



EUROPEAN
OFFICE
FURNITURE
MANUFACTURER



OBSERVE
REFLECT
TAKE ACTION...

FOR OUR WORLD'S
FUTURE





EOL's commitment to sustainable development

EOL is a French office furniture designer and manufacturer, and as such, we make two-thirds of our ranges at our factories in France and source over 97% of our materials from Europe. As a company, we have a duty to pursue sustainable development. It's what our customers want, and what our world needs. We believe that our corporate strategy can – and should – encompass both economic and environmental performance.

When creating new product lines and updating existing ones, we seek to manufacture locally at our own facilities, using responsible channels, and by also offering versions that come from recycling, upcycling, reuse, and now second-hand and re-industrialisation.

All our investments in equipment and machinery are designed to serve multiple objectives, such as increasing efficiency, providing more flexibility, improving working conditions, and saving energy.

We value diversity and strive to create an inclusive workplace where people feel welcome irrespective of their gender, background, or beliefs. We offer numerous employment opportunities in the areas where we operate, and facilitate internal mobility insofar as possible as this boosts employee engagement and performance.

Conscious that our impact extends beyond our own operations, we seek out socially and environmentally responsible suppliers and partners so that we can work together to create more sustainable supply chains.

This report presents just a few examples of our ESG commitments. There are of course many other initiatives and actions we could have cited, and we are constantly embracing and implementing new ideas. Sustainable development is an ongoing process of learning and improvement to which all EOL employees can contribute as we move forward together.

Arnaud Barral
CEO

A handwritten signature in black ink, consisting of a stylized 'A' followed by a horizontal line and a dot.



This ESG report presents our principles in three key areas:



Certifications, labels and standards



Social responsibility

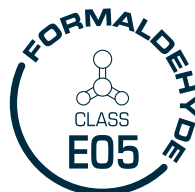


Environmental protection
and sustainability

Certifications, labels and standards

11

certifications, labels and standards





ISO 14001 certification for our factory in Normandy



The ISO 14001 environmental standards were introduced by the International Organisation for Standardisation (ISO) in 1996 to encourage businesses improve their environmental performance.

ISO 14001 certified companies continually monitor their impact on the environment by means of various indicators, allowing them to quickly identify and implement corrective action when necessary.

Our factory in Eu (Normandy) has been ISO 14001 certified since 2010.



Certifications, labels and standards



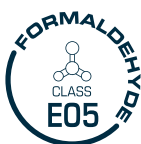
European REACH regulation

EOL fully complies with the REACH regulation. REACH stands for Registration, Evaluation, Authorisation and Restriction of Chemicals and is an EU regulation that was introduced in 2007 to better protect human health and the environment against the risks associated with chemical substances. Since 01 January 2021, it is UK REACH that regulates the use of chemicals in Great Britain, as EU REACH continues to apply in Northern Ireland under the Northern Ireland Protocol.



All our melamine panels are PEFC-certified and have a formaldehyde emissions rating of E1

PEFC is the world's leading forest certification system and largest source of eco-certified forest products.



From August 6, 2026, Europe prohibits the selling of furniture whose concentration of formaldehyde released exceeds $0.062\text{mg}/\text{m}^3$, which is an **E05 classification**.

All the melamine decors offered by EOL already respect this new European directive and are classified E05.



Zero use of carcinogenic substances

To protect the health of both our staff and the end users of our products, our factories do not use any substances classified as carcinogenic, mutagenic, or toxic for reproduction (CMR). In addition, we only use adhesives that are water-based and free from toxic substances, and all the epoxy coatings we use are solvent-free.



All the fabrics and foam used in our office chairs are OEKO-TEX certified

To be OEKO-TEX certified, materials must not contain any substances that are harmful to human health or the environment. This includes formaldehyde, heavy metals, pesticides, chlorinated phenols, phthalates and polycyclic aromatic hydrocarbons.

Social responsibility

OUR PRINCIPLES

At EOL, all our activities and strategic decisions are underpinned by a “people first” approach. We strive to offer our employees an attractive working environment by ensuring the highest standards of health and safety, taking employee wellbeing seriously, continually improving working conditions, and providing equal access to training and development opportunities.

