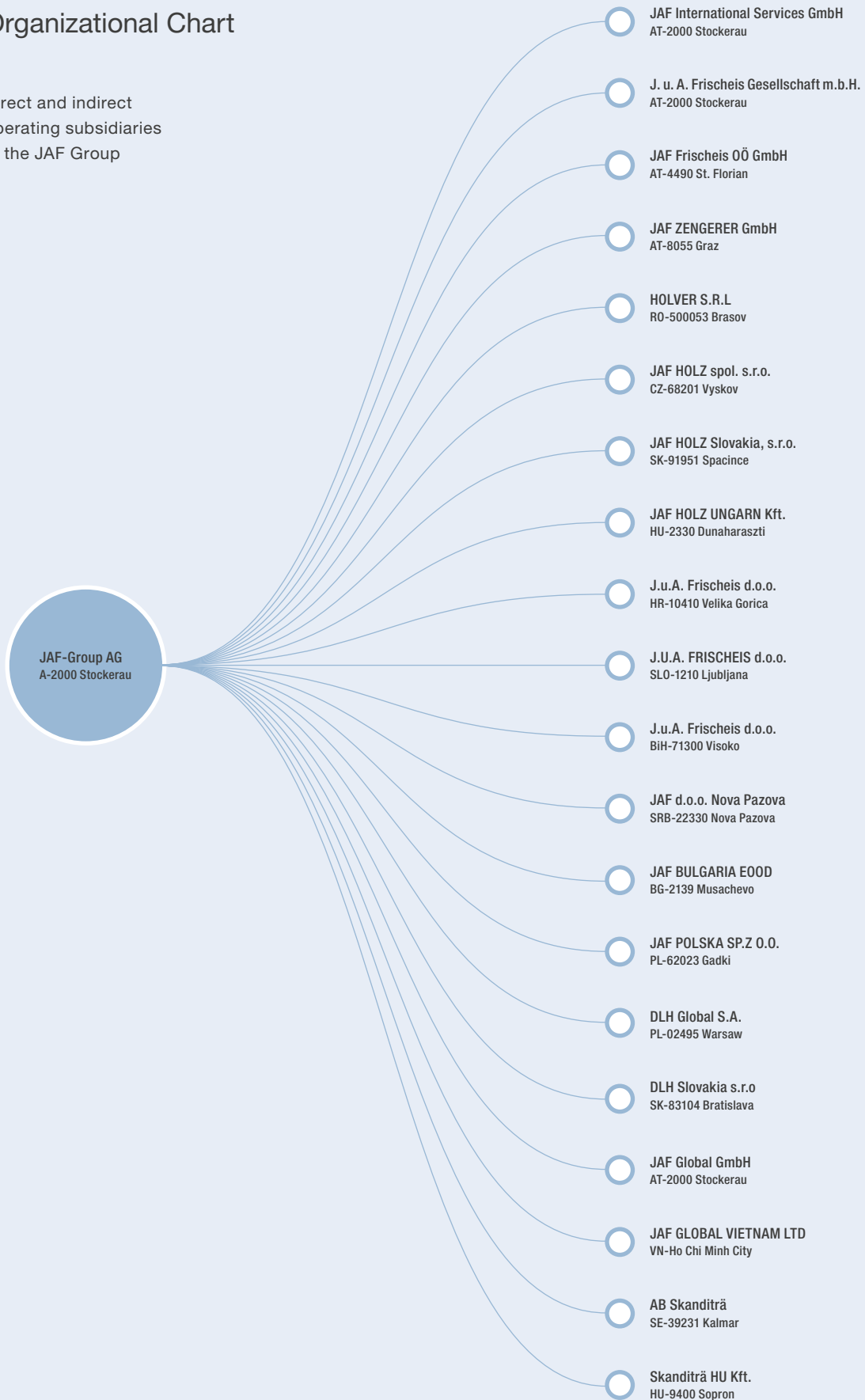
Customers

Stable growth over many years is not a given, but at JAF it is a living tradition. Forward-thinking action, intensive market monitoring, and a strong commitment to service have kept sales—and thus the company's development—on a steady growth path. A fact that is clearly reflected in the company's figures. JAF leads the market in Austria, the country where the group was founded. But other markets are also realizing their potential with growing strength on an international scale. The diverse revenue segments demonstrate the breadth of the product portfolio, which, thanks to its diversity, has ensured balanced stability for years.

* Share of timber construction in Austria. Eine statistische Erhebung aller Hochbauvorhaben in den Jahren 1998–2008–2018. Robert Stingl, Gabriel Oliver Praxmarer, Alfred Teischinger, University of Natural Resources and Life Sciences, Vienna, on behalf of proHolz Austria.

Organizational Chart

Direct and indirect
operating subsidiaries
of the JAF Group



General Information on the Report Structure

This report has been prepared for the entire JAF Group. The reporting period covered by this document is from January 1, 2025, to December 31, 2025. This is the third edition of this sustainability report. The reporting period aligns with that of the financial reporting. This report is aligned with the GRI Standard and the structure of the ESRS and has not been externally audited

Governance

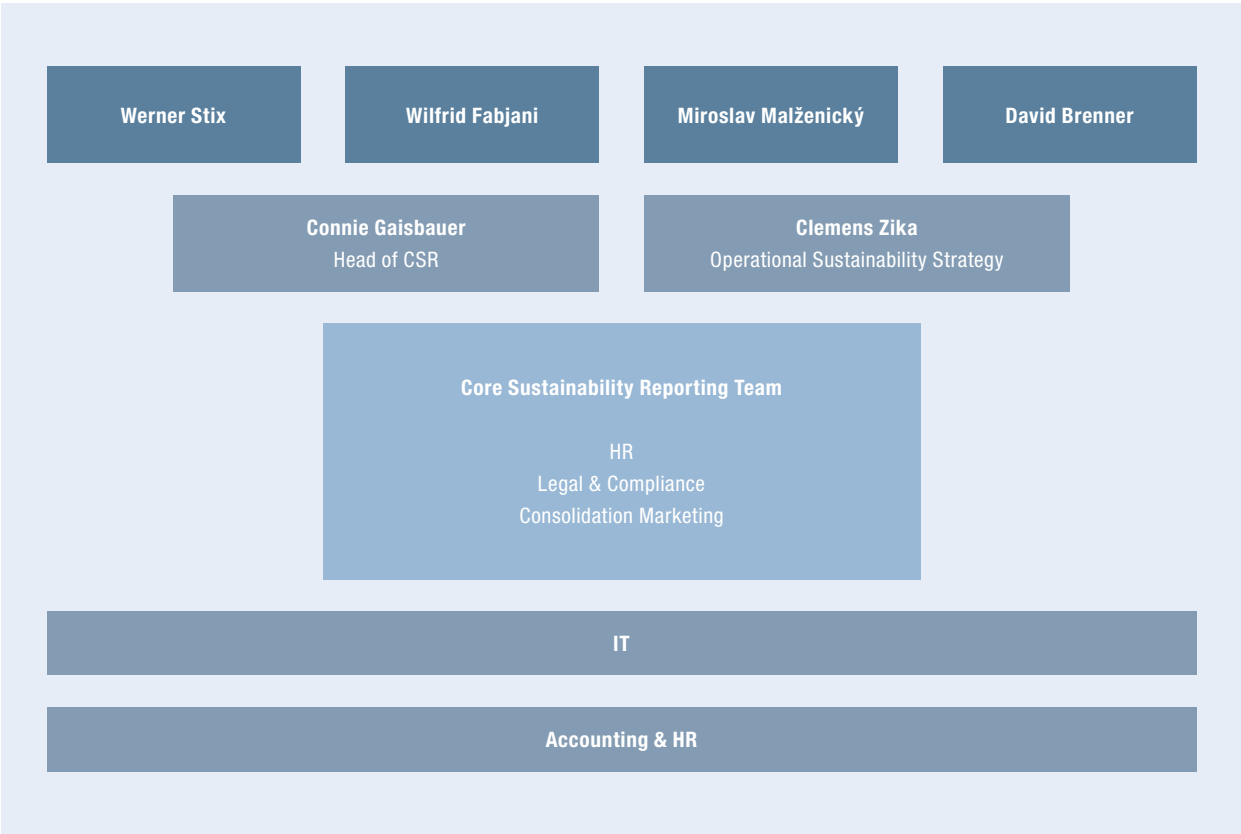
Corporate Governance and Project Management

Werner Stix, Miroslav Malženický, David Brenner and Wilfrid Fabjani form the Management Board of the JAF Group. Johann Lehner is Chairman of the Supervisory Board of JAF Group AG. The Supervisory Board receives the sustainability report for review prior to publication. In addition, ESG issues are addressed by the Audit Committee.

The basis for sustainability reporting is the collection and processing of ESG data by the accounting, human resources and IT departments.

A project team is dedicated to sustainability reporting. CSR projects are coordinated by the CSR department and Clemens Zika (Site Manager, Stockerau), who is responsible for operational sustainability issues.

The projects are managed by the Management Board. Parts of the Management Board's bonus agreements are based on the achievement of the defined CO₂ reduction targets.



Strategy

Sustainability Goals 2030

We are aware of the great opportunities that the future holds for wood as a building material. At the same time, we take responsibility for future generations – in ecological, social and economic terms. Our sustainability strategy is therefore strictly aligned with the JAF Group’s Sustainability Mission Statement 2030.

JAF Group Sustainability 2030

What We Strive For: Our Vision

As ambassadors for wood, we live and promote the sustainable building material of the future.

What Motivates Us: Our Purpose

We recognize that wood is a central part of the future ecological transformation of the construction industry; therefore, we advocate for wood as a material with climate-active properties and take responsibility for the future of generations to come.

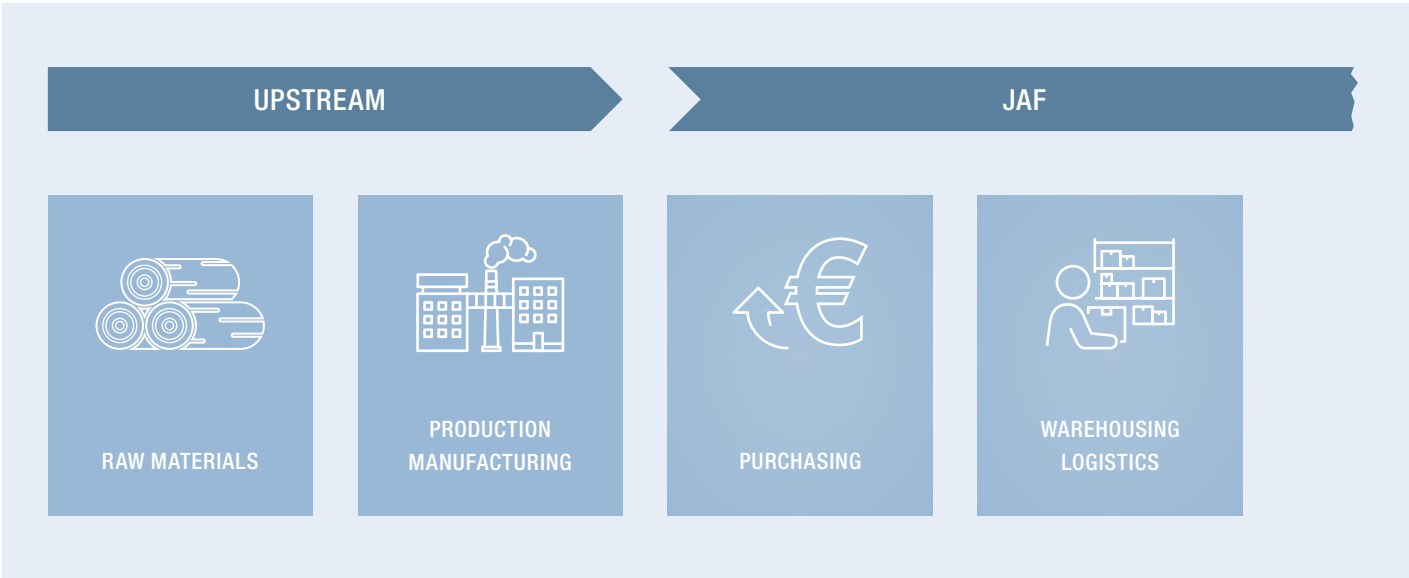
What we stand for: Our Mission

We are mindful of our significant responsibility toward nature, and in particular toward the forest ecosystem as a vital resource for life. That is why we prioritize resource conservation in our daily operations, pay attention to sustainable forestry and advocate for wood as a climate-active material of the future.



