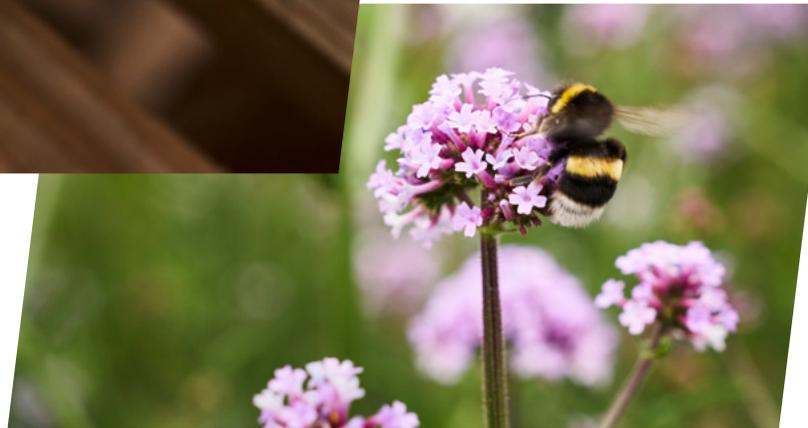


***EVERY DAY
A LITTLE BETTER***

**Interim
Sustainability Report**

2024





CONTENTS

| | | |
|-------------|------------------------|-----------|
| I. | INTRODUCTION | |
| | Message from the Board | 3 |
| | About this Report | 4 |
| | About OBI | 5 |
| | ESG at OBI | 7 |
| II. | Product | |
| | Responsible Assortment | 8 |
| | Green Business Models | 10 |
| III. | Planet | |
| | Climate Protection | 11 |
| | Circular Economy | 13 |
| IV. | People | |
| | Employee Promise | 15 |
| | Community Engagement | 17 |
| V. | Governance | 18 |
| | IMPRINT | |

MESSAGE



Dr Sebastian Gundel
Chief Executive Officer

Dear Readers, For us at OBI, sustainability is a central part of our OBI "We Enable You" promise. As a leading player in the DIY market, repairing and upcycling is part of our DNA. With 641 OBI stores and around 40,000 colleagues throughout Europe, we are very aware of our corporate social responsibility.

Under the motto "Every Day A Little Better", the entire OBI organisation is working to minimise the environmental and social impact of our business activities. At the same time, we are helping our customers to design their homes to be as resource-friendly and future-proof as possible.

Dr Urszula Nartowska
Chief People and Organisational Development Officer

Dear Readers, As Chief People & Organisational Development Officer, I am responsible for the areas of People, ESG and Legal & Compliance. This new role is a clear reflection of our focus on our employees and on our social and environmental responsibility. At the same time, bringing these subject areas together will enable us to leverage synergies and develop holistic strategies to become a little better every day – in keeping with the OBI motto.

2024 was a groundbreaking year in terms of our ESG work. At the start of the year, we formulated clear overarching targets for our ESG action fields. The focus then turned to the specific design and implementation of these targets. A key aspect of this involves consistently optimising our data quality. This is the only way to ensure that we record the current status of our sustainability performance accurately and manage our progress in a targeted manner, enabling us to drive our commitment in a measurable way. We are determined to further step up our efforts in the area of sustainability and actively develop innovative, cutting-edge solutions.

I strongly believe that responsible action will be an important building block of our long-term success. The goal is to create an organisation that is resilient and value-oriented, that keeps evolving, and where every individual can thrive. This is the basis for our shared success and our future viability.



ABOUT THIS REPORT



The information presented in this report relates to OBI Group Holding SE & Co. KGaA (OGH) and all companies in which OGH, directly or indirectly, is a majority shareholder (hereafter referred to as "OBI" or "OBI Group"). This includes all national and international OBI Store Support Centers (SSC) as well as 478 stores operated by OBI (reporting date December 31, 2024). Of the 641 total OBI stores, 139 are run by franchise partners. Furthermore, OBI holds shares in an additional 24 OBI stores. Stores run by franchise partners and equity stores are not included in this report unless they are explicitly mentioned.