IN PRACTICE

Our social commitments focus on five key areas:

- Contributing to local economies by providing employment opportunities
- Combating social exclusion and discrimination
- Fostering personal and professional development
- Ensuring safety and wellbeing in the workplace
- Creating attractive working conditions

Contributing to local economies

WE SUPPORT LOCAL ECONOMIES BY PROVIDING EMPLOYMENT OPPORTUNITIES ACROSS OUR NETWORK

- 2 manufacturing facilities (Eu and Genlis)
- 1 head office (Saint-Denis)
- 3 showrooms (Paris, Brussels and Nieuwegein)
- 12 logistics hubs (France, Europe and the UK)



- Logistics hubs
- Manufacturing facilities
- Showrooms
- Central warehouse (HQE-certified building: High Environmental Quality)



Combating social exclusion and discrimination

EMPLOYMENT OF WORKERS WITH DISABILITIES

In line with our social commitments, we hire workers with disabilities and regularly work with ESATs* near our two manufacturing facilities.



6.62%
of the workforce in 2024

4

partnerships
with ESATs

*ESAT: Établissements ou services d'aide par le travail:
Companies offering sheltered employment for persons
with disabilities



MULTINATIONAL

EOL's employees represent
12 different nationalities



40 %

Men



60 %

Women

GENDER BALANCE*

EOL promotes equal opportunities
for men and women

** Production team excluded*

Fostering personal and professional development

ONBOARDING

At EOL all new recruits benefit from a comprehensive onboarding process. Receiving a warm welcome and appropriate training from the word go helps employees quickly settle in quickly and get to grips with their new role.

INTERNAL MOBILITY

Internal mobility is very important at EOL as it benefits both the company and its employees, whether at head office or at our manufacturing sites. When employees move into new roles they not only develop new skills, they also bring fresh ideas and perspectives with them. When recruiting, we encourage applications from internal candidates so that we can draw on the experience of existing employees and offer opportunities for promotion.



INTERNS & APPRENTICES

Every year, EOL offers internships and apprenticeships for young people – the workforce of the future. As well as providing trainees with valuable on-the-job experience, these work placements create a talent pool we can tap into for future recruitment.



STAFF TRAINING

All companies must invest in staff training if they are to grow and adapt to changes in the market. Through training, employees develop their technical expertise and soft skills, which in turn boosts productivity.



**900 hours
of training
undertaken
in 2024**

Ensuring safety and wellbeing in the workplace

BETTER WORKING CONDITIONS

We regularly upgrade our employees' workstations to make them more ergonomic and reduce physical strain.

Regular health and safety meetings are held at all our sites to ensure ongoing improvements to our employees' working environment.

Similarly, working conditions are continually monitored to reduce the risk of accidents, and we regularly invest in equipment to increase safety for our staff.