Value Chain

Our value chain begins in the forest. 90% of our products are made from renewable materials (wood). Our value chain encompasses every step, from wood harvesting to sawmills and producers, all the way to the delivery of finished products to our customers. Our products come from both small-scale producers and leading timber industry companies. Our dense central warehouse network ensures optimized transport routes. By supplying the regional woodworking trade, we lay the foundation for a long product lifecycle





JAF

DOWNSTREAM



SALES



CUSTOMERS



PROCESSING
PRODUCT USE



END OF LIFE

Double Materiality Analysis

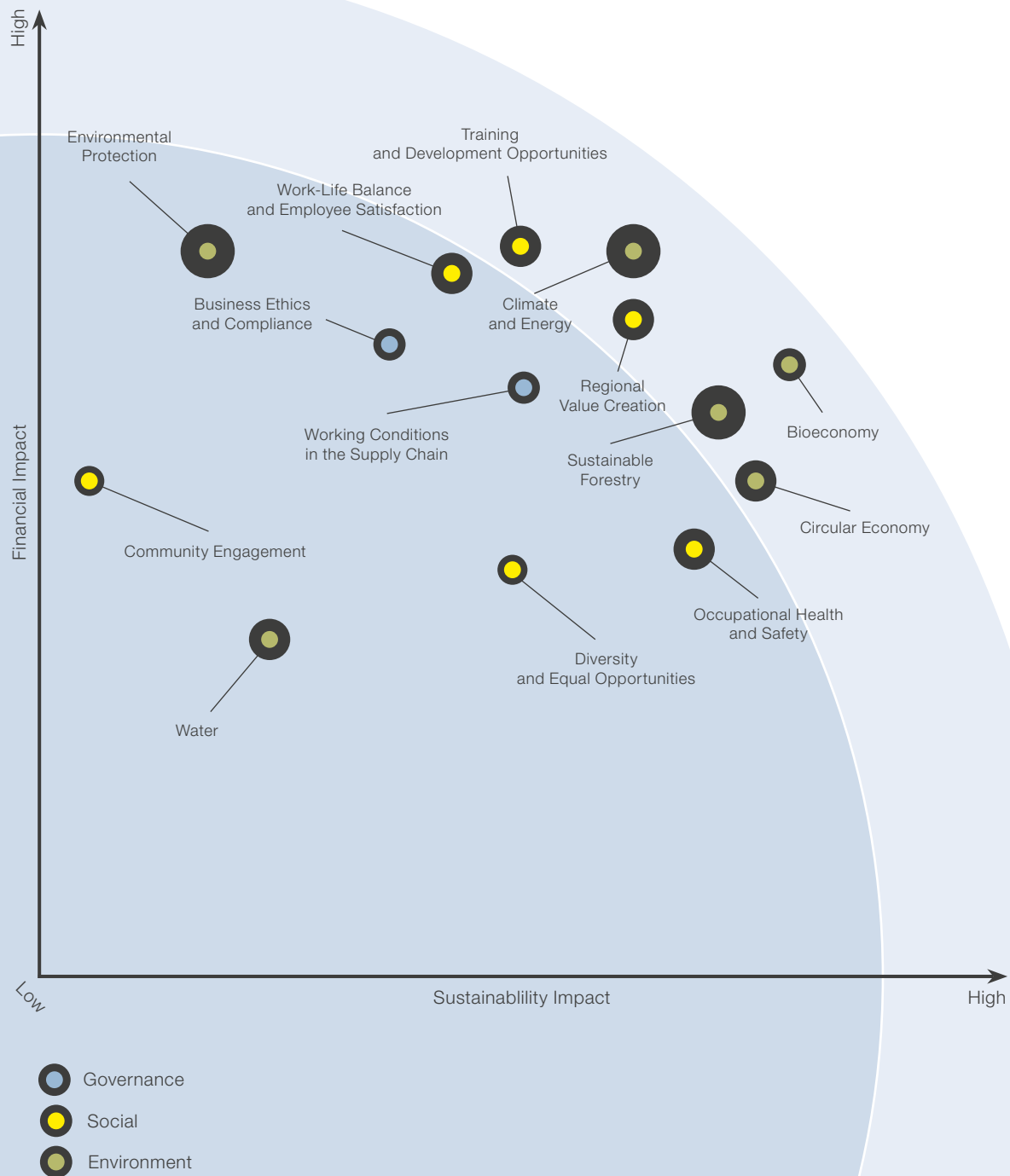
Material Topics of the JAF Group

As the JAF Group, we were supported by the consulting firm Denkstatt in preparing the materiality analysis on which this report is based. The materiality analysis was prepared using the double materiality approach. To assess the “Sustainability Impact” (inside-out perspective), internal and external stakeholders from the company were surveyed (Supervisory Board, management, employees, customers, suppliers, banks, associations, NGOs, etc.). The survey was conducted via an online questionnaire. Over a thousand valid data sets were analyzed during the preparation of the materiality analysis. The assessment of the “Financial Impact” (outside-in perspective) is based on the evaluation by the members of the Management Board and parts of the Supervisory Board.

Stakeholder Communication

Ongoing dialogue with our stakeholders (Supervisory Board, management, employees, customers, suppliers, banks, industry associations, NGOs, etc.) is essential for us to understand the different perspectives, challenges and expectations and to draw important conclusions for our actions.

In the first assessment of material topics in 2023, the focus was placed on the areas above the materiality threshold. The topics “Business Ethics and Compliance” and “Occupational Health and Safety” are reported additionally, as the Management Board attaches above-average importance to these issues. The topic of “Workforce in the Value Chain” has been given greater priority and was added in fiscal year 2024. The topic of “Supplier Management” was also newly added. In light of the CSRD, a new double materiality analysis is being conducted, on which the next report will be based.



EU Taxonomy

The EU Taxonomy Regulation (EUTAX) is based on the European Union's Green Deal. The Green Deal aims to promote a modern, resource-efficient, and competitive economy. The EUTAX was introduced to establish a uniform classification system for environmentally sustainable economic activities within the EU and to promote investment in sustainable economic activities.

EU Taxonomy Regulation (EUTAX)

On the one hand, EUTAX includes climate and environmental objectives that qualify as environmentally sustainable. On the other hand, it provides a catalog of "taxonomy-aligned economic activities" that are considered environmentally sustainable.

Ecologically sustainable climate and environmental goals

- Climate change mitigation
- Adaptation to climate change
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Prevention and reduction of environmental pollution
- Protection and restoration of biodiversity and ecosystems

Taxonomy-aligned economic activities

Under the EUTAX, an economic activity is generally considered potentially environmentally sustainable and "taxonomy-eligible" if it is covered by the EUTAX and listed in one of the European Commission's delegated regulations. To be truly environmentally sustainable and thus "taxonomy-aligned," the economic activity must make a significant contribution to at least one of the six climate and environmental objectives of EUTAX listed above, do no significant harm to any of the other objectives, meet specific technical screening criteria and comply with certain minimum standards in the areas of social affairs and governance.

Taxonomy at the JAF Group

At present, the JAF Group is not yet required to disclose taxonomy-related information. However, we are closely monitoring developments within the EU, and new findings are continuously incorporated into our project work to ensure that all requirements are met appropriately.

With the publication of the Omnibus Package in 2025, the introduction of a materiality threshold significantly simplified reporting. Only larger activities must now be analyzed in detail and disclosed. All smaller activities that collectively account for less than 10% of the respective KPI denominator are immaterial under the EU Taxonomy Regulation.

Since the timber trade is currently not covered by EUTAX, the JAF Group did not generate any taxonomy-eligible revenue from its core business in the 2025 fiscal year. Transportation activities related to JAF's main business, as well as feed-in revenues from photovoltaic systems, are of immaterial significance.

For this reason, further analyses of capital expenditures (CapEx) and operating expenses (OpEx) regarding their taxonomy eligibility or alignment are not required.

St. Florian site –
Construction in Line with the EU Taxonomy

VERIFIKATION ZUR EU TAXONOMIE

JAF St. Florian Bauabschnitt 2

Frischeisstraße 1, A-4490 St. Florian

Das Projekt erfüllt zum Prüfzeitpunkt
die technischen Bewertungskriterien der EU-Taxonomie
Verordnung (EU) 2020/852.

Taxonomie Kategorie: Neubau, Erwerb und Eigentum
Wesentlicher Beitrag im Umweltziel: Klimaschutz

Eigentümer
JF St. Florian Projekt GmbH

Wien, am 27. Mai 2026

Hinweis: Dieses Dokument stellt keine Konformitätsbestätigung gemäß EU-Taxonomie dar.
Es dient ausschließlich zu Marketingzwecken. Die Datenprüfung erfolgte gemäß folgenden
Kriterien: Relevanz, Vollständigkeit, Plausibilität, Transparenz der Informationen und Über-
einstimmung mit den Anforderungen der Verordnung (EU) 2020/852.

Für weiterführende Informationen zu den geprüften Anforderungen siehe ESG Disclosure:
Taxonomie-Verifikation „JAF Frischeis BA2, St. Florian“ vom 27.05.2026.



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Verifikation zur EU Taxonomie

This document confirms, in German, that the technical assessment requirements of the EU Taxonomy are met.



New Site in St. Florian

With its new site in St. Florian, the JAF Group has established the most modern wood competence centre in the German-speaking world. The site combines logistics, processing, a showroom and office space, and plays a central role in supplying the woodworking trade in Austria and beyond.

Project key figures:

- Site area: 48,000 m²
- Warehouse space: approx. 25,000 m²
- Office and showroom space: approx. 2,700 m²
- Workstations: approx. 150
- Fully automated three-level storage system with six manipulators

The site was designed as a plus-energy building and is engineered to generate more energy than it consumes over its useful life. This lays the foundation for energy-efficient operations and resource-conserving use.

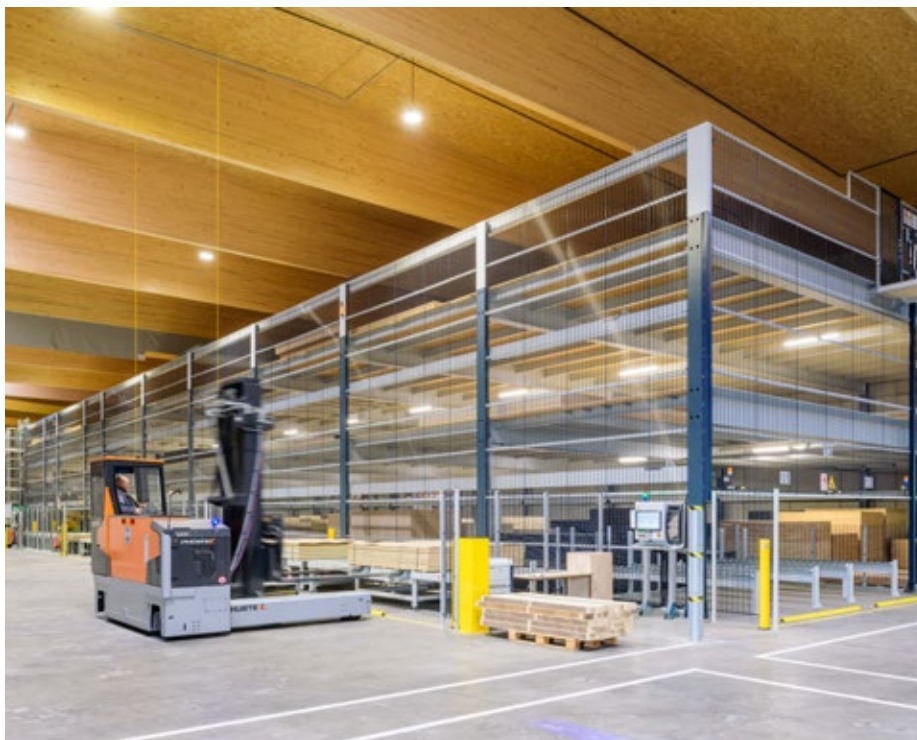
Classification under the EU Taxonomy:

The site's construction design is aligned with the requirements of the EU Taxonomy and meets key criteria regarding climate change mitigation as well as environmental and social minimum safeguards. As such, the project serves as a benchmark for the further development of future construction projects within the JAF Group.

Specific measures in the project:

- Use of renewable energy through 100% Austrian green electricity and the use of a photovoltaic system and heat pump system
- Implementation of circular economy measures, particularly in construction site waste management
- Systematic energy measurement to optimize energy consumption during ongoing operations
- Monitoring and reduction of water consumption
- Use of regional building products in collaboration with partners and suppliers

The implementation was reviewed and documented in accordance with the "Do No Significant Harm" principle and social minimum safeguards.



The fully automated panel storage system in St. Florian forms the heart of the new Wood Competence Centre. Across three levels, intelligent storage technology and computer-controlled processes ensure fast order picking, high product availability and efficient supply of panel materials.

Modern processing directly on site: At the St. Florian site, JAF brings together warehousing, logistics and processing services at one central location. With high-performance machinery and extensive expertise, tailor-made solutions for the woodworking trade are created – efficiently, precisely and customer-oriented.



The modern showroom in St. Florian combines inspiration, advice and product diversity in one place. High-quality solutions for interior finishing, flooring, doors and decking create space for personal consultation, new ideas and direct exchange with customers from the trade and commercial sectors.

Environmental reporting areas

As a global timber trading company, the JAF Group is in a unique position: JAF deals in timber and wood products—goods that, thanks to their outstanding climate-regulating properties, are part of the solution for a sustainable construction industry. This is because wood is a renewable resource that actively contributes to climate protection. At the same time, wood comes from our planet’s central ecosystems—our forests. We are aware of this great responsibility and are continuously taking steps to minimize our environmental impact.

We align our efforts to achieve our goals with the SDGs.
In the area of the environment, we specifically pursue these SDGs:

Affordable and Clean Energy We are increasing the share of renewable energy in our electricity supply and are investing heavily in photovoltaic systems at our locations to achieve this. In addition, we are constantly evaluating and improving our energy efficiency measures.	7 AFFORDABLE AND CLEAN ENERGY 	Climate Protection Measures We prepare a comprehensive GHG inventory and implement concrete measures to reduce GHG emissions.	13 CLIMATE ACTION 
Sustainable Consumption and Production As a renewable raw material, wood plays a crucial role as a building product.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Life on Land Sustainable forestry plays an important role for us. The majority of our branches are certified.	15 LIFE ON LAND 

E1 Climate Change

For us as a timber trading company, climate change presents both risks and opportunities. On the one hand, our company generates emissions in its own operations and throughout the value chain; on the other hand, wood products sequester carbon. The Paris Climate Agreement and the guidelines of the “European Green Deal” and the “Clean Industrial Deal” form the framework for our efforts regarding energy management and decarbonization plans. Responsible energy management has always been a top priority for JAF and is firmly anchored in our daily operations through our corporate value “Nature is our world.”

Policies (Guidelines/Principles)

We are guided by the principles of SDGs 7 (affordable and clean energy) and 13 (climate action), as well as by our decarbonization plan.

The CFO is responsible for managing greenhouse gas emissions.

Actions (Measures/Processes)

Below, we describe our measures to reduce our CO₂ emissions. We developed these based on an analysis of our emissions data.

At JAF, we are implementing the following measures, among others, to reduce our Scope 1 and 2 emissions:

- Gradual transition to green electricity contracts
- Expansion of photovoltaic systems
- General energy-saving measures (thermal insulation, etc.)
- Improving energy efficiency in our facilities
- Renewal of the truck fleet (more energy-efficient vehicles)
- Gradual replacement of diesel forklifts with electric forklifts
- Gradual replacement of diesel passenger cars with electric passenger cars
- Expansion of our own truck fleet (replacement of freight carriers with higher emission factors)

Efforts to reduce Scope 3 emissions are reflected, on the one hand, in supplier management (supplier selection); on the other hand, key suppliers were called upon as part of supplier engagement to reduce their CO₂ emissions and fulfill their responsibilities within the value chain.

Targets and Metrics

We have set a goal to reduce our Scope 1 and 2 GHG emissions by 25% by 2030 compared to the base year 2022.

Beyond 2030, we are working on additional emissions targets.

In addition, we aim to reduce Scope 3 GHG emissions by 25% by 2030 compared to the base year of 2022.

As expected, within Scope 1, the company's own trucks account for a high proportion of GHG emissions. In Scope 3, purchased goods (Category 1), upstream and downstream transport (Categories 4 and 9), and the end-of-life treatment of sold products (Category 12) are the main contributors to emissions.

Our Energy Management – Energy Consumption and Energy Mix

We manage our electricity consumption and are committed to expanding our solar power systems.