This Interim Report builds on the first, extremely comprehensive OBI Group Holding Sustainability Report for the 2023 financial year, which was compiled according to the Global Reporting Initiative (GRI) Standards. The purpose of this report is to add the most important ESG-related milestones from the 2024 financial year and to update the key figures. It also contains individual updates on projects and milestones that have been completed in the 2025 financial year where the activities were mainly focused on the 2024 financial year. While the 2023 financial year saw the development of important strategies, the focus in the 2024 financial year was on the setting of specific targets and their implementation.

Alongside this work, OBI is continually striving in its sustainability reporting to meet the statutory requirements of the Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS). In the meantime, OBI will voluntarily report on the subject of sustainability and will attempt to bring the content and structure of its reporting closer to the new guidelines.

The reported key financial figures were taken from the OBI Group Holding SE & Co. KGaA financial reports for FY 2024. The OBI Corporate Carbon Footprint was calculated by OBI in collaboration with service provider ClimatePartner.

ABOUT OBI

Facts and Figures – the Business Model at a Glance

KEY FIGURES FOR THE FY 2024¹

| | OBI in total (incl. franchise partners & equity stores) | Within the reporting scope (stores operated by OBI & SSCs only) |
|-----------------------|------------------------------------------------------------|--------------------------------------------------------------------|
| Employees | 38.306 | 29.194 |
| Sales in EUR billions | 8,2 | 5,7 ² |

¹ Reporting date December 31, 2024

² Group sales without sales tax

■ The OBI Group is an internationally operating retail company headquartered in Wermelskirchen, Germany, and a leading player in the European DIY (Do It Yourself) market. OBI offers products and services in the areas of DIY, construction, leisure and gardening. OBI offers more than 250,000 products across all channels, which are procured internationally and sold throughout Europe.

■ The core of the OBI business model is built around 641 brick-and-mortar stores, located in the domestic German market as well as nine other European countries: Bosnia and Herzegovina, Italy, Austria, Poland, Switzerland, Slovenia, Slovakia, Czechia and Hungary. OBI also operates sourcing offices in Hong Kong, China and Vietnam.

■ As a modern omnichannel retailer, OBI also runs an online platform and leverages digital customer and advisory communication through the heyOBI platform, which has more than eight million registered users in Germany, Austria, Poland, Czechia and Slovakia.

■ With its seamless integration of online and offline channels, OBI reaches 250 million customers annually across Europe. With an aided brand awareness score of 94.4%, OBI is one of the most well-known brands in Germany. As a popular national brand, OBI connects DIY enthusiasts of all ages. One key element of the OBI brand identity is the OBI beaver mascot.

■ Partner models are central to OBI's DNA: a total of 139 OBI stores are operated by franchise partners, who have been instrumental in driving the company's remarkable growth story. Simultaneously, OBI increasingly collaborates with partners on both products and services to expand business beyond the traditional DIY market.

■ Beyond its core business, OBI offers new marketing opportunities for brand partners in the home and garden sector through its Retail Media division.

■ OBI is part of the Tengelmann Group.