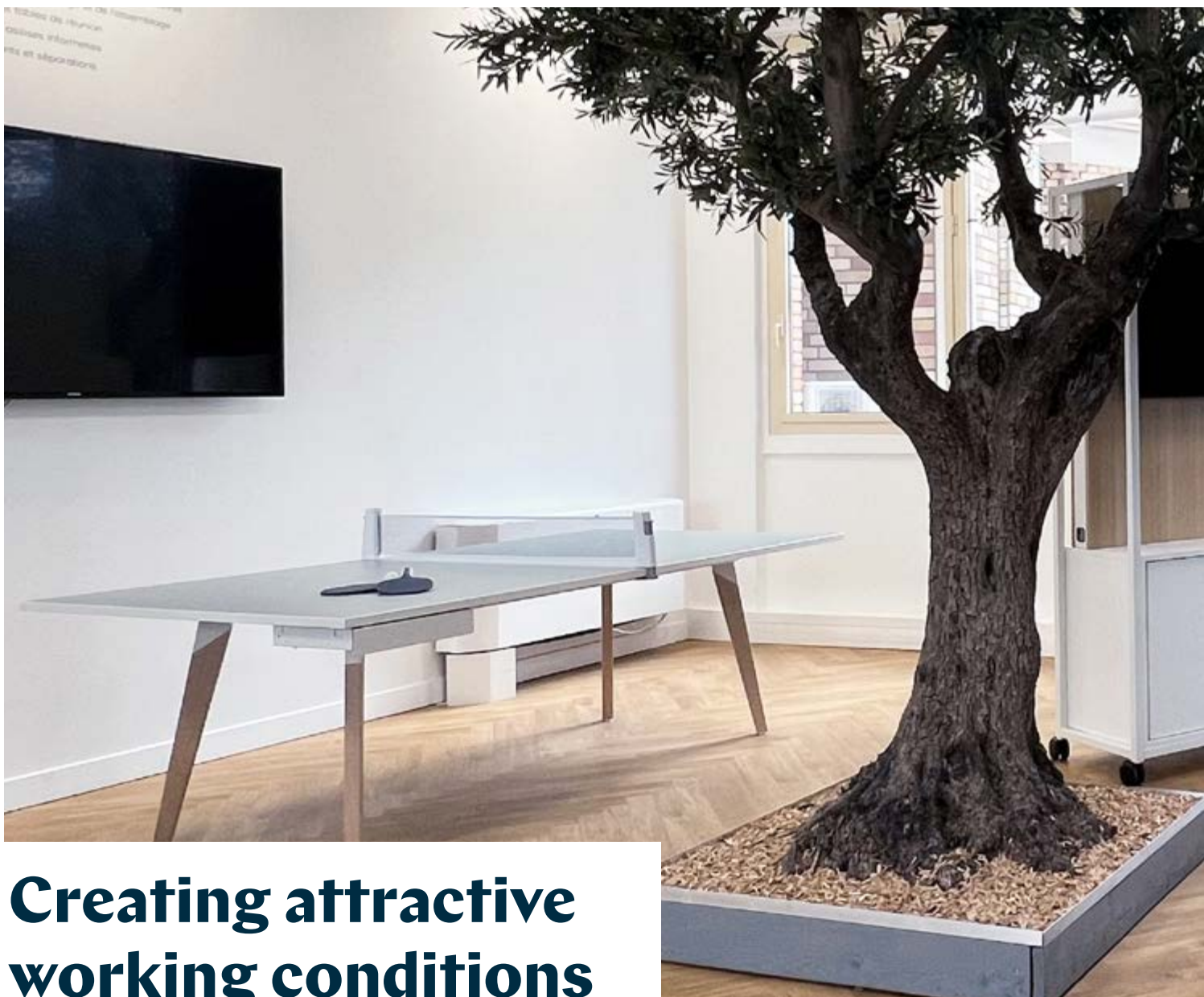
Automatic loading/unloading system used on the worktop edge banding line



18.51
**Accident
frequency rate in
2024**



0.35
**Accident severity
rate in 2024**



Creating attractive working conditions

QUALITY OF LIFE AT WORK

In its 2 factories, EOL is implementing concrete actions to improve the work environment continuously. Thus, a plan to renovate its changing rooms and rest areas was carried out successfully. Added to this are actions concerning different workstations in order to reduce arduousness, such as reducing travel with nearby storage or further development of the small series station.

A WORKING SHOWROOM

The EOL head office in Saint-Denis is also our showroom, bringing customers and staff together and making the latter both our first users and best ambassadors. Working in a pleasant, attractive environment boosts employees' wellbeing and enhances their sense of belonging and pride in the company.

REMOTE WORKING

In 2019 we introduced a policy to allow employees to work from home two days a week (role permitting).



Environmental protection and sustainability

OUR PRINCIPLES

We have been actively seeking to reduce our impact on the environment for a number of years now.

To measure our performance we carry out life cycle assessments (LCAs) for our products.

The purpose of an LCA is to analyse the environmental impacts of a product throughout its lifespan, from design through to end-of-life handling. The results show us how and where we can reduce our carbon footprint.

IN PRACTICE

Our actions focus on:

- Promoting short supply chains
- Using materials and components with a high level of recycled content
- Optimising manufacturing and logistics processes:
 - Reducing scrap and rejection rates
 - Saving energy
 - Optimising road transport
- Developing eco-friendly products:
 - Seeking certifications and labels for our product ranges
 - Creating new products made entirely from recycled materials
 - Reusing packaging
 - Sending used furniture for recycling

Promoting short supply chains

MADE IN FRANCE & EUROPE

Because we aim to keep supply chains as short as possible, we source the materials for our French factories from France or other countries in Europe

Made
in France





97%
of our materials
and components come
from Europe, with
**70% coming
from France**



Average amount of recycled materials in EOL products

Using materials and components with a high level of recycled content

Our teams are always on the lookout for ideas to increase the amount of recycled materials in our product ranges.