	Unit	2023	2024	2025
Electricity from fossil fuels	MWh	10,806	10,801	10,381
Electricity from renewable sources (purchased)	MWh	3,521	3,787	4,337
Self-consumption from PV systems	MWh	1,463	2,465	2,707
Total electricity consumption	MWh	15,789	17,053	17,425
Share of renewable electricity		32 %	37 %	40 %

On GHG Accounting

A company's greenhouse gas inventory records the greenhouse gas emissions generated by the company itself and throughout the value chain:

Scope 1: Direct emissions from the company

Scope 2: Indirect emissions from purchased energy

Scope 3: Upstream and downstream emissions along the value chain

The number of PV systems increased from 32 in 2024 to 35 in 2025. The share of electric forklifts was increased to 75%. All locations underwent a climate risk analysis.

Greenhouse Gas Inventory for 2022, 2024, and 2025

Data for the greenhouse gas inventory was collected for the first time for the year 2022. The calculation was prepared in accordance with the principles of the Greenhouse Gas Protocol. The emission factors are based, among other sources, on DEFRA data and the ecoinvent database. The calculation of 3.15 investments was discontinued due to lack of materiality.

		CO ₂ e in t				
		Baseline 2022	2024	2025	Δ 2024/2025	Δ zu 2022
Scope 1						
Direct emissions	Diesel, petrol, gas, wood chips, heating oil and pellets*	11,016	10,215	10,481	2,60 %	-4,86 %
Scope 2						
Location-based calculation	Power, district heating	7,347	7,117	7,492	5,27 %	1,97 %
Market-based calculation	Power, district heating	7,011	6,135	5,905	-3,74 %	-15,78 %
Total of Scope 1 and 2, location-based		18,363	17,332	17,972	3,69 %	-2,13 %
Total of Scope 1 and 2, market-based		18,027	16,350	16,385	0,21 %	-9,11 %
Scope 3						
3.1	Purchased goods and services	348,018	310,699	320,184	3,05 %	-8,00 %
3.2	Capital goods	5,994	4,722	5,864	24,20 %	-2,17 %
3.3	Fuel and energy-related activities	2,044	2,213	2,240	1,23 %	9,59 %
3.4	Upstream transportation and distribution	63,381	68,673	70,168	2,18 %	10,71 %
3.5	Waste generated in operations	1,394	1,596	1,436	-10,03 %	3,01 %
3.6	Business travel	201	182	208	14,17 %	3,56 %
3.7	Employee commuting	3,057	3,008	3,015	0,23 %	-1,36 %
3.9	Downstream transportation and distribution	53,500	68,590	64,504	-5,96 %	20,57 %
3.10	Processing of sold products	-**	-**	-**	-	-
3.12	End-of-life treatment of sold products	97,102	118,657	122,030	2,84 %	25,67 %
Scope 3, total		574,691	578,340	589,649	1,96 %	2,60 %
Total emissions, location-based		604,070	605,887	618,102	2,02 %	2,32 %
Total emissions, market-based		603,734	604,905	616,515	1,92 %	2,12 %

* Coal only in FY 2022 | ** This calculation will be performed in the coming financial year

Stored CO₂

Our wood products store carbon and thereby temporarily sequester CO₂. In fiscal year 2025, we traded 1.3 million m³ of wood products. On average, 1 m³ of wood sequesters 1 ton of CO₂, so we estimate that approximately 1.3 million tons of CO₂ are temporarily stored in the wood products we traded in 2025.

E4 Biodiversity and Ecosystems

Sustainable forestry protects forests in the long term by harvesting only as much wood as can regrow while preserving biodiversity. It contributes to climate protection, as forests sequester CO₂ and promote stable ecosystems. It also ensures the economic use of forests for future generations and creates jobs in harmony with nature. To preserve the basic and regulatory services (e.g., oxygen production and climate protection) as well as the provisioning and cultural services (e.g., timber supply and recreation) of forests and their ability to sustain themselves, supporting resource-conserving practices in the forest is particularly important to us.

Impacts, Opportunities, and Risks

Nachhaltige Forstwirtschaft stellt die Grundlage unserer langfristigen Versorgung mit Frischholz und Holzprodukten dar. In vielen Ländern (insbesondere in der EU) sind die Standards für nachhaltige Forstwirtschaft bereits seit Jahrzehnten hoch. In Ländern, in denen das noch nicht der Fall ist, setzen wir auf zertifizierte Produkte. Der Handel mit Holzprodukten aus zertifiziert nachhaltiger Forstwirtschaft, kann einen Beitrag zur Stabilität und natürlichen Regenerationsfähigkeit der Wälder leisten. Zertifizierungen bieten uns die Chance, die nachhaltige Forstbewirtschaftung belegen zu können. Den Wandel weg von Monokulturen zu Mischwäldern sehen wir als Chance, um die langfristige Versorgung mit Frischholz sicherzustellen.

Policies (Guidelines/Principles)

We adhere to the principles of SDG 15 “Life on Land” as well as the guidelines of our supplier management. Certification for wood products plays a particularly important role here. Furthermore, our suppliers commit to our Code of Conduct, which requires environmental standards that exceed legal obligations.

As it is not always possible to purchase certified products, we have developed a comprehensive supply chain management system that ensures legal logging. Illegal practices along the supply chain undermine the sustainable management and development of forests. Our due diligence system is geared toward trading in products free from deforestation and forest degradation in accordance with the upcoming Deforestation Regulation (EUDR). Our supply chain due diligence system thus contributes to promoting the sustainable use of forest resources. This includes, for example, verifying harvesting licenses that are based on forest management plans designed to ensure the long-term use of forests.

The circular economy plays a vital role in forest conservation. By implementing circular economy principles—such as the reuse and recycling of wood products—the demand for fresh wood from forests is reduced. This helps preserve valuable forest stands and the biodiversity associated with them. Promoting compliance with phytosanitary regulations is equally important for forest conservation. This prevents the introduction and spread of pests that can threaten forest stands and biodiversity.

Actions (Measures/Processes)

All certified branches undergo internal audits, and employees receive regular training. In addition, as part of our audit process, the branches are regularly audited by external auditors. Our management system is continuously improved to ensure flawless implementation of the certification rules. Last year, we placed greater emphasis on awareness-raising measures. Customers are also increasingly demanding certified products. The CSR department has rolled out an e-learning program in Austria that highlights the benefits of certification. Knowledge was deepened through follow-up sessions.

We support the implementation of our goals through the following memberships:

Dürrenstein-Lassingtal Wilderness Area

The Dürrenstein-Lassingtal Wilderness Area, together with the Rothwald primeval forest, preserves the largest remaining primeval forest in the Alpine arc. It is an IUCN-recognized protected area of Category Ia + Ib and has been a UNESCO World Natural Heritage Site since 2017. With its natural forests, it is a key component in the effort to permanently safeguard rare ecosystems with their animal, plant, and fungal species.

ARGE Zertifizierung

Arbeitsgemeinschaft Zertifizierung is a working group established by Austropapier which addresses questions related to certifications (FSC® and PEFC) by means of workshops.

GD Holz

Gesamtverband Deutscher Holzhandel e.V. (GD Holz) represents around 800 members of the German timber trading sector and promotes their interests vis-a-vis policy makers, organisations, media and society in general. Members of GD Holz operate in the timber retail, wholesale and exports sectors as well as trading in veneers, logs and sawn timber.

ATIBT

ATIBT acts as a trading association which represents the private tropical forest sector in the Congo Basin and promotes the sustainable, ethical and legal trade of tropical timber as a natural and renewable resource. Tropical timber is of particular importance to the socio-economic development of producing countries.

Certifications

To achieve the goal of sustainable forest management, the FSC® (Forest Stewardship Council®) and PEFC (Programme for the Endorsement of Forest Certification Schemes) have developed certification standards for forest management, trade, and the labeling of certified products. The rules that forest owners and traders must follow are outlined in various FSC and PEFC standards. FSC and PEFC define sustainable forestry not only in terms of ecological aspects but also include social criteria for sustainable forest management in their standards. Both organizations have incorporated the ILO's (International Labour Organization) core labor standards into their standards. This means that certified forests and all companies along the supply chain of certified products must demonstrate annually that they comply with the ILO's labor and human rights requirements. FSC- and PEFC-certified companies also commit to taking the interests of indigenous communities into account and protecting their rights to forests.

FSC Certifications

FSC is an independent, non-profit non-governmental organization. The FSC's goal is to "promote environmentally friendly, socially beneficial, and economically viable forest management." To achieve the goal of sustainable forest management, the FSC has developed comprehensive certification standards for forest management, trade, and the labeling of FSC-certified products. The rules that forest owners and retailers must follow are outlined in the various FSC standards. The JAF Group holds several Chain of Custody Certificates (e.g., FSC 016681), which authorize its certified stores to sell FSC-certified products.

PEFC Certifications

The "Programme for the Endorsement of Forest Certification" (PEFC) is a global organization dedicated to preserving the functions of forests for future generations. Wood products bearing the PEFC seal are verifiably sourced from ecologically, economically, and socially sustainable forestry. To achieve the goal of sustainable forest management, the PEFC has developed comprehensive certification standards for forest management, trade, and the labeling of PEFC-certified products. These certified sites hold a Chain of Custody Certificate (e.g., PEFC/06-31-229), which authorizes them to trade in PEFC-certified goods.

Targets and Metrics

85% of the JAF Group's branches are FSC-certified, and just under half of them are also PEFC-certified. We aim to increase this percentage further. Compliance with these standards is reviewed once a year as part of an external audit. The external audit is conducted by an auditor from an independent certification body. We source over 50% of our products from certified suppliers. Using the WWF Biodiversity Risk Filter, we have assessed whether our sites are located in a Key Biodiversity Area—that is, in regions with biodiversity particularly worthy of protection. The results of this analysis show that none of our sites are located in such a region.

E5 Resource Use and Circular Economy

As a leading timber wholesaler, the JAF Group is directly dependent on the availability and quality of biogenic raw materials. Over 90% of our product portfolio is based on wood, a renewable raw material. Our approach is focused on reducing our dependence on primary raw materials by promoting cascading use throughout the value chain, supporting the closure of material loops, and preventing waste. Another focus is on strengthening durable applications in structural timber construction and high-quality interior design, and on marketing products with a long service life. Circular economy issues are managed by the central sustainability department in coordination with purchasing and warehouse management or logistics. The current focus on promoting the circular economy is on improving the monitoring of material flows and building knowledge about product life cycles. For the 2025 fiscal year, the Bioeconomy section, which was reported separately in previous years, has been integrated into this section. The bioeconomy is a key driver for addressing global challenges while continuing to advance economic development.

Impacts, Opportunities, and Risks

We have identified the following impacts, risks, and opportunities in connection with the topics of resource use and the circular economy:

- The increased use of secondary wood and recycled materials, along with active portfolio management focused on products with a higher proportion of recycled content, reduces the demand for primary raw materials and alleviates pressure on forests, biodiversity, and land use.
- Prioritizing the material use of sawmill by-products increases resource efficiency and the value added from the wood used (cascade utilization).
- High use of primary wood due to low reuse and recycling rates, insufficient circular product design, and shortcomings in due diligence along the supply chain leads to limited raw material availability, rising procurement costs, and regulatory and reputational risks.
- The lack of take-back and reuse systems, as well as non-circular product design—particularly in the case of composite materials that are difficult to separate—reduces the material recycling of wood and wood-based materials and leads to higher incineration rates, as well as additional resource consumption and rising emissions.
- Waste, avoidable packaging materials, insufficient material flow and waste optimization, and a lack of systematic separation of recyclable materials lead to increased resource consumption, additional emissions, and the loss of valuable secondary materials from the economic cycle.

Policies (Guidelines/Principles)

The increased use of secondary wood and recycled materials, along with active portfolio management focused on products with a higher proportion of recycled content, reduces the demand for primary raw materials and alleviates pressure on forests, biodiversity, and land use. Prioritizing the material use of sawmill by-products increases resource efficiency and the value added from the wood used (cascade utilization). High use of primary wood due to low reuse and recycling rates, insufficient circular product design, and shortcomings in due diligence along the supply chain leads to limited raw material availability, rising procurement costs, and regulatory and reputational risks. The lack of take-back and reuse systems, as well as non-circular product design—particularly in the case of composite materials that are difficult to separate—reduces the material recycling of wood and wood-based materials and leads to higher incineration rates, as well as additional resource consumption and rising emissions. Waste, avoidable packaging materials, insufficient material flow and waste optimization, and a lack of systematic separation of recyclable materials lead to increased resource consumption, additional emissions, and the loss of valuable secondary materials from the economic cycle.

Actions (Measures/Processes)

In the area of resource inflow, the expansion of Chain of Custody certification was further advanced. As of the reporting date, 85% of the branches are FSC-certified and just under 50% are PEFC-certified. The policy of purchasing exclusively certified materials, as well as the re-listing of additional products, is being consistently pursued to further increase the proportion of certified materials in the product range.

In parallel, the training offerings for employees on certification standards such as FSC and PEFC were expanded. This is intended to support the implementation of procurement guidelines and strengthen awareness of sustainable forestry, traceability, and material origin. In addition, the JAF Group is continuously working to gradually expand the data basis regarding the durability, reparability, and

recyclability of key product groups. No detailed quantitative data on recyclability is yet available for the 2025 reporting year. Based on a systematic evaluation of the product range, this depth of data will be further expanded in the future.

In the area of waste, the focus in the reporting year was on improving data collection and optimizing waste streams. To this end, improved documentation processes for waste volumes were introduced at Austrian and foreign branches. The goal is the group-wide rollout of a monitoring system that is already established in Austria.

In addition, collaboration with local waste management companies has been intensified, with a particular focus on increasing the return of wood waste to the material cycle. Since organic materials account for 89% of total waste generation, the JAF Group views this as a key lever for strengthening the circular economy. The goal is to recycle wood waste as material whenever possible and to use thermal recycling methods only as a secondary option.

In the reporting year, efforts began to specifically advance the development of circular solutions in timber construction by supporting practice-oriented research projects on the reuse of prefabricated timber components. Furthermore, JAF participates in a working group on the handling of structured digital sustainability data. This data (EPDs) lays the foundation for circular construction.

Targets (Goals) and Metrics (Data)

A circular economy requires a view of the entire value chain in order to design products for circularity and avoid waste. The proportion of recycled materials in our products is to be increased in the long term. With regard to the service life of the products we sell, the JAF Group also aims to promote durable applications with a service life of several decades by focusing on structural timber construction and high-quality interior finishes. Furthermore, customers are to be even better equipped, with our support, to build in a circular manner.