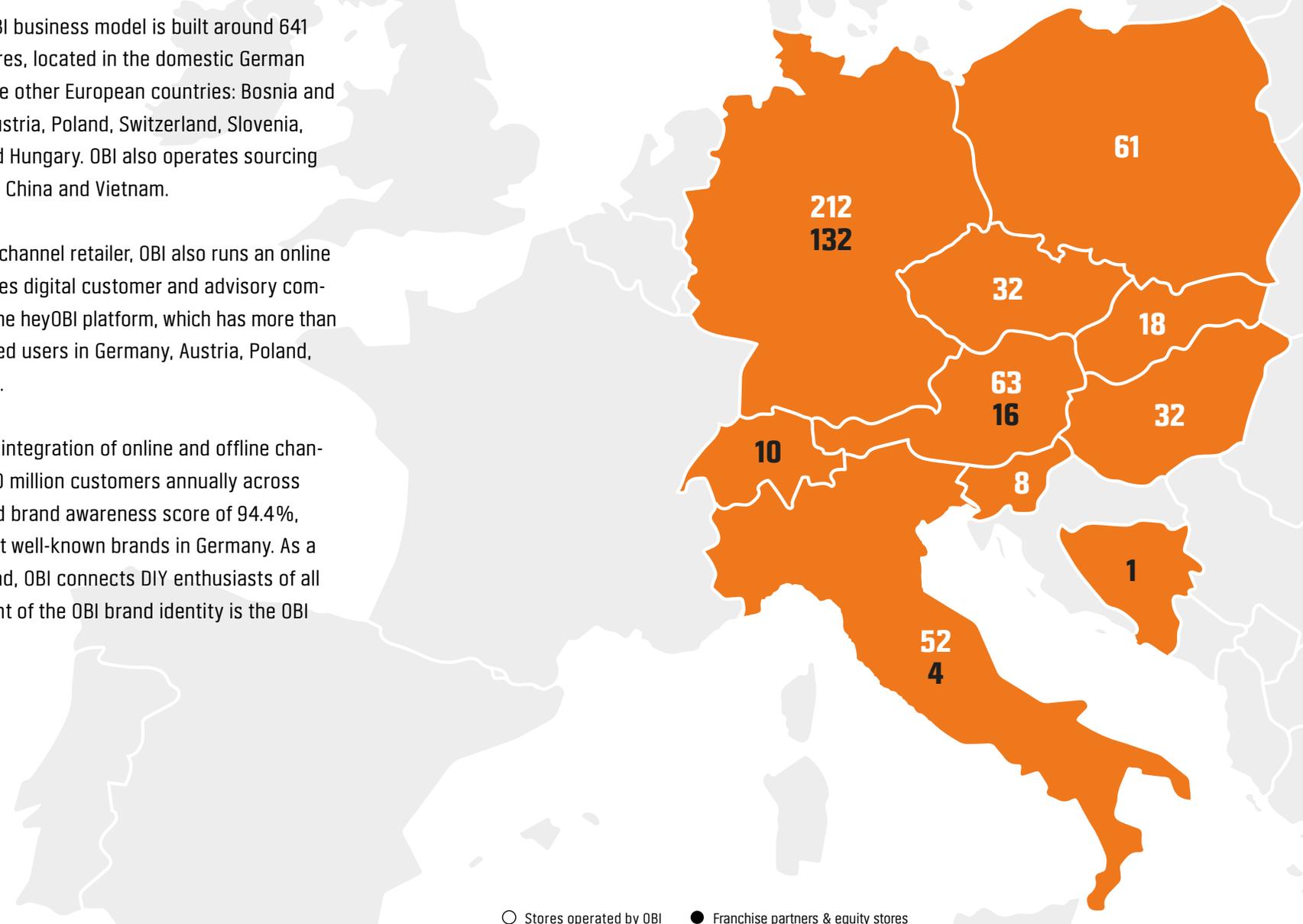


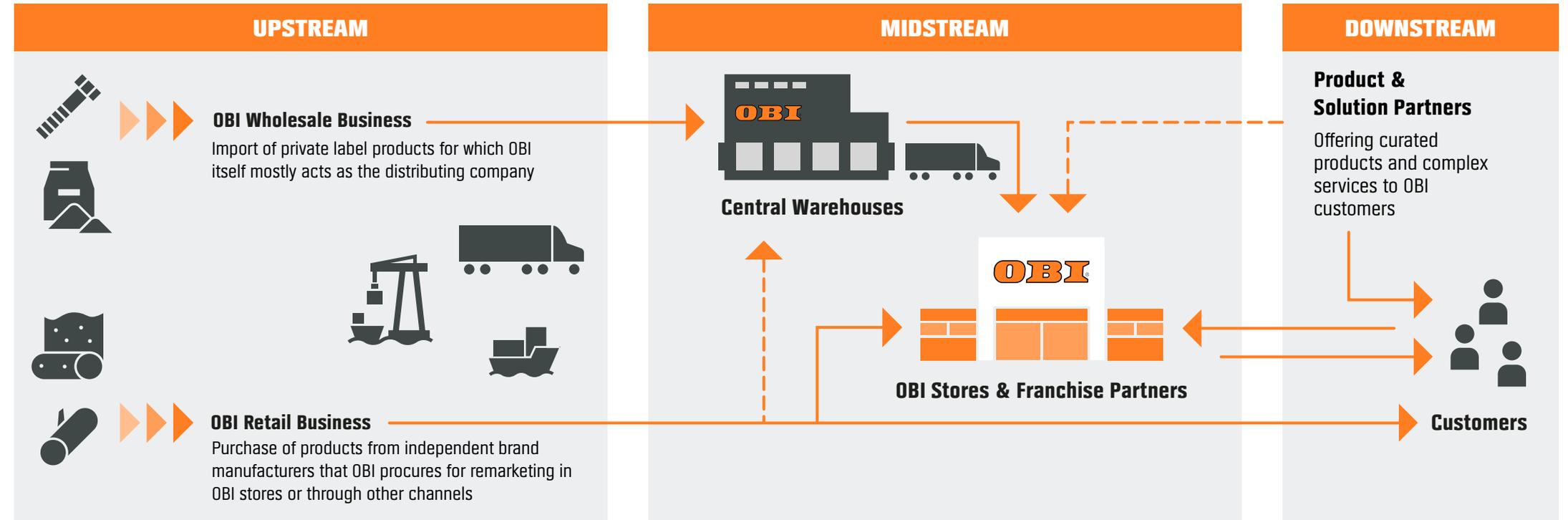
Fig.: Overview of OBI stores in Germany and other European countries