In fact, some ranges now even include products made entirely from recycled materials.



Axel 2



Lucie



Anouk



Reducing scrap and rejection rate

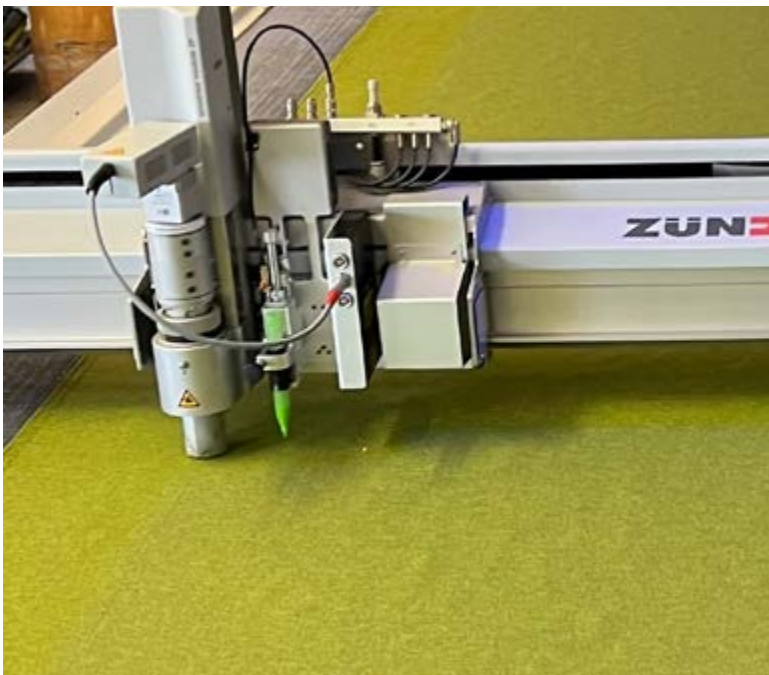


LESS WOOD WASTE

Wood cuts are optimized thanks to specialised software and more effective tools.

**Scrap rate
for wood**

$\leq 18.5\%$



LESS FABRIC WASTE

Our state-of-the-art cutting machine helped us maintaining our scrap rate for fabrics at 12.9% in 2024.

**Scrap rate
for fabrics**

≤ 12.9%

LESS STEEL WASTE

Our scrap rate for steel has dropped by 3 percentage points (20.2% to 17.0%) since we installed a laser cutter in 2019.

We have also included initiatives to recycle aluminium and PMMA following new production.

**Scrap rate
for steel**

≤ 17.2%



Saving energy

We use epoxy powder coatings because they dry much more quickly than conventional coatings and thus reduce our electricity and gas consumption.

In 2018 we installed a system of reverse-cascade rinse tanks that deliver water savings of over 1.500 m³ per year.

Each year, we allocate 2% of our annual turnover to upgrading and replacing production equipment.

Every change we make is designed to enhance the quality of our products, improve working conditions for our staff, and reduce our energy consumption.