E5 - 4 Resource Inputs	2025
Total volume of resource inflows (in m ³)	1.3 million m ³
Percentage of biological materials (%)	90%

E5 - 5 Resource Outflows - Waste	2025	
	in t	in %
Total waste volume	6,127	100%
Non-recycled waste	1,933	32%
bBiological materials	5,440	89%

E5 - 5 Resource Outflows - Recovery (Material)	2025	
	in t	in %
Non-hazardous waste	4,194	68%
Preparation for reuse	-	-
Recycling	4,194	68%
Other recovery methods	-	-
Hazardous waste	0.4	0.01%
Preparation for reuse	-	-
Recycling	0.4	0.01%
Other recovery methods	-	-

E5 - 5 Resource Outflows - Other Recovery and Disposal	2025	
	in t	in %
Non-hazardous waste	1,928	31%
Incineration with energy recovery	1,886	31%
Incineration without energy recovery	42	1%
Landfilling	-	-
Other recycling methods	-	-
Hazardous waste	4.4	0.07%
Incineration with energy recovery	3.9	0.06%
Incineration without energy recovery	0.5	0.01%
Landfilling	-	-
Other recycling methods	-	-

Company-Specific: Regional Value Creation

We know that our actions have a significant impact on the regions where we operate. We also perceive a growing consumer demand for regional products. Positioning ourselves as a driver of regionality therefore presents significant opportunities for us as the JAF Group, which also align with our mission of regional roots.

Impacts, Opportunities, and Risks

In addition to creating jobs, we can positively influence local economic development by consciously promoting regional value creation. The more regional products we include in our product range, the more we promote short transport routes and traceable value chains in the interest of sustainability. We are thus promoting sustainable forestry in our region. At the same time, we see a growing consumer demand for more regional products. We view potential higher procurement costs and possible supply bottlenecks as risks.

Policies (Guidelines/Principles)

We are guided by the principles of our supplier management, the Code of Conduct, and our wood procurement principles.

Actions (Measures/Processes)

On the one hand, we consistently implement our supplier management processes; on the other hand, the topic of “regional value creation” was part of various training initiatives.

Targets and Metrics

The share of regional products in the JAF product range is to be increased over the next few years. In 2025, 46% of the goods (revenue) we purchased were sourced from the country where the direct supplier is located. The subsidiaries Skanditrä and JAF Global were not included in the calculation due to their differing business models (supply and drop shipping). The range of variation in the calculated 46% procurement rate for regional products is very wide depending on the country. Depending on the availability of wood production companies in the respective country, goods can be sourced regionally. In Austria, the rate is significantly higher. In Slovenia, for example, it is significantly lower. Due to the lack of larger production facilities, products here are primarily sourced from Austria.

Social Reporting Areas

As an international timber trader, we bear responsibility—for people within the company, along the supply chain, and in our regions. We promote training and continuing education, create a safe, healthy work environment, and foster regional value creation. Fair working conditions for employees at our suppliers are also a priority for us. In this way, we aim to help create long-term prospects for people—responsibly, collaboratively, and with an eye toward the future.

We align the implementation of our goals with the SDGs.
Regarding social issues, we specifically pursue these SDGs:

Quality Education The training and professional development of our employees is a top priority for us. That is why we offer a wide range of training opportunities and are constantly expanding them to meet the needs of our employees.	4 QUALITY EDUCATION 	Decent Work and Economic Growth We ensure respect for human rights and are particularly committed to occupational safety and the health of our employees.	8 DECENT WORK AND ECONOMIC GROWTH 
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S1 Workforce within the Company

Training and development opportunities

Impacts, opportunities, and risks

Job satisfaction is of the utmost importance to us as the JAF Group. We are convinced that only by fostering a positive and motivating work environment we can retain skilled workers and managers in our company over the long term. In times of constant change, demographic shifts, and a shortage of skilled workers, we are therefore continuously evolving to meet rising demands. Retaining and attracting skilled workers is a strategic priority and we recognize the value of employee referrals and see them as an opportunity to address the shortage of skilled workers.

Policies (Guidelines and Principles)

Principle of Employee Retention

As the JAF Group, we support our employees and thereby invest in our own future. In doing so, we always reflect on our beginnings as a small Austrian family business where performance and dedication are rewarded and opportunities for personal development are available.

Our goal is not only to find qualified and dedicated employees but also to successfully retain them in our company over the long term. We achieve this, among other things, through our diverse range of training and continuing education programs, our collaborative and respectful work environment, and the proactive involvement of our employees. We strive to give our employees the space to grow successfully with us. Increasing responsibility within their own departments and new areas of responsibility characterize the personal success stories of our employees.

Guidelines on Professional Development, Training, and Career Management

Securing skilled personnel is anchored in the JAF Group's corporate strategy. Training, development, and career management are the central elements for achieving this strategic goal. This policy outlines our company's measures to systematically promote the professional development and skills of our employees, thereby supporting the achievement of our corporate goals. It provides the framework for active and forward-looking career and development management, offers us guidance, yet leaves room for individual adaptation and can be flexibly tailored to our specific requirements.

Through structured measures and transparent processes, we aim not only to support employees in their professional development but also to retain them with the company in the long term. We offer opportunities for professional development to not only enable but also actively promote a lifelong career within the JAF Group.

This systematic development of specialists and managers opens up important opportunities for JAF: it boosts motivation and commitment, enables the early identification of talent, ensures succession planning for key positions, and sustainably strengthens the company's competitiveness through continuous knowledge building.

We provide targeted support to help our employees strengthen their skills in line with their needs and interests. The focus is on both personal and professional development. With targeted support, our employees can realize their full potential and proactively develop their skills as new areas of responsibility emerge.

Recognizing and specifically fostering the talents of the people at JAF is a key component of our training and development initiatives. Through careful succession planning for leadership and key positions, we offer attractive career opportunities. Additionally, we ensure the continuity of our business processes and corporate structures. Historically, leadership positions in our departments have been filled predominantly by internal candidates.

Diversity, Equity, and Inclusion Policy

The JAF Group is committed to creating a work environment that promotes diversity, equality, and inclusion (DEI) and considers these values an essential part of our corporate culture. This policy aligns with our corporate values and is underscored by the principles of our group-wide Code of Conduct (CoC). Living diversity is not only a moral imperative but also a key opportunity for the success and innovative strength of our company. The JAF Group is committed to a discrimination-free work environment across all phases of working life: from recruiting and personal development to promotion and recognition.

The following principles and values form the basis of our DG&I policy:

- Respect and Appreciation: Every person is respected and valued regardless of gender, origin, religion, sexual orientation, age, or disability.
- Equal Opportunity: All employees have equal opportunities for professional development and access to resources and opportunities.
- Inclusion: We create a work environment where every person feels safe and accepted and can fully develop their abilities.
- Transparency and accountability: We provide open communication about our DG&I activities and take responsibility for continuous improvement.

Actions (Measures and Processes)

Needs-Based Training

With our training initiatives, we focus on target-group-specific programs that not only serve to impart knowledge but also promote internal exchange and shared understanding. Training led by internal trainers, the use of digital learning resources, and the digitization of training are becoming increasingly important as part of our internal training initiatives.

JAF Academy Austria – an investment in knowledge and exchange

The JAF Academy is located near the company headquarters in Stockerau: it is an in-house hub for change and interaction. The spacious facility offers space for collaborative learning and knowledge exchange. It is also the ideal venue for internal and cross-border meetings and events.

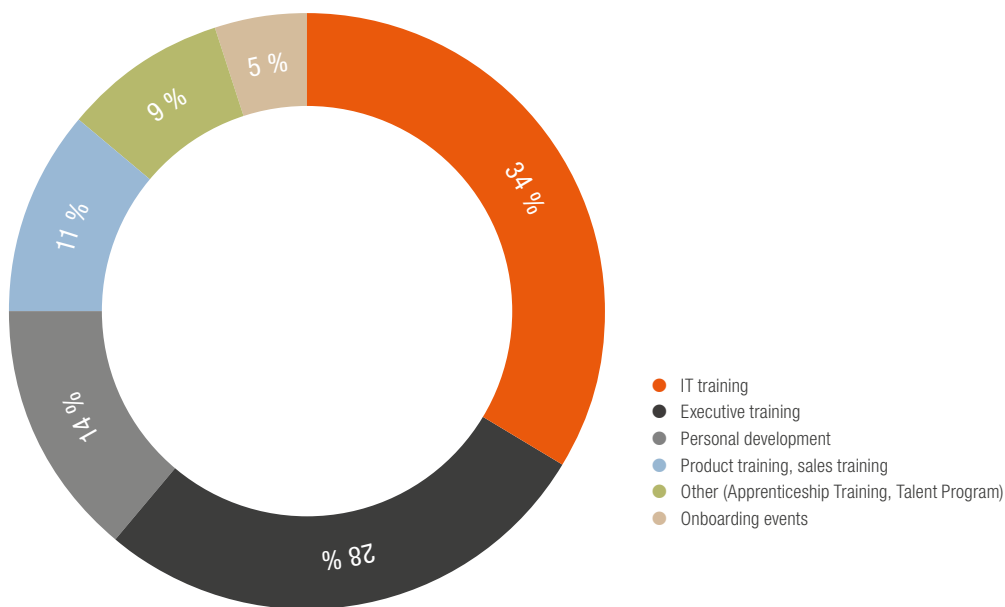
In our training program, which is redesigned annually and open to all employees, we offer a wide range of courses in the form of in-person training, various online formats, or blended learning. The program covers a variety of topics, including leadership, sales, IT, digital skills, negotiation, communication, foreign languages, resilience, time and self-management, logistics, processing services, compliance, and more.

Wood-specific training is conducted in cooperation with the Holztechnikum Kuchl, a renowned training center. We also address employees' individual training requests.

The company's own training academy demonstrates just how deeply continuing education and professional development are embedded in our corporate culture. The professional and personal development of our employees is anchored in the goals of our JAF Academy:

- Learning from one another, growing together
- Optimizing internal knowledge transfer
- Supporting employees in their development
- Pass on JAF values & corporate culture
- Strengthen the company as business activities grow

Key topics in the JAF Academy's 2025 training program (total number of training hours for all participants)



Apprenticeship training as a valuable talent incubator in Austria

Apprenticeship training has a very long tradition at nearly all of our Austrian locations, helping us meet our need for skilled workers. The focus on apprenticeship training remains a key element of our strategy to secure our future needs for skilled workers. Apprentices are trained in three subjects, taking into account our specific technical requirements and processes. In 2025, 20 apprentices were in the apprenticeship program. Individual professional and personal development training measures are just as much a part of the training program as annual events for apprentices and apprenticeship trainers.

In-house trainers promote knowledge transfer in Austria

As part of our training activities, we have increasingly relied on our 13 internal trainers in Austria in recent years. These trainers receive regular training for their roles to stay up to date and further develop their skills. Under the motto "Learning from each other, growing together," they share their expertise and experience in the areas of sales, IT systems, CSR, legal & compliance, logistics, and HR with other employees. These practical training sessions strengthen the internal transfer of know-how.

Leadership Development in Austria

The development of our leaders is a top priority in our professional development strategy and is supported through offerings such as seminars, e-learning courses, potential assessments, and coaching. Through tailored development programs, we ensure that our leadership principles and corporate values are carried forward by our leaders. In 2025, training programs focused on the application of agile methods and strength-based leadership. Another focus of leadership training at all management levels and across all functional areas was the organization of practical workshops on conducting annual appraisal interviews, led by internal trainers.

E-Learning Activities in Austria

Our e-learning platform is a central component of our continuing education initiatives. In addition to offering e-learning courses, we also rely on combining them with in-person sessions in the form of "blended learning." This provides the opportunity to make learning materials available, assess knowledge, and utilize forums for discussion. E-learning has proven particularly effective when training large numbers of employees. The onboarding process for new employees is also optimally supported by mandatory e-learning modules covering corporate knowledge, compliance, IT & processes, and product knowledge. The goal for the coming years is to continuously expand the use of e-learning both in Austria and internationally across our regional organizations. We aim to expand access and the range of learning opportunities, particularly for employees in the warehouse and processing services.

Training Initiative in the Czech Republic

The Czech national organization is implementing extensive training measures to specifically promote the professional and personal development of employees.

One focus was on personal development. A total of 46 employees participated from October 2024 to March 2025. The program spanned five days of in-person training and comprised a total of 1,840 training hours. The goal of this training series was to further develop employees' individual strengths and sustainably enhance their skills in areas such as communication, self-organization, and collaboration.

In addition, a comprehensive foreign language training program for English and German was offered in 2025, which began in 2024 and will continue through 2026. Nine language groups were established for this purpose, with 42 employees participating. The language training will comprise approximately 1,680 training hours by the time the program concludes. This initiative specifically prepares employees for the linguistic demands of their international professional lives.

Talent Management and Succession Planning

We also see ourselves as well-positioned for the future thanks to our sustainable promotion of young talent. In collaboration with leading training institutions for the woodworking industry, we support promising young talent.

Group-wide succession and talent planning is managed in collaboration between executives and human resources departments, enabling the JAF Group to proactively secure key positions and systematically develop internal talent. Through structured handover processes and the targeted development of skills, the JAF Group ensures that knowledge is preserved. The early identification of successors and skill gaps reduces operational risks and prevents declines in performance and quality. In this way, succession planning makes an important contribution to the long-term stability, future viability, and sustainable organizational development of the JAF Group.

Talent Program Austria

A notable example of our talent development efforts is the pilot talent program launched in Austria in April 2025. Fourteen selected employees were given the opportunity to embark on a structured and personalized development journey. The program began with a comprehensive potential analysis to assess their current skills, which serves as the foundation for their future learning path.

The approximately 18-month program combines the core elements of modern, future-oriented learning:

- Training modules on topics relevant to both professional and personal development
- Mentoring by experienced managers from various business units
- Job rotation at other JAF Group locations to broaden perspectives and deepen understanding of other business areas
- Informal discussions with senior management that provide strategic insights and give participants direct access to decision-makers
- Peer group learning to foster collegial exchange, networking, and collaborative learning

This holistic approach enables participants to develop their skills in a targeted manner and prepare for future challenges.

Initial support through targeted onboarding

An important step in getting to know the company is the JAF onboarding event, which takes place every year in Austria, the Czech Republic, and Slovakia. Here, new employees gain valuable insight into the structure and culture of our national and global retail organization through interactive presentations, facility tours, and group activities. Networking is also a key focus of this event: participants get to know a wide range of new colleagues across different branches—connections that make the start much smoother in the long run.

Employee Referral Program

In 2025, 13% of open positions at the JAF Group were filled by candidates recommended by our employees. This approach has proven successful, as our employees have demonstrated a keen eye for identifying potential new colleagues, and potential candidates have also been informally convinced of our qualities as an employer. We therefore view increasing the referral rate as an effective means of addressing the shortage of skilled workers. We counter the risks arising from employee turnover—such as loss of expertise, reduced work quality, or declining customer satisfaction—with sustainable measures to retain employees.