○ Stores operated by OBI ● Franchise partners & equity stores

VALUE CHAIN

As an international retailer, OBI collaborates with many suppliers and other business partners to offer customers the greatest possible variety of products and services. The overarching goal is to enable customers to handle even complex projects thanks to the extensive services and support provided by OBI and its partners. And the supply chains are just as diverse as the needs of the OBI customers.

In a very simplified scheme, the value chain can be represented as follows:



Upstream Chain

Purchasing of raw materials and primary products in order to manufacture new products

Manufacturers/Suppliers

Manufacturing, packaging and dispatch of products to OBI warehouses, stores and/or even directly to OBI customers

OBI Warehouses & Dispatch

Operation of three central warehouses in Wermelskirchen, Bedburg (both Germany) and Świebodzin (Poland). Storage and dispatch to OBI stores or directly to OBI customers via the OBI online shop, particularly for OBI private label brands

OBI Stores

Operation of a total of 641 OBI stores by OBI and its franchise partners, where customers can access 40,000 to 60,000 products on average and receive advice from trained OBI staff

Customers

Use and disposal of products and product packaging sold by OBI

Potential ESG Risks

- Greenhouse gas emissions
- Unfair working conditions
- Deforestation and loss of biodiversity
- Resource consumption

- Greenhouse gas emissions
- Unfair working conditions

- Greenhouse gas emissions
- Energy consumption and costs
- Waste from transport packaging
- Resource consumption

- Greenhouse gas emissions
- Energy consumption and costs
- Waste from transport packaging
- Resource consumption

- Greenhouse gas emissions
- Loss of biodiversity
- Pollution
- Waste from disposal

ESG STRATEGY

ESG is an Integral Part of the OBI "We Enable You" Promise

Based on the sustainability topics identified as material, OBI has defined seven action fields that have been prioritised to contribute to a liveable present and future. These are outlined in the ESG strategy **"Every Day A Little Better"** under the three pillars **PRODUCT**, **PLANET** and **PEOPLE** as well as the foundation **GOVERNANCE**.

The foundation of the "Every Day A Little Better" strategy formulated in the 2023 reporting year is a responsible interaction with all internal and external stakeholders in line with the OBI corporate values of JOY OF DOING, DEVELOPMENT, COMMUNITY and OWNERSHIP – all in accordance with the OBI Code of Conduct.

WE ENABLE YOU PROMISE

ESG strategy: Every Day A Little Better

PRODUCT



Responsible Assortment

OBI considers its extensive product range as an important lever for reducing negative social and environmental impacts. Accordingly, OBI wants to align its assortment strategy with key sustainability criteria such as climate protection, biodiversity, resource use, and fair working conditions. OBI actively collaborates with suppliers to drive improvements together.

Green Business Models

OBI seeks to merge innovation and sustainability to shape its corporate development in a responsible way. A significant aspect of this effort is the expansion of the OBI Green Home ecosystem, which empowers customers to adopt more sustainable lifestyles and save energy through a range of eco-friendly products and services.