- 7%

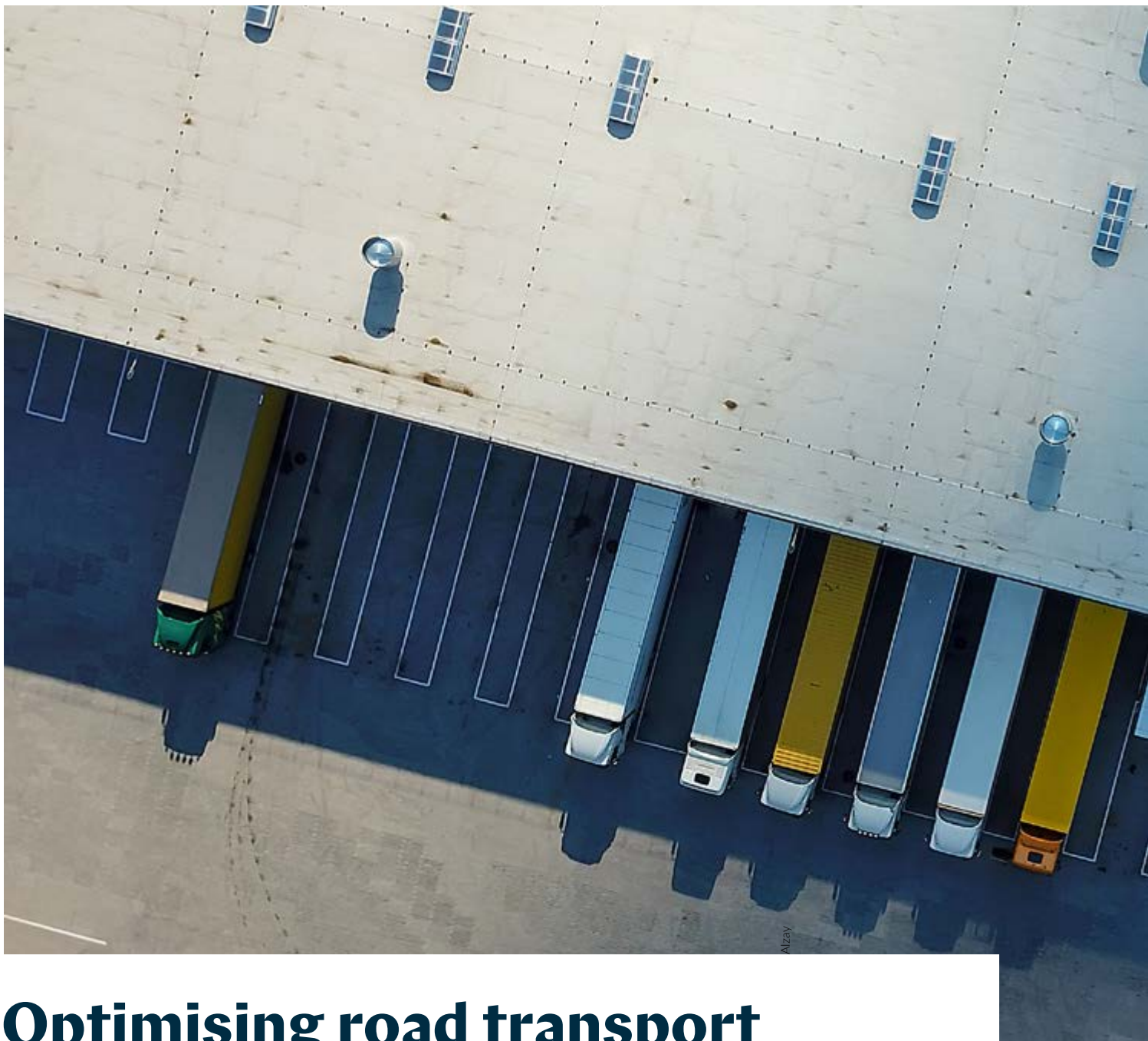
Reduced electricity consumption by optimising the use of new machines and installing LED lighting in our warehouse



- 15%

Gas consumption reduced by 15% by optimising the use of our paint booth. In 2025, a heat pump will be installed in our building in Saint-Denis (93).