Strategic Initiative – Conducting Annual Appraisal Interviews

JAF promotes an open feedback culture in which employees regularly give and receive constructive feedback. Since 2025, there has been a strategic focus on conducting annual appraisal interviews with all employees. In addition to ongoing professional dialogue and ad hoc feedback discussions between managers and employees, a structured appraisal interview is scheduled once a year. This covers topics such as goal setting, performance evaluation, strengths and areas for development, collaboration, professional development, and career opportunities. The results of these reviews form the basis for planning professional development and growth initiatives. The appraisal interview is a key tool of performance management, and the process is supported by the Human Resources department.

Appraisal Interviews at JAF Austria

From the end of 2024 to the beginning of 2025, a comprehensive training initiative for managers was organized in Austria to optimally prepare them for conducting professional and effective appraisal interviews. A total of 56 managers took part in the interactive and practical workshops, which were led by in-house trainers. The training sessions combined theoretical principles with practical tools and provided a concise overview of the appraisal interview process and documentation. In addition, participants received specific tips on how to conduct clear, respectful conversations. The exchange of experiences, examples from everyday management, and open discussions were a particular focus. These workshops helped create a shared understanding of the objectives and procedures of the appraisal interview while also fostering dialogue on effective communication, a culture of feedback, and leadership skills. In addition, two new offerings were added to the JAF Academy's course program: a workshop for managers and a workshop for employees to support the statewide introduction of structured appraisal interviews.

Effective Idea Management

We recognize that our employees are experts in their fields and that significant potential can be unlocked through their proactive involvement in shaping their work environment. Under the name “IdeasBox,” JAF therefore brings together idea management initiatives that give all employees the opportunity to contribute to the development of our company. In Stockerau, a team of employees from various departments, in coordination with JAF management, organizes the collection and selection of suitable ideas for innovations and improvements within our company, as well as their implementation in collaboration with the relevant departments.

International Idea Search

With the first international “Idea Search,” JAF established the “IdeasBox” internationally in nearly all JAF countries in 2022. On a case-by-case basis, as part of the “Idea Search,” senior management poses a question regarding current company-specific challenges to the international JAF workforce. Employees are invited to share their perspectives to find multi-perspective answers to the question. The best suggestions are rewarded.

In the spring of 2025, the “Idea Search” question focused on how artificial intelligence could be used to improve work processes at JAF. The ideas submitted by employees not only serve as inspiration but are also incorporated as relevant components into the strategic development of our work processes.

Furthermore, in Austria alone in 2025, 49 ideas were submitted that contribute to the further development of our company even beyond specific questions.

Group-wide Employee Survey

For us, further development concerns not only our employees but also us as the JAF Group. That is why we regularly assess our employees' satisfaction and conduct group-wide surveys. This survey gives all employees the opportunity to share their opinions and make an active contribution to the company's development. We use the resulting employee feedback as a benchmark for reviewing and, if necessary, readjusting the measures we have implemented.

The sentiment from the most recent employee survey conducted in 2023 (participation rate: 71%) showed a very positive picture:

The employee satisfaction index for the JAF Group, which is based on three key questions (“All in all, this is a very good place to work.” / “I can imagine still working here in five years.” / “I am confident that our location will continue to be successful in the future.”) stands at 84% for the JAF Group. This high figure shows that the vast majority of employees perceive their workplace as very good, stable, and future-proof, and wish to remain with our company in the long term.

Diversity Charter

By signing the “Diversity Charter” of the Austrian Federal Economic Chamber, we commit to valuing all those who interact with us—regardless of gender, skin color, nationality, ethnic origin, religion or worldview, disability, age, sexual orientation, and identity. We view the demand for diverse potential within our team as a great opportunity and fulfill our responsibility as an active member of society.

As a responsible organization, JAF is committed to strengthening inclusion and creating conditions that enable equal communication and collaboration for all. One specific initiative is a sign language crash course for 21 employees at one location in 2025, designed to provide basic knowledge for better communication with deaf people. Key topics covered included respectful interaction with deaf people, the basics of Austrian Sign Language, and the finger alphabet. The course helps break down barriers and facilitates understanding in shared work and everyday environments.

Targets (Goals) and Metrics (Data)

Skill Development

Our goal is to provide a robust professional development program that further enhances our appeal as an employer. The fact that JAF employees can develop their professional and personal skills not only significantly boosts motivation but also increases productivity. In 2025, the international average was 10.9 training hours per employee. These training hours include both in-person training and digital learning formats. They encompass training programs organized for different employee groups as well as individual training sessions tailored to the needs and skills of individual employees.

10,9 Training hours per employee

1.793 E-learning hours in Austria

Our goal is to retain talent within the company over the long term and prepare them specifically for future key roles. In doing so, we make an important contribution to robust, sustainable succession planning while simultaneously strengthening the future viability of our organization. The combination of individual development, structured learning opportunities, and practical experience plays a key role in further developing a learning-oriented and resilient corporate culture. We have always pursued the goal of filling the majority of leadership positions in our business units with internal candidates.

51 % of new leadership positions were filled internally

Annual Appraisal Interviews

We pursue the strategic goal of ensuring that at least 80% of our employees participate in a structured appraisal interviews annually. This strengthens our feedback and development culture and creates a transparent foundation for individual development, skill enhancement, and long-term employee retention.

In 2025, annual appraisal interviews were conducted with 57% of all employees. The percentage of employees who received a review varies significantly among JAF's national organizations. We are placing particular emphasis on increasing the number of appraisal interviews in countries with low participation rates and on raising the rate among blue-collar workers in particular.

57 % of all employees had an annual appraisal interview

Awards

Through awards and seals of approval, we aim to ensure that our principles and initiatives are not only embedded internally but also recognized and acknowledged by external institutions. We view external recognition as a visible expression and independent confirmation of our strategic direction, our values, and the effectiveness of our HR policies.

“We Are Inclusive” 2023–2025 (JAF Kramsach)

JAF Kramsach is one of 30 Tyrolean companies that were awarded the “We Are Inclusive” seal of approval by the Ministry of Social Affairs in March 2023. The seal is awarded to exemplary companies that offer career opportunities to people with disabilities.

“Kununu Top Company“ 2025

The Top Company seal is awarded to companies that have received particularly high ratings on the employer review portal “kununu”. These ratings are based on feedback from both employees and job applicants.

“Leading Employer Austria” 2025

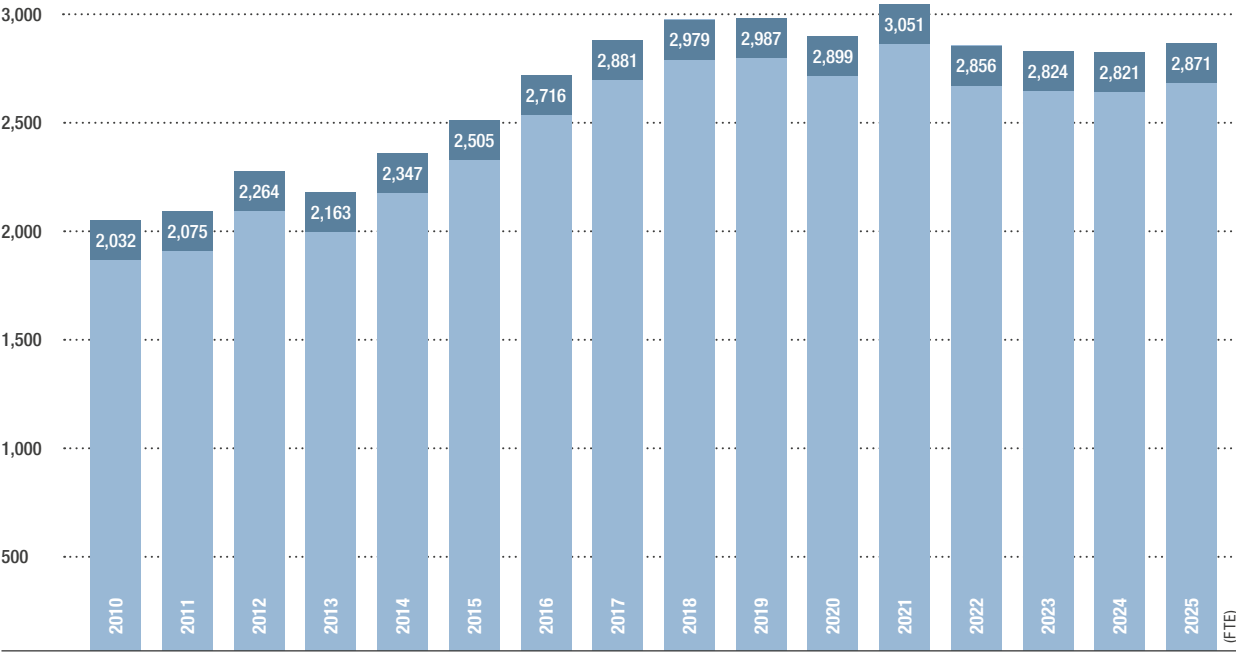
According to the LEADING EMPLOYERS Study 2025, JAF ranks among the top 1 percent of the best employers in Austria. The study is a “meta-study” that evaluates a wide variety of sources, audits, review portals, benchmarks, satisfaction scores, and employee benefits. This holistic approach provides greater insight than individual studies.

Diversity that unites

People at JAF are characterized by great diversity. We aim to promote diversity that is reflected in personal competencies, a balanced mix of generations, and the international composition of our workforce, thereby giving our company decisive advantages. At the same time, diversity is a clear success factor for us, as it enhances our ability to respond to changing market conditions, attract talent, and remain future-proof as an internationally active company.

Employees

Wood is our world—and our employees, who are the roots of our success, embody this. As an attractive employer, we therefore support their personal growth. In doing so, the JAF Group always takes responsibility for the region in which it operates. And not just on paper: in Austria alone, we provide a secure job for around 900 people. Internationally, the JAF Group employs a total of around 3,000 people who drive the company forward with their daily dedication and unique expertise.



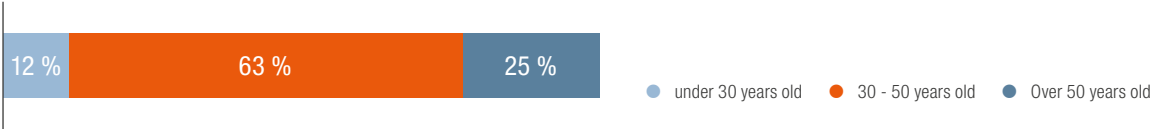
Age distribution

The demographics of our workforce reflect a healthy corporate profile. Thanks to our long history as a stable family-owned business, we can rely on employees who have been with us for many years. Combined with the external experience brought by new employees, this creates an optimal mix in our day-to-day operations. We consistently monitor our succession planning for key positions as well as our talent management to pass on our wealth of experience and to develop and promote talent.

In the reporting year 2025, the structure of our workforce was as follows:

- Average **age: 43**
- **10 years** average length of service
- **38%** of employees have been with JAF for 10 years or longer
- **37** different nationalities work on the JAF team

Age distribution

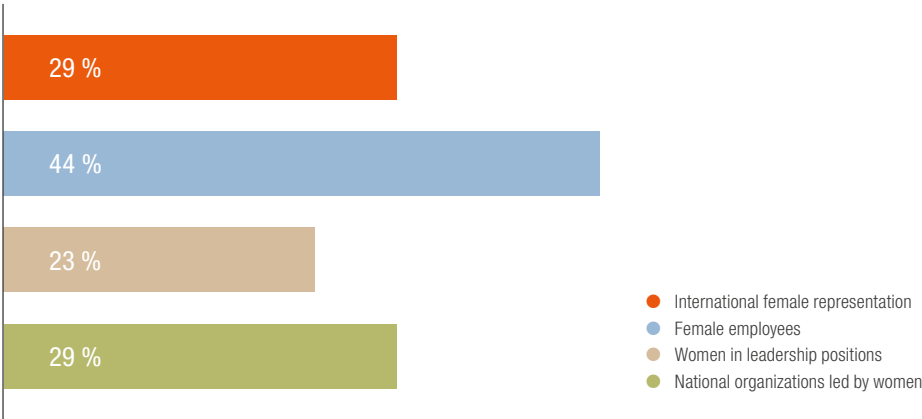


Gender distribution

29% of our JAF regional organizations are led by women in 2025. In the traditionally male-dominated wood industry, this figure represents a very positive foundation for development. The international female representation of just under 30% is reflected in the proportion of women in leadership roles, which stands at 23%. Among white-collar workers, we are close to a fully balanced gender ratio with a 44% share of women.

In the area of blue-collar positions, the proportion of women is very low due to the predominance of roles in warehousing and processing services. However, we are increasingly employing more women in these areas internationally.

Gender Distribution



Workers and employees

The ratio of blue-collar workers to white-collar workers is 41% to 59%.

Distribution of blue-collar workers and white-collar workers



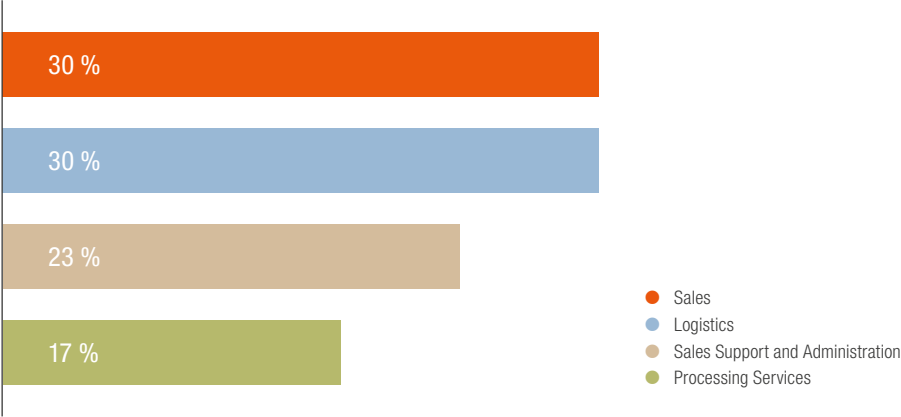
The 6% part-time rate is largely dominated by the relatively high number of part-time workers in Austria.

Distribution of part-time and full-time work



60% of our employees work directly in customer service and delivery—including internal and field sales, as well as warehouse and transportation logistics. Processing services, which handle everything from cutting and edging to CNC machining and the production of finished furniture components, employ 17% of our staff. Functions supporting our core business—such as purchasing, product management, accounting, controlling, marketing, IT, human resources, etc.—employ 23% of our staff.

Breakdown by Department



In 2025, the JAF Group recorded a total employee turnover rate of 16.3%. The primary focus on reducing turnover lies in the group-wide collection and analysis of reasons for termination from both the employer and employee sides, as well as in reducing turnover of blue-collar workers through appropriate measures during the onboarding phase of new employees.