PLANET



Climate Protection

OBI recognises the urgent need for action to mitigate climate change. That is why OBI is dedicated to reducing carbon emissions along the entire value chain and aligning its value creation with the requirements of the Paris Agreement on Climate Change.

Circular Economy

OBI respects the planetary boundaries that determine economic activity on earth. Therefore, OBI aims to minimise resource consumption and waste within its operations as far as possible. OBI considers the alignment of internal processes with principles of circular economy as a key component of successful business in the future.



PEOPLE



Employee Promise

OBI values its employees as the cornerstone of the company's success, whether they work in stores, warehouses or support centers. OBI therefore promotes a safe, inclusive and diverse working environment in which employees can thrive and fully develop their potential.

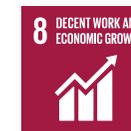
Community Engagement

OBI believes it has a duty to foster social cohesion, especially in the communities surrounding OBI locations. Under the slogan "OBI is a good neighbour", OBI supports many local and selected national initiatives focused on social development and environmental protection. In times of crisis OBI provides prompt and effective assistance on-site.



GOVERNANCE

Business Ethics, Compliance & Transparency





RESPONSIBLE ASSORTMENT

When OBI carried out a comprehensive impact analysis of its entire product assortment at the start of the 2024 financial year, four areas of focus were identified for making the assortment more sustainable: climate protection, biodiversity, resources and human rights. Further analyses were conducted in these topic areas over the year, with measures identified and targets set.

Within the biodiversity area, OBI's current main area of focus is the protection of forests and peatlands. OBI is consistently refining its own timber policy to meet the statutory requirements of the EU Deforestation Regulation (EUDR) with regard to the sourcing of timber. OBI is also continuing to focus on reducing and eliminating the amount of peat in soils. The goal

is that from 2025 onwards only peat-free soils will be purchased centrally for the German and Austrian markets. The last remaining contracts for soils containing peat are set to expire soon. In order to conserve resources, OBI set itself ambitious packaging targets for OBI private label brands in 2024, which are now being implemented systematically. To that end, the company also worked on establishing a solid data foundation with which to measure the targets in 2024. In addition, OBI further refined its internal governance in the area of human rights, arranged for social audits to be carried out on a risk basis and revised its Declaration of Principle over the reporting period. The company's activities in the area of climate protection are described in the corresponding section on page 11 of this report.

2024 MILESTONES

New packaging policy for OBI private label brands

The targets defined at the start of 2024 for the sustainable improvement of the packaging of OBI private label brands were formalised in a new packaging policy in the second half of the year. This forms the basis for the consistent improvement of the packaging of OBI private label brands. There is a particular focus on reducing plastic packaging and on using certified and recycled materials. The new packaging policy also describes OBI's requirements concerning the recyclability of packaging in order to help achieve effective recycling loops.

Click here to view the packaging policy: [Sustainable Packaging Policy for OBI Private Label Brands](#)

"Gemeinsam MOOR erreichen" – new OBI box to protect peatlands

In addition to reducing peat in its own product assortment, OBI is also supporting rewetting measures for dried-out peatlands. As a member of the Allianz der Pioniere (Alliance of Pioneers) established by the toMOORow initiative, OBI has worked with partners along the value chain to develop a new box for transporting plants that is made from ten percent reed canary grass – a raw material that can be cultivated on rewetted peatlands. This pilot project aims to help provide incentives for wet management of dried-out peatlands and thus restore the valuable climate protection function of peatlands.

Read more about the paludiculture cardboard box: <https://www.obide.com/corporate/nachhaltigkeit/moore>

Improved transparency in the supply chain

In the 2024 financial year, OBI further refined and updated its risk analysis of human rights and environment-related risks within its own area of business and among its direct suppliers on a company-specific basis. External social audits were also conducted on a risk basis. In addition, OBI reviewed the effectiveness of the Group-wide Speak Up whistleblowing platform and the preventative measures taken to prevent human rights risks. The Code of Conduct for Business Partners published in 2024 became a compulsory part of new contracts and is being implemented in existing contracts on a risk basis.