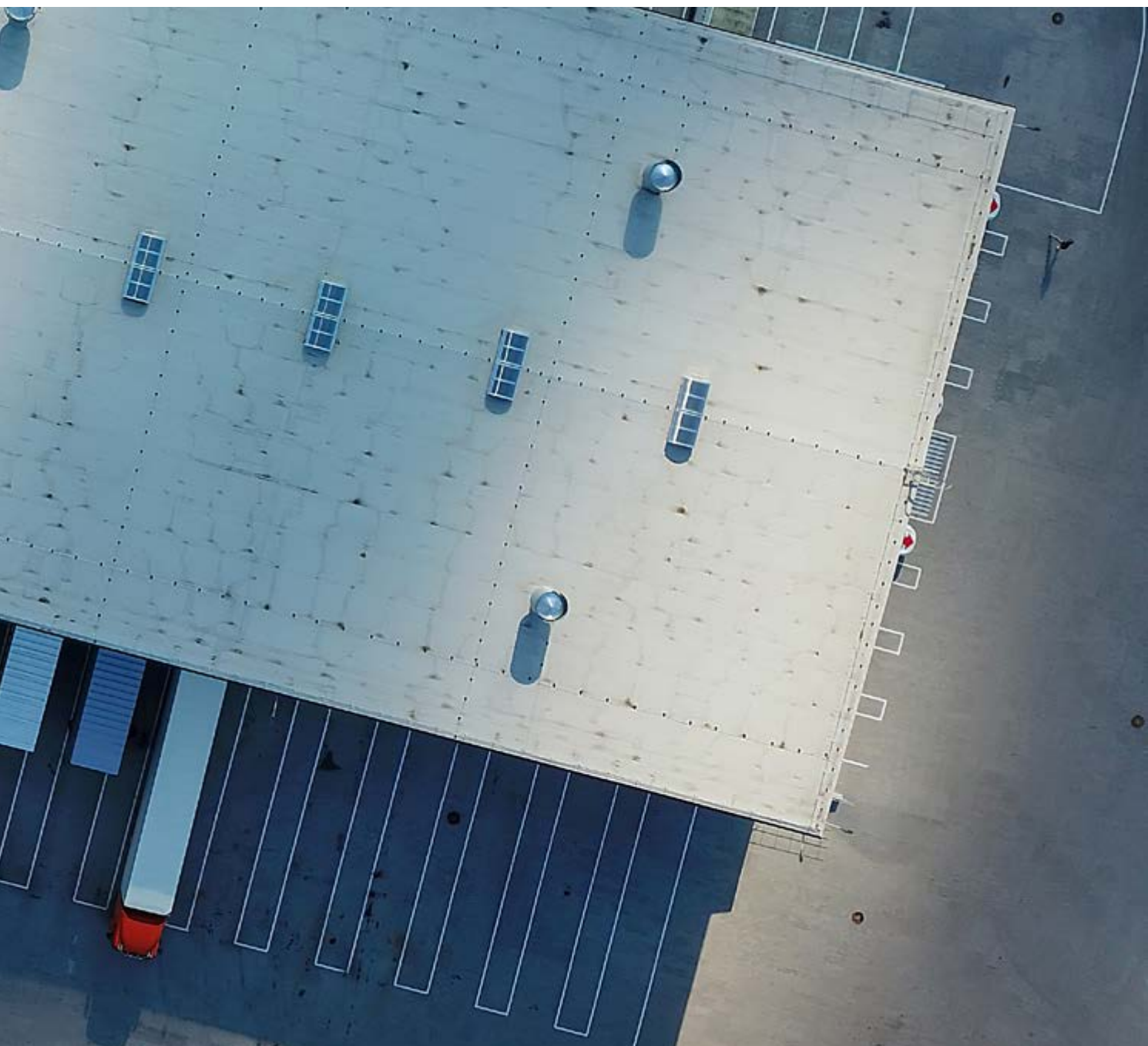
Optimising road transport

INCREASED LORRY FILL RATES

Our transporters are committed to an environmental approach, in particular by increasing the use of B100 fuel, which saves 211 tonnes of CO₂.

We are improving the load capacity of our lorries by optimising the number of parcels per pallet and increasing the use of metal pallets, which can carry a greater load and are safer.

Moreover, wherever possible, we deliver direct to customers from our factories, cutting out unnecessary mileage and reducing loading/unloading times.



Load factor of trucks

**Departure Eu
factory :**

54%

**Warehouse
departure**

61%

=

39 lorries

**saved between
2023 and 2024**

Seeking certifications and labels

SHOWCASING OUR COMMITMENT TO SAFETY, QUALITY AND THE ENVIRONMENT

Our seven flagship ranges carry labels attesting to their safety, quality and/or eco-credentials (the French NF Environnement Ameublement eco-label for furniture; the NF Office Excellence quality mark; EN1335 certification). These labels and certifications showcase our commitment to providing high-quality, eco-friendly products.

Eliott



Oscar 2



Conect



4Line



PRODUCT LABELS AND CERTIFICATIONS



Arial



Metal filing cabinets



Idol



Developing eco-friendly products

REUSE, RECYCLING & REPURPOSING

Through our RE-SOURCE initiative, we are seeking ways to integrate materials from re-use, recycling and upcycling into our ranges:

- Wooden panels from scraps, offcuts or returns are used as structures for our sofas.
- Recycled mattress foam used as acoustic insulation for our screen panels
- Partnerships with companies that transform plastics and polystyrene into trays that we incorporate into our ranges.