Occupational Safety and Health

Impacts, Opportunities, and Risks

Negative impacts can arise from workplace accidents. This is countered by a wide range of preventive measures as well as comprehensive occupational safety training. In addition, a psychological counseling service is offered in Austria.

Policies (Guidelines and Principles)

Employee Protection

As a responsible employer, it is our fundamental commitment to provide our employees with a healthy and safe work environment. Given the nature of our business as a wood wholesaler, the greatest risks lie in the areas of logistics and processing services. Therefore, we strive to mitigate these hazards and risks through safety training, regular refresher courses, and safety instructions.

After all, only effective employee protection guarantees a safe work environment and smooth workflows. In the area of health protection, we rely on appropriate assessments, information, and preventive programs with both internal and external offerings. Accordingly, the topic of workplace safety is also enshrined in our Code of Conduct.

Workplace Health Promotion

It is our policy to systematically create health-promoting working conditions, to strengthen the physical and mental health of our employees, and to permanently integrate and expand health promotion within the workplace. Health promotion is based on a holistic preventive approach that goes beyond minimum legal requirements and takes into account both site-specific and individual needs.

Health promotion measures are implemented through structured collaboration between occupational medicine, safety officers, human resources departments, and managers. This results in sustainable, effective measures that contribute to the long-term health, motivation, and performance of all employees.

Actions (Measures and Processes)

Targeted management system for occupational safety and health protection

The JAF handbook "Organization of Employee Protection" sets forth applicable guidelines on the subject of employee protection and serves as the foundation for the company's internal occupational safety management system. The manual has been fundamentally revised as of 2025 and serves as the foundation for the JAF safety standard. As a guide for occupational safety and health protection, the manual is designed for efficient implementation in key areas and includes practical examples to enhance usability. Due to legal requirements and operational guidelines, the training materials, operating instructions, forms, protocols, checklists, and directories derived from the manual are continuously updated. Additionally, the administration of all locations has been gradually digitized over the years and can now be centrally managed and supported.

Implementation of the internal management system

The internal management system for occupational safety and health protection has been implemented at all locations in Austria. At locations outside Austria, standards are defined in collaboration with external consulting firms to account for local challenges and guidelines.

Occupational Health Services

The integration of medical expertise in ensuring a safe workplace is a key prerequisite for continuous improvement. Occupational health care in Austria is provided, depending on the location, by occupational physicians or by external occupational health centers. This expertise is also intended to ensure compliance with all legal requirements regarding health and safety in the workplace.

Ongoing Evaluation and Improvement

Our measures and activities are designed to minimize work-related health risks and ensure a safe work environment. In Austria, this includes workplace inspections and risk assessments, as well as employee health examinations to identify potential work-related health issues at an early stage. Furthermore, we provide counseling and training on various health topics as well as ergonomic workplace adjustments to prevent injuries and health problems. Evaluation results and other safety- and health-related findings are incorporated into training materials and work processes. These measures also enable the continuous development and improvement of our occupational health and safety practices.

Occupational safety training for employees

In Austria, the “Basic Safety Training” serves as the foundation for all training materials related to occupational safety and health. At each location, the Basic Safety Training is supplemented by local evacuation procedures and additional information tailored to the specific branch. For all new employees in Austria, the Basic Safety Training is a mandatory e-learning module.

Risk Mitigation for External Visitors

To ensure the safety of external visitors on our premises, an information sheet entitled “Hazards and Behavioral Guidelines,” which is distributed when working with external companies.

Target-group-specific training and instruction

Specialized training and briefings are conducted on a site-specific basis using locally developed materials. The JAF standard templates (e.g., rack safety protocols, checklists, work permits) as well as informational brochures on key topics are available throughout Austria. New locations or workstations in Austria are evaluated by an internal or external safety specialist and checked for compliance with the JAF safety standard.

Occupational health and safety for all employees

In addition to e-learning courses, the intranet—which features a dedicated “Workplace Safety” section—serves as a point of contact and information hub for all employees regarding occupational safety and health protection in Austria.

Personal support and consultation provided by prevention officers or specialized firms also cover the following areas:

- Occupational safety inspections, including evaluation reports
- Fire safety inspections
- Occupational health evaluations, support, and voluntary additional services

In addition, we regularly provide further training to key personnel in our company on important safety-related topics:

- Fire safety personnel (fire safety officers, fire safety supervisors, firefighting assistants, evacuation personnel)
- First aid responders
- Truck drivers (load securing, first aid, health maintenance, accident prevention, and much more) as an in-depth extension of professional driver training
- Safety representatives

Health promotion

Making a difference together

Through regular exercise programs such as running training or yoga classes, our employees can not only improve their physical fitness and reduce the risk of illness, but also enhance their overall well-being. At the same time, these sports programs are a great way to foster JAF team spirit. Especially at running events for which we provide running wear for the participants and cover the entry fees, this team spirit really shines through. In 2025, for example, the JAF Group once again took part in the international running event “Wings for Life,” which fosters a sense of cross-border community by bringing people together to run for a good cause.

Health Promotion in Austria

As the country with the largest number of employees, the health promotion offerings in our home country of Austria are particularly well-developed and serve as a best-practice model for our other JAF countries. Our goal is to further expand the location-specific range of health promotion initiatives based on the local needs of our employees. Through various initiatives, we promote the physical and mental health of our employees. In addition to local regulations ensuring a healthy workplace, we offer health promotion measures in Austria, depending on the location. For example, we provide medical check-ups depending on the location.

Needs-based offerings

Through initiatives promoting healthy eating (lectures, fresh fruit, discounted balanced lunches, etc.), we aim to raise awareness of healthy lifestyles. Ergonomic workplace design in the office (e.g., through height-adjustable desks and office chairs) is intended to reduce physical strain and prevent poor posture. Through measures for workplace reintegration management, we support a successful return to work following illness. Free vaccination campaigns are organized in cooperation with occupational health services and external agencies.

Attractive Company Bike Initiative

Through direct feedback and ideas submitted via our “IdeasBox” idea management tool, we recognized our employees’ strong interest in company bicycles. In May 2023, we therefore launched an attractive bike leasing program in Austria. This benefit has proven very popular. Our employees can choose from a wide range of high-quality “company bicycles” and lease them under attractive terms.

The company bicycle initiative offers several advantages: Cycling, whether for work or leisure, promotes health and is also an environmentally friendly mode of transportation. In 2025, 145 employees across Austria took advantage of the offer.

Group Accident Insurance

JAF has taken out voluntary accident insurance in Austria for long-term employees with at least 5 years of service. Through this flexible insurance model, rehabilitation costs as well as disability and death benefits are covered up to a certain amount, depending on the length of service. The insurance covers both work-related and non-work-related accidents in accordance with the insurance terms and conditions.

Psychological Counseling Service

Since 2023, an external psychological counseling service (EAP – Employee Assistance Program) has been available to our employees in Austria. The service provides counseling on all professional, health, and personal matters. Close family members may also take advantage of this service.

The counseling services on personal matters, mental health, work, and career are free of charge for all employees and their immediate family members, 100% anonymous, and confidential. Counseling sessions take place online, by phone, via chat, and in person throughout Austria thanks to a dense network of counselors. In 2025, 85 counseling hours were utilized.

Our managers also have access to executive coaching, which supports them in the diverse and demanding situations of everyday leadership. Additionally, employees have access to a “Wellbeing” platform. This is an online platform with a wide range of content (videos, courses, articles, podcasts, etc.) designed to promote physical and mental health.

Award

Our commitment to workplace health promotion was confirmed by our application for and award of the Workplace Health Promotion Seal of Quality from the Austrian Health Insurance Fund. The seal is valid for the period 2025–2027 and serves as visible proof of high-quality, structured, and sustainable workplace health promotion at JAF Austria. The measures implemented as part of the seal of approval process meet the quality criteria of the Austrian Network for Workplace Health Promotion and range from occupational health screening services to measures for ergonomic workplace design and a wide variety of exercise and prevention programs. Employees are involved in the development of these measures (IdeasBox, surveys) and are kept informed about workplace health promotion activities through internal communication.

Targets (Goals) and Metrics (Data)

JAF Management System

The following requirements and objectives form the binding framework for the structured and effective implementation of the JAF management system:

- Ensuring a safe work environment for our employees
- Facilitating compliance with legal requirements
- Efficient and practical administration for those responsible
- Identifying opportunities for improvement with the goal of enhancing value creation for employers and employees
- Promoting internal knowledge sharing and learning (best practices) with the goal of continuous improvement across the group

Health Protection and Promotion

We are consistently working to implement the following objectives in order to sustainably strengthen health protection and promotion, minimize risks at an early stage, and ensure a safe, health-oriented work environment for all employees:

- Implementation of a preventive approach based on a comprehensive safety culture, continuous awareness-raising, and clearly defined protective measures
- Permanent integration of workplace health promotion into structures, processes, and corporate culture
- Improving the quality of working conditions through continuous evaluation and further development of measures
- Strengthening employees' health literacy, well-being, and ability to work

Work-related injuries

Our goal is to create a work environment in which serious workplace accidents are completely prevented. Workplace accidents are recorded and documented in accordance with the legal requirements of each JAF country. In 2025, 61 reportable work-related injuries were recorded within the JAF Group. The most common injuries were recorded in warehousing and processing services (cuts, injuries related to loading, unloading, and the use of trucks or forklifts). One of the workplace accidents resulted in serious consequences. The incident was analyzed and taken into account in the context of further steps to strengthen workplace safety.

S2 Workforce in the Value Chain

As an internationally active timber merchant, we place great importance on the social aspects of our value chain and are aware of the significance of our trade for the workforce in upstream companies. Our value chain encompasses every step, from logging to sawmills and manufacturers, all the way through to the delivery of finished products to our customers. In the forestry sector, forest workers and foresters are responsible for felling trees and managing forests sustainably; in this context, the hazards associated with logging are particularly relevant as a potential negative impact. For workers in sawmills and production facilities (e.g., for panels or plywood), exposure to dust and pollutants can pose a health risk, which can potentially lead to workforce absences. We source the majority of our goods from the European Union, thereby actively contributing to

the strengthening of regional value creation. By supporting local suppliers, we promote sustainable economic structures and job creation.

Policies (Guidelines/Principles)

We pursue the goals of SDG 8, “Decent Work and Economic Growth,” and are committed to the ten principles of the UN Global Compact. Our fundamental stance on human and labor rights is further articulated in our Code of Conduct for Business Partners: Through this code, our suppliers commit to complying with applicable legal regulations and to regularly reviewing the human rights and working conditions of their employees and throughout the entire value chain. Over 50% of our products are sourced as certified goods (FSC® or PEFC) and thus from suppliers who, through their certification, confirm compliance with the core labor standards of the International Labor Organization (ILO).

Furthermore, we align our due diligence processes with regulatory requirements and operate within the framework of the EUTR (EU Timber Regulation) and, starting in 2026, within the due diligence system of the EUDR (EU Deforestation Regulation), which will impose strict requirements from 2026 onward to ensure that products do not contribute to deforestation and that human rights are respected throughout the entire supply chain.

Actions (Measures/Processes)

To ensure our standards are met, we operate a comprehensive and regular supplier management system, including screening, which involves checking for human rights violations and compliance with occupational safety standards. We monitor suppliers from high-risk countries and third countries particularly strictly and, accordingly, more frequently. Additionally, for supplies from high-risk countries, we aim to implement further risk mitigation measures such as certifications or supplier audits to minimize the risk of human rights violations. During supplier visits, we document measures, guidelines, and programs for human rights compliance in a visit report.

Under the EUTR and, starting in 2027, within the EUDR's due diligence system, we subject our suppliers and their upstream suppliers to additional media monitoring, which helps us identify potential human rights violations at an early stage and take appropriate action.

Our focus on human rights and labor rights was further strengthened by our participation in the Global Compact's Business and Human Rights Accelerator 2025, a six-month program designed to help companies address and improve their human rights due diligence. To further ensure that our suppliers adhere to the highest standards regarding human rights and working conditions, we are also developing a comprehensive questionnaire that collects information on human rights compliance, safe and fair working conditions, and occupational safety measures.

Targets and Metrics

Our measures aim to ensure compliance with high standards regarding human rights, working conditions, and occupational safety in the upstream value chain and to minimize the risk of human rights violations—particularly for supplies from high-risk countries.

Starting in 2027, it is also our goal to effectively implement the requirements enshrined in the EUDR's due diligence system throughout the supply chain, ensuring that the standards regarding deforestation-free practices and respect for human rights are met along the entire supply chain.

Since reporting on this topic in 2024, no serious human rights violations have been reported to us. This also applies to the 2025 fiscal year.

Governance Reporting Area

Corporate governance, on the one hand, stands for compliance with and adherence to legal regulations and is intended to ensure that every company behaves correctly and appropriately in accordance with legal requirements. On the other hand, corporate governance also stands for the implementation of internal company guidelines and requirements to ensure trustworthy, organized, and successful corporate management.

We align the implementation of our goals with the SDGs.
In the area of governance, we specifically pursue this SDG:

Peace, Justice, and Strong Institutions We invest in training and professional development to address important issues such as corruption prevention and data protection.	
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G1 Corporate Governance

Corporate Culture

As the JAF Group, we stand for sound and proper corporate governance as well as for conducting ourselves in a proper and trustworthy manner in the free market. We are committed, without exception, to compliance with laws, norms, and standards, as well as to transparent and proper corporate governance. Based on this clear commitment, corresponding corporate governance principles have been implemented internally, which must be adhered to by all stakeholders.

These principles are particularly linked to transparency, control, and risk management and are intended to ensure the appropriate handling of risks, efficiency, and the improvement of work processes and structures while upholding ethical principles. The corporate governance practiced within the JAF Group strengthens the trust of employees, customers, business partners, and the public and forms the foundation for long-term and sustainable business operations.

In addition, internal regulations and guidelines tailored to the company's specific needs were developed and implemented. These voluntary self-regulatory measures ensure compliance with and oversight of corporate guidelines, promote transparency, and contribute to improving the quality of collaboration between management bodies and employees, as well as to sustainable value creation. Transparent and respectful communication, appropriate risk and control mechanisms, and clearly defined roles and responsibilities have proven to be essential best practices in this regard. The JAF Group sets high ethical standards for itself and promotes integrity and responsible conduct to ensure proper and flawless value creation.

Impact, Opportunities, and Risks

The process-related and legal implementations at JAF serve to ensure uniform compliance standards across the Group in accordance with legal requirements. In data protection, this requires transparent and traceable work processes as well as active collaboration with the relevant departments to meet GDPR requirements.

A central priority for JAF is to avoid risks through consistent training and controls. Monitoring and compliance with EU-wide and international regulations are essential prerequisites for operating in compliance with the rules and long-term safeguarding of the JAF Group's good reputation. Antitrust training and internal guidelines are designed to prevent the unauthorized exchange of information.

Integrity is firmly anchored in the corporate culture. The whistleblower system enables the early detection of internal misconduct but carries the risk of irrelevant reports. Additional communication measures are planned to better reach employees without computer workstations.

Policies (Guidelines and Principles)

Corporate Ethics & Compliance – Core Principles and Values

Responsible and legally compliant behavior has always been a key pillar of our corporate culture and thus of our success story. In our corporate values, we are committed to quality, joy, respect, growth, and nature. These values are also reflected in our compliance practices.

This compliance-oriented approach has always been—and will continue to be—our guarantee for maintaining the strong reputation JAF has built over more than 75 years.

At the heart of our compliance practices is our Group-wide Code of Conduct (CoC). In it, we commit to acting in accordance with the law and our internal guidelines. We aim to protect free competition, prevent corruption and money laundering, and we are committed to protecting personal data and ensuring fair working conditions. The concerns of our employees are of utmost importance to us, and we have always promoted open communication and transparency internally, while actively committing to whistleblower protection. As a global company, compliance with trade sanctions, as well as environmental and human rights, are of paramount importance to us.

In designing and further developing our internal guidelines, we also align ourselves with the principles of the United Nations Sustainable Development Goal (SDG) 16, which aims to build peaceful and inclusive societies, ensure access to justice, and foster strong, accountable, and transparent institutions.

Guidelines & Regulatory Frameworks

The compliance regulations are now available in the local languages of the JAF Group. Likewise, the compliance guidelines related to the Code of Conduct (anti-corruption, antitrust law, money laundering, and artificial intelligence) are available in the local languages.

As an appendix to the Code of Conduct, the internal “Antitrust Law” guideline specifies the resulting obligations and requirements in day-to-day business transactions. An anti-corruption guideline was adopted and implemented in 2015 as an appendix to the Code of Conduct.

Since 2018, JAF has had a privacy policy in place that complies with the EU General Data Protection Regulation (GDPR).

In 2022, the internal anti-money laundering policy was rolled out across the group. In addition, an internal whistleblower policy provides guidance on access and the reporting process for potential whistleblowers.

Since we also expect and require our suppliers to adhere to our compliance standards, we have introduced a Code of Conduct for business partners.

Actions (Measures and Processes)

Establishment & Management of the Compliance System

Work on establishing a structured compliance system began as early as 2012. The compliance system has been continuously expanded to include new topics and aspects; in doing so, the JAF Group follows a risk-based approach.

Central management of compliance issues is handled by headquarters, though there are additional compliance officers in JAF countries. Group-wide information exchange with headquarters takes place regularly as well as on an ad hoc basis.

With regard to our business partners, the Code of Conduct is implemented in the central supplier onboarding process and during annual supplier meetings at corporate headquarters.

Memberships

Through these two memberships, we support the implementation of our governance goals.

Global Compact

The United Nations Global Compact is the world's largest and most important initiative for responsible business conduct. Its goal is to make globalization more socially and environmentally responsible. The Global Compact Network Austria supports companies and organizations in aligning their strategies and activities with the sustainability goals and vision of the UN Global Compact. JAF joined the Global Compact Network in April 2024.

respACT

respACT – Austrian Business Council for Sustainable Development – is Austria's leading corporate platform for Corporate Social Responsibility (CSR) and sustainable development. The association supports its current membership of over 400 companies in achieving environmental and social goals in an economically viable and self-directed manner.

Training & Awareness

Across Austria, compliance is closely integrated into the onboarding of new employees, ensuring that every new employee receives tailored compliance training as part of the onboarding process. Since early 2021, we have also been using EU-mandated compliance e-learning modules.

Existing employees must continuously complete tailored compliance training courses adapted to their specific areas of responsibility. Employees receive regular and ongoing training on topics such as compliance, anti-corruption, antitrust law, money laundering, data protection, and information security, tailored to their specific roles.

In addition, in-person and online training sessions on a wide variety of compliance topics are conducted as needed.

Voluntary Commitments

Through the training provided during onboarding, new employees commit to adhering to compliance guidelines right from the start of their employment with the JAF Group. Furthermore, executives at the senior and middle to comply with and communicate compliance regulations to their employees.

Antitrust Law

All managers throughout the JAF Group, as well as selected groups of sales employees, are required to complete e-learning training on the fundamentals of antitrust law. Managers are obligated to communicate relevant content to their employees.

Data Protection

Since 2021, employees have also been made aware of data protection issues through mandatory group-wide e-learning. A privacy policy for employees specifically addresses this concern.

Export Controls & Sanctions

In accordance with internal guidelines, business partners are reviewed at headquarters on a regular basis and as needed. JAF employees are also informed group-wide about the most important international developments.

Anti-Corruption

Since 2021, an e-learning course on anti-corruption has been conducted within the JAF Group. There are also strict regulations and value limits regarding donations and sponsorship in the rules of procedure and internal guidelines. A whistleblower system, which is available on the JAF websites, rounds out the anti-corruption measures.

Anti-Money Laundering

Regarding money laundering, there is a money laundering policy as well as an e-learning course; consequently, all accounting staff and our managers have been trained on the topic of money laundering via the e-learning course.

Whistleblower Protection

Since 2022, the JAF Group has had a whistleblower form in place for reporting misconduct. The form also allows for anonymous reports. Reports are addressed as soon as possible. Employees have been specifically informed via email and through the intranet about the whistleblower form.

Targets (Goals) and Metrics (Data)

Compliance Objectives & Impact

At JAF, it is a central priority to prevent any risks through consistent training and controls.

All technical and legal implementations and internal processes at JAF serve to establish and uphold the same compliance standards across all JAF countries and to expand them in accordance with legal requirements.

Through the training provided during onboarding and the exchange of information that takes place therein, the importance and necessity of adhering to the JAF Group's compliance requirements are conveyed to all new employees.

Our goal is to train all managers and all relevant sales staff in purchasing and sales in antitrust law in accordance with their roles.

Compliance with laws and regulations in the social and economic spheres is a matter of course for the JAF Group. Consequently, no serious regulatory or judicial interventions, proceedings, or similar actions have been recorded in the past.

Thanks to our internal measures and our commitment to fostering trust-based, transparent, and open communication at JAF, corruption can be largely ruled out. As a result, no corruption-related proceedings were recorded in 2025. Nor were any fines imposed for alleged violations of this nature.

Every new employee commits to the Code of Conduct upon joining the company.

Likewise, it is our goal to achieve a 100% completion rate by 2030 for the e-learning courses on "Compliance – Basics" and "Corruption – Basics," based on our 2-year rollout model, both in Austria and in the JAF countries.

With regard to our 2-year rollout model and the employees scheduled for 2025, we project a completion rate of 91% for the "Compliance – Basics" course and a completion rate of 90% for the "Corruption – Basics" course in the JAF countries by 2025.

In Austria, a completion rate of 91% was achieved for the topic "Compliance – Basics" and a completion rate of 91% for the topic "Corruption – Basics."

Due to existing internal measures, neither corruption nor money laundering was detected in 2025.

Prevention & Risk Mitigation

In addition, training and internal guidelines regarding antitrust law—for example, at industry events—are intended to prevent the risk of improper exchange of information.

With our corresponding internal measures and the promotion of trustworthy, transparent, and open communication at JAF, corruption can be largely ruled out.

Whistleblower System – Opportunities & Further Development

JAF's own whistleblower system is an opportunity to uncover and eliminate internal misconduct before it leads to negative consequences. Further communication measures are planned for the future to better reach employees who do not have access to a computer workstation.

Supplier Management

The trade in wood and wood-based materials forms the core business of the JAF Group. Therefore, the careful selection of our suppliers is a key success factor. Our supplier management follows a clearly defined process that ensures long-term partnerships, quality assurance, and sustainability.

Impact, Opportunities, and Risks

Long-term supplier relationships are essential to our business model. They influence not only the quality of our products but also the stability and sustainability of our supply chain. Close collaboration with our suppliers strengthens our bond, optimizes processes, and ensures consistent product quality. This promotes transparency and strengthens our customers' trust.

Policies (Guidelines/Principles)

A clear framework for action is defined by our internal and external policies. Our Code of Conduct for Business Partners sets binding standards in the areas of human rights, environmental and social responsibility, and corporate ethics. This is supplemented by a specific procurement guideline that governs, in particular, the sustainable sourcing of wood. These guidelines ensure that all business partners along the value chain meet our high standards. In implementing these standards, we rely on a combination of training, audits, and continuous improvement processes.

Wood Procurement Principles

Sustainable forestry is a top priority for the JAF Group. That is why we follow strict timber procurement principles. Our wood comes exclusively from legal sources and complies with the regulations of the EUTR and, in the future, the EUDR. Imports from high-risk countries, in particular, are subject to stricter controls to rule out illegal sources of wood. At the same time, we give preference to regional suppliers to strengthen the local economy and reduce CO₂ emissions.

Furthermore, we ensure that our wood comes from responsibly managed forests where social and environmental standards are upheld. Transparency is a core concern for us, which is why we strictly track the origin of our wood and disclose relevant information.

Through clear regulations and collaborations, we ensure social and environmental standards throughout the supply chain. Strategic partnerships also help us better manage human rights issues and comply with international standards.

At the same time, effective supplier management allows us to adapt flexibly to market changes, enabling us to increase our competitiveness and attract new customers.

Nevertheless, challenges and risks remain. Delivery delays, quality issues, or violations of environmental and social standards can have significant financial and reputational consequences. In the timber trade in particular, strict control of the supply chain is crucial to avoiding risks such as illegal timber sources or human rights violations.

Furthermore, geopolitical uncertainties, economic crises, or natural disasters can jeopardize the stability of the supply chain. In addition, regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD) or the EU Deforestation Regulation (EUDR) are increasing compliance demands. Violations of these regulations can result in heavy fines and a loss of competitiveness.

Systematic and sustainable supplier management is therefore essential. It must encompass long-term collaboration, continuous monitoring, and the ongoing development of supplier relationships.

Responsibilities and Governance

The international product management team is responsible for the implementation and further development of our supplier management. It is supported by the CSR and Legal departments in integrating legal and sustainability aspects.

By setting clear goals, involving relevant stakeholders, implementing binding policies, and distributing responsibilities in a structured manner, we create a supplier management system that not only ensures economic success but also places ecological and social values at the center.

Actions (Measures/Processes)

Supplier Selection, Evaluation, and Classification

Suppliers are selected through a structured qualification process that takes various criteria into account. In addition to production location/regional, distribution structure, and certifications such as FSC® and PEFC, environmental product declarations, CO₂ targets, and product range also play an important role. Procurement prices, capacities, delivery capability, and service quality are likewise factored into the decision. Even at this early stage, the origin of the wood-based material, the production facility, and compliance with relevant standards are decisive factors.

To ensure the quality and sustainability of our supplier relationships, we conduct regular evaluations. These focus on social, environmental, and economic aspects. These include sustainability standards, CO₂ reduction targets, respect for human rights, as well as delivery quality and complaint rates. Imports from high-risk countries, in particular, are subject to stricter review procedures. The results of these assessments are directly incorporated into our supplier development process.

Our suppliers are also classified internally. The classification is based on performance, company size, and sustainability criteria. This enables us to strategically deepen partnerships and efficiently manage improvement measures.

Stakeholder engagement for a sustainable supply chain

A key factor in our success is the involvement of relevant stakeholders. Our suppliers are key partners with whom we maintain close communication in order to continuously improve sustainability standards. At the same time, we actively involve customers, NGOs, and other societal stakeholders in our processes to identify external requirements and expectations at an early stage and integrate them into our strategy. Transparency and communication are essential for building trust and securing long-term partnerships. This is also reflected in our regular reporting on our progress and initiatives.

Supplier Development and Delisting

The continuous development of our suppliers is a key component of our management approach. Our collaboration is continuously analyzed and optimized across various areas. Sustainability, market development, delivery capability, reliability, product quality, and digital ordering processes are central to this effort. The results of supplier evaluations form the basis for individual development measures, which are implemented in collaboration with our partners.

If a supplier fails to meet the required standards or shows no willingness to improve, we terminate the partnership. Primary reasons for delisting may include violations of environmental or social standards, persistent quality issues, or financial unreliability. In such cases, we carefully document our decision to ensure transparent traceability.

Targets and Metrics

Effective supplier management not only serves quality assurance but also pursues strategic goals. Our primary goal is to build a sustainable, transparent, and resilient supply chain that takes into account economic, environmental, and social responsibility. This includes ensuring long-term material availability, minimizing risks, and consistently complying with regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD). Furthermore, we strive to continuously improve supply chain processes in collaboration with our suppliers to further promote sustainable procurement while simultaneously strengthening competitiveness.

Specifically, our goal is for every group supplier to sign our CoC by 2030.

Glossar

B

Biodiversity

Biodiversity encompasses the full diversity of life on the planet. It relates to three levels: the diversity of species, the genetic diversity within these species and the diversity of the ecosystem in which they live. Biodiversity is a key prerequisite for stable and resilient natural cycles and therefore also for functional economic systems and habitats.

C

CapEx – capital expenditure (investments)

CapEx relates to investments by companies undertaken in connection with the acquisition, improvement or maintenance of tangible fixed assets such as buildings, land, machinery or equipment. These investments are intended to safeguard or expand business operations in the long term and provide the company with economic benefits over multiple years. CapEx is an important indicator of a company's strategic development and long-term competitiveness.

CCF – corporate carbon footprint

The corporate carbon footprint (CCF) represents the entirety of greenhouse gas emissions which a company causes directly and indirectly. These include emissions associated with ongoing business operations, the use of energy, the supply chain and the manufacture and use of products and services. The CCF is a key tool for assessing the climate impact of a company and forms the basis for climate goals, reduction steps and transparent sustainability reporting.

Circular economy

The circular economy is an economic model which aims to maintain the value of commodities, raw materials and products in economic cycles for as long as possible. Instead of the linear 'take-make-dispose' principle, the circular economy model relies on strategies such as reuse, repair, re-manufacturing and recycling. The aim here is to reduce the extraction of natural resources, extend product life cycles and avoid both waste and emissions. The circular economy therefore makes an important contribution to saving resources, climate protection and sustainable economic activities.