We offer our customers a solution for re-industrialising old offices, or how to make new out of old!

And we recover old furniture in perfect condition and sell it second-hand.



Alternative solutions for more sustainable manufacturing



REUSE EXISTING PRODUCTS INTENDED FOR DESTRUCTION AND GIVE THEM A SECOND LIFE BY RENOVATING

CHLOE - Reused, this old community chair was recovered, sanded and then repainted. Available in black green, Chloé brings a vintage touch to collective spaces.



When we work on our customers' premises, we collect, sort and offer for resale second-hand storage units that are in perfect condition, in order to prevent them from being discarded.



Using eco-friendly packaging materials



REUSING PACKAGING

Pallets, corner protectors, chair packaging boxes, void fillers – all our packaging components are made partly or entirely from recycled materials. What's more, all packaging is saved by our delivery/installation teams and sent back to our factories where it's sorted by local ESATs* and returned for reuse wherever possible.

more than
180 000
packaging components
reused in 2024



90 000

Black plastic
corner protectors



70 000

Polystyrene
corner protectors



3 000

Cardboard



17 000

Pallets



80

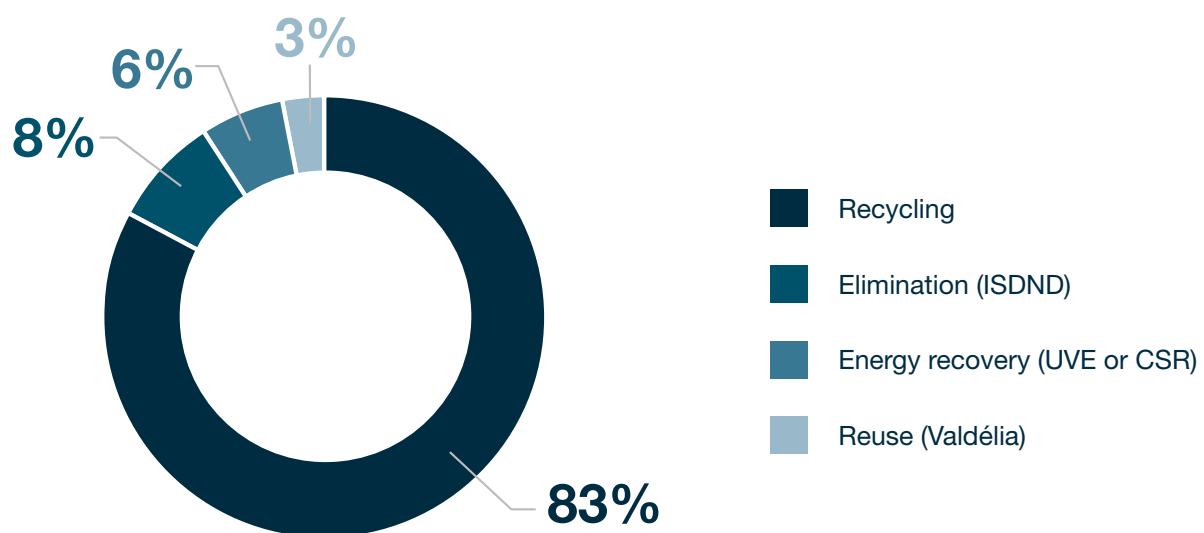
Metal pallets, each
with 80 rotations per
year



Partnering with recycling and reuse specialists

EOL is a member of Valdelia, a French eco-organisation that collects, repurposes and recycles professional furniture waste.

10 skips are made available to our platforms by VALDELIA in order to ensure the recycling of items recovered from our customers, for a total of 765 tonnes collected in 2023.



Eco-responsible reports

In 2024, we called on external bodies to support our environmental and social policy. 3 studies were carried out with the support of the following organisations.

The findings of these 3 analyses have enabled us to launch action plans in 2025, with the aim of improving our overall commitment.

ESG policy analysis :



Carbon footprint :



Energy flows EU plant :





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