CITES – Convention on International Trade in Endangered Species of Wild Fauna and Flora

CITES, also known as the Washington Convention, is an international agreement aimed at protecting endangered fauna and flora. The objective of this agreement is to control and regulate the international trade in endangered species and products based on these in order to safeguard their survival in the wild. CITES lists protected species in various appendices with varying degrees of protection and obliges its signatory countries to implement appropriate trade restrictions and authorisation processes.

Climate risk analysis

A climate risk analysis is a systemic assessment by a company of the short, medium and long-term impacts of climate change on its economic activities. Performing a climate risk analysis entails assessing the potential vulnerability and exposure of a company to climate-related hazards. This process encompasses the identification of the physical, financial and regulatory risks associated with climate change as well as an evaluation of their potential impacts on business operations and the site.

CO₂

Carbon dioxide is a colourless, odourless gas emitted as a result of burning fossil fuels, breathing, during the decomposition of organic materials and certain industrial processes. It is one of several important greenhouse gases. The raised concentration of CO₂ in the atmosphere is a key contributor to climate change since it promotes global warming and extreme weather conditions. Forests are natural CO₂ sinks since they absorb CO₂ during photosynthesis and convert it into biomass. When wood is burnt or decomposes, the stored CO₂ is again released into the atmosphere.

CO₂ equivalents (CO₂e)

CO₂ equivalents is a standardised unit to measure the impact of different greenhouse gases on global warming. This calculation is based on the relevant contribution to the greenhouse effect compared to carbon dioxide. In order to be able to compare the various gases with each other and measure the overall impact on the climate, every gas is converted into CO₂ equivalents. This means that the volumes of a gas are converted so that these have the same impact as a defined volume of CO₂.

CoC – code of conduct

A code of conduct is a company's guidelines on the legal, ethical and social principles according to which it defines its daily activities. Such a code defines the binding rules for fair and responsible conduct, both in its dealings with employees as well as with business partners, customers and society. The CoC reflects the values and the corporate culture and acts as a compass for integral decisions and sustainable economic activity.

COP – Conference of the Parties

The Conference of the Parties (COP) is the annual UN climate conference and the top decision-making forum of the parties to the United National Framework Convention on Climate Change (UNFCCC). Delegates from all parties take part in COP in order to negotiate global steps to combat climate change. The aim of the conference is to achieve progress in terms of implementing the UNFCCC, reach decisions on binding climate goals and to further develop international climate policy – such as by means of the Kyoto Protocol or the Paris Agreement.

Core Labour Standards (ILO)

The core labour standards are internationally recognised social standards developed by the International Labour Organization (ILO) safeguarding fundamental rights at the workplace. Inter alia, they encompass the abolition of child or forced labour, the elimination of discrimination at the workplace and freedom of association and collective bargaining. As an essential element of global trade and human rights, these standards form the basis for decent working conditions around the world – irrespective of a country's developmental stage.

CPI – Corruption Perceptions Index

The Corruption Perception Index (CPI) is an internationally recognised corruption indicator which is published by the non-governmental organisation Transparency International. It evaluates and compares countries around the world in terms of the perceived level of corruption in the public sector – particularly with regard to politics and administration. The ratings are based on experts' assessments and surveys. The CPI acts as an orientation tool for investors, companies and political decision-makers with regard to integrity and the rule of law.

C

Cradle to grave

Cradle to grave is a concept based on the life cycle assessment (LCA). It describes a holistic perspective of the environmental impacts associated with a product or a service – starting from extracting the raw materials (cradle) via its manufacture, use and transportation to the final disposal or recycling of this at the end of its life cycle (grave). The aim is to holistically evaluate the environmental impacts throughout all phases of (product/service) life.

CSDDD – Corporate Sustainability Due Diligence Directive (EU Supply Chain Act)

The Corporate Sustainability Due Diligence Directive (CSDDD), also known as the EU Supply Chain Act, commits companies to comply with due diligence obligations related to human rights and environmental aspects along their entire value chain. These obligations relate both to their own area of business as well as those of direct and indirect suppliers. Companies must identify, evaluate and undertake suitable preventative and corrective action to mitigate risks related to human rights, working conditions, environmental and climate protection. The aim of the CSDDD is to boost sustainable and responsible economic activity within and beyond the EU.

CSR – Corporate Social Responsibility

Corporate social responsibility (CSR) is a term used to describe the voluntary responsibility accepted by companies for environmental, social and ethical issues along the entire value chain. CSR efforts exceed legal requirements and aim to promote sustainable economic activity, to positively influence social developments and to boost trust among stakeholders. Inter alia, CSR encompasses efforts to protect the climate and the environment, fair working conditions, social initiatives and responsible corporate governance.

CSRD – Corporate Sustainability Reporting Directive

The Corporate Sustainability Reporting Directive (CSRD) is an EU directive which commits companies to report comprehensively and in a standardised format on sustainability aspects related to the environment, social impact and governance (ESG). This directive, a reform of the sustainability reporting of companies in the European Union, aims to promote transparency and responsible action within companies.^D

Double materiality

Double materiality is a concept which helps companies decide which sustainability aspects need to be included in their sustainability report. This entails viewing sustainability from two perspectives. In the case of the outside-in perspective, companies take into account external sustainability factors such as biodiversity and climate change which can have an impact on their future profitability and competitiveness. By means of the inside-out perspective, companies take the impacts of their own activities on society and the environment into account. A sustainability aspect meets the criteria of double materiality if it is relevant from either or both perspectives.

E

ECGT – Empowering Consumers for the Green Transition

The EU directive Empowering Consumers for the Green Transition (ECGT) aims to protect consumers against unfair practices and in terms of misleading environmental claims. It limits the use of advertising claims associated with sustainability.

EFRAG – European Financial Reporting Advisory Group

The European Financial Reporting Advisory Group (EFRAG) is an independent organisation which advises the European Commission on questions related to corporate reporting. In the context of sustainability, EFRAG plays a central role in the development of the European Sustainability Reporting Standards (ESRS) which are applicable under the CSRD.

E

Emissions factor

An emissions factor is a figure which denotes how much of a pollutant or greenhouse gas (e.g. CO₂) is emitted in connection with a defined activity or process. An emissions factor is generally denominated as a quantity of emissions for a defined quantity of a unit manufactured or consumed. It acts as a means of quantifying the environmental impacts of a process and is often used to calculate the GHG accounting of companies, sectors or countries.

EPD – Environmental Product Declaration

AN EPD is a document which sets out the environmentally relevant properties of a defined product in the forms of objective data.

ESG – Environmental, Social, Governance

ESG is the abbreviation for the three central areas of sustainable corporate responsibility: environment, social and governance. The environment area relates to the responsible management of natural resources, climate protection and the management of emissions. The social area encompasses aspects such as fair working conditions, respecting human rights and a company's social engagement. The governance area relates to ethical, transparent and legally compliant management practices. ESG criteria serve as an orientation framework in order to be able to evaluate companies' sustainability performance – both for investors and for other stakeholders.

ESRS – European Sustainability Reporting Standards

The ESRS were developed by EFRAG and provide a unified basis for sustainability reporting under the EU's CSRD. These standards cover a wide range of issues, from CO₂ emissions and resource use to working conditions and ethical management practices. The aim here is to promote uniform and comparable sustainability reporting within the EU.

EU taxonomy

The EU taxonomy is a European classification system which defines which economic activities are considered to be economically sustainable. The aim of this taxonomy is to create transparency and steer investments in sustainable economic activities. The taxonomy defines clear criteria on the basis of which companies and financial market players can evaluate whether an economic activity makes a substantial contribution to environmental objectives, such as climate change mitigation, climate change adaptation or the transition to a circular economy, without causing significant harm to other environmental objectives.

EUDR – EU Deforestation Regulation

The EU Deforestation Regulation has been in force since 29 June 2023. From 30 December 2025, the EUDR will succeed the EUTR. The aim of the EUDR is to restrict illegal timber felling and protect forests against degradation and deforestation.

EUTR – European Timber Regulation

The EU Timber Regulation (EUTR) is intended to prevent illegal logging and the associated trade in timber in the European Union. This legislation was enacted into Austrian law under the Federal Act on the Monitoring of Trade in Wood (HolzhÜG).

F

FSC® – Forest Stewardship Council®

FSC is a global non-profit organisation which promotes responsible forestry practices worldwide. FSC defines standards on the basis of coordinated principles for sustainable forestry practices which are underpinned by stakeholders from the areas of environmental protection, social responsibility and business.

G

GHG – greenhouse gas

GHG are trace gases which have an influence on the balance of energy on the planet and therefore exacerbate the greenhouse effect. These gases include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and various fluorinated greenhouse gases (F gases). The GHG Protocol forms the basis for GHG accounting standards.

Green Deal

The European Green Deal is the central climate protection and growth strategy of the European Union. It aims to make the EU climate neutral (net-zero) by 2050 and to cut greenhouse gas emissions by at least 55% by 2030 compared to 1990 levels. In order to achieve this goal, the Green Deal advocates the expansion of renewable energy sources and increases in energy efficiency as well as sustainable patterns of production and consumption. A central guiding principle here is 'Leave no one behind', meaning that the transition to a climate-friendly economy should be socially balanced and equitable. Regions and demographic groups which are particularly effected by structural change should be provided with targeted support. The Green Deal forms the political framework for numerous legislative initiatives, including the Corporate Sustainability Due Diligence Directive (CSDDD) and the Corporate Sustainability Reporting Directive (CSRD).

GRI – Global Reporting Initiative

The Global Reporting Initiative is an independent international organisation which develops and promotes globally recognised guidelines for sustainability reporting. Its goals are the promotion of sustainability reporting, the creation of transparency and improved decision-making. Sustainability reporting based on GRI is voluntary. These standards help companies present their environmental, social and governance performance transparently and comparably.

H

Human rights

Human rights are universal, inalienable rights to which every individual is entitled irrespective of their origin, gender, religion, ideology or social status. They form the foundation of freedom, equity and human dignity. The key principles here include equality before the law, non-discrimination and the right to life, education, physical integrity and freedom of speech. Companies are committed to respect, protect and remedy any violations of human rights within their own areas of operations and along their supply chains.

K

KPI – key performance indicators

Key performance indicators (KPIs) are important figures which make the success, performance or efficiency of a company or specific sectors measurable. They facilitate the monitoring of strategic and operational objectives and objective assessment of progress – such as with regard to production, efficiency, quality and sustainability. KPIs are used in the context of sustainability reporting to present environmental, social and governance aspects in a quantifiable and comparable manner.^M

Materiality analysis

A materiality analysis forms the basis of every sound sustainability strategy and report. It aims to identify those sustainability issues (material topics) which are particularly relevant for the company itself and for its stakeholders. A double materiality analysis evaluates both the impacts of external sustainability factors on the company as well as the impacts of the company's business operations on the environment and society. The result is a structured prioritisation of key sustainability issues which acts as a compass for strategic decisions and for the contents of sustainability reports.

N

NaBeG – Austrian Sustainability Reporting Act

The Austrian Sustainability Reporting Act (NaBeG) implements the requirements of the EU 's Corporate Sustainability Reporting Directive (CSRD) in national law. It regulates which companies in Austria are obligated to engage in sustainability reporting and which contexts, formats and reporting standards are to be complied with. The aim of the NaBeG legislation is to create transparency with regard to the environmental, social and governance impacts of economic activities and to improve the comparability of sustainability disclosures.

NGO – Non-Governmental Organisation

NGOs are private, independent, internationally or nationally focused organisations which advocate environmental, social and political issues for certain purposes without the intention of generating profits.

O

OpEx – Operating expenditure

Operating expenditure (OpEx) as a term refers to the ongoing costs incurred by a business necessary to run its daily operations. These include, among others, the costs of personnel, rent, energy, materials and third-party services. Responsible OpEx management can contribute to achieving ESG goals, for example, by favouring the use of resource-sensitive materials or energy-efficient processes. In the context of the EU taxonomy, OpEx is becoming increasingly important due to the fact it makes the sustainability of business operations measurable and is taken into account in assessments of whether economic activities are environmentally sustainable.

P

PEFC™ – Programme for the Endorsement of Forest Certification

PEFC is a global organisation with the aim of achieving sustainable forestry management around the world. This certification system prescribes standards for sustainable forestry practices.

S

SBT – Science Based Targets

Science Based Targets (SBT) are climate goals underpinned by scientific findings through which companies can reduce their greenhouse gas emissions in alignment with the 1.5°C goal of the Paris Agreement. This approach stems from the Science Based Targets Initiative (SBTi), an association of leading climate-protection organisations. In contrast to goals defined based on potential reductions, SBTs are scientific emission pathways which are necessary in order to significantly limit global warming. Companies which commit to comply with SBTs therefore make a substantial contribution to climate protection and signalise transparency and long-term responsibility with regard to managing climate risks.

S

SDGs – Sustainable Development Goals

The Sustainable Development Goals (SDGs) are 17 global objectives defined by the United Nations aimed at promoting sustainable, equitable and future-proof development by 2030. They apply equally to nation states, companies and civil society and cover central issues such as combating poverty, education, climate protection, equality and responsible consumption. JAF is firmly committed to the SDGs and makes an active contribution to those goals in particular which are especially relevant in the context of our business operations: SDG 4 (Quality education), SDG 7 (Affordable and clean energy), SDG 8 (Decent work and economic growth), SDG 12 (Responsible consumption and production), SDG 13 (Climate action), SDG 15 (Life on land) and SDG 16 (Peace, justice and strong institutions).

U

UNEP – United Nations Environment Programme

The United Nations Environment Programme (UNEP) was established in 1972 and is the leading UN institution for global environmental issues. UNEP coordinates environmental policy action within the UN system, publishes science-based environmental status reports and develops international strategies, programmes and political instruments to protect the climate, biodiversity, resources and ecosystems. This organisation plays a central role in promoting sustainable development and drafting international environmental agreements.

UNFCCC – United Nations Framework Convention on Climate Change

The United Nations Framework Convention on Climate Change (UNFCCC) is an international treaty of the United Nations which came into effect in 1994. It forms a basis for global climate policy and aims to prevent harmful disruption to the climate system caused by human activity. This Convention commits its signatory states (parties) to document greenhouse gas emissions, develop strategies to reduce emissions and to regularly exchange information about progress and action. Based on the UNFCCC, world climate conferences (COPs) take place annually at which important agreements such as the Kyoto Protocol and the Paris Agreement are negotiated.

UNGC – United Nations Global Compact

The United Nations Global Compact (UNGC) is a global initiative launched by the United Nations to promote responsible and sustainable company management. Companies which join the UNGC commit to comply with ten principles related to the areas of human rights, labour, environment and anti-corruption. The UNGC regards itself as a driving force behind businesses' transformation processes and supports their contribution to implementing global sustainability goals, particularly the SDGs.



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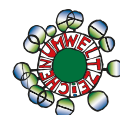
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