Further information on risks investigated in relation to human rights and the methodology used for the risk analysis can be found here:

[Declaration of Principle](#)

| Targets | Timing | Status |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> Optimise private label packaging <ul style="list-style-type: none"> a) Achieve maximum recyclability (~100%) b) Certify 100% of paper and cardboard packaging (FSC® or PEFC) c) Reduce the use of plastic packaging in OBI wholesale brands Lux & Euromate by 25% (compared to 2023, in relation to sales) d) Increase the share of recycled materials in plastic packaging to 40% Develop a sustainability strategy for OBI's assortment Eliminate peat in soils purchased for OBI-operated stores in Germany and Austria Improve data quality for products and packaging | 2028 2024 2025 2026 | <ul style="list-style-type: none"> ● ● ● ● ● ● ● ● |

| Material Aspects | SDG |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <ul style="list-style-type: none"> Sustainable Products Fair & Safe Working Conditions along the Value Chain Product Labelling | |

Fig.: Targets related to "Responsible Assortment"

● Target achieved ● Being implemented ○ Being planned

CASE STUDY PLANTS: MORE SUSTAINABLE PRODUCT DEVELOPMENT

OBI is always on the lookout for innovations to create a more sustainable future. As nearly all OBI stores have large garden centres, the company is focusing in particular on the product category of plants. In addition to offering individual product innovations such as a plant pot made from coconut fibres (which decomposes in the ground and then helps to enrich the soil with its fibrous structure), OBI is also endeavouring to make changes to plants with large sales volumes to make them more sustainable.

In the reporting year, OBI transformed the "GROW by OBI Vitalfutter" (GROW by OBI Vital Feed) series from the Cat Grass product assortment to ensure sustainability and is proud that this modified product has been on sale in OBI stores since February 2025. With nearly half a million products sold, the "GROW by OBI Vitalfutter" series is one of the absolute top sellers in the OBI assortment. The work OBI has done on transforming this series marks a major step to ensuring future viability. There are also plans to adapt other plants.

Pesticide-free cultivation

Chemical plant protection products can leave behind residues in soils, water and the air, and can thus have a negative impact on animal and plant life. By choosing to cultivate "GROW by OBI Vitalfutter" without chemical plant protection products, OBI is prioritising environmental protection and animal health.

100% peat-free soil

Peat is removed from peatlands, which store large quantities of CO₂ and provide a habitat for animals and plants. The removal of peat results in stored carbon dioxide being released and stops the peatland being able to perform its important climate protection function. Peat-free soil, on the other hand, is generally produced from renewable materials, such as compost, bark humus or coconut fibres. OBI has successfully risen to the challenge of changing these pot plants over to peat-free soils by working in partnership with its suppliers.

Plant pot made from 100% recycled plastic

Recycling plastic waste helps to conserve resources and reduce the amount of waste being produced. As this eliminates the need for raw materials extraction and manufacturing a plant pot from recycled plastic uses significantly less energy, this plant pot also helps to improve the product's carbon footprint.

Certified with the Blauer Engel ecolabel

The Blauer Engel (Blue Angel) is awarded to products that meet high environmental standards throughout their entire life cycle and, at the same time, are not harmful to health, so do not contain any harmful substances, for example. The social aspects of production are also taken in account in the assessment.



GREEN BUSINESS MODELS



OBI is purposefully working to establish new business models that will help to decouple value creation from resource consumption. Through this work, OBI hopes to increase its contribution to a more sustainable way of life. As environmental aspects and savings often go hand in hand, these offers may also be particularly attractive to OBI customers.

Besides offering a large number of different products to save energy and water, the Green Home ecosystem also provides customers with support for complex renovation projects, including advice and guidance, and relies on the expertise of specialised partners to deliver this support. This range focuses on four main topics: (1) saving electricity, (2) reducing heating costs and improving the indoor climate, (3) reducing water consumption and (4) intelligent networking in the home/smart home.

The company is continuing to invest in the start-up 42watt through OBI Squared, its venture capital arm, and is also stepping up its partnerships with universities and the worlds of research and science. In addition, OBI is continuing to expand its rental equipment range in partnership with Boels Rental. In order to make its rental equipment range as sustainable as possible, OBI's goal is to forge ahead with the electrification of petrol-powered rental equipment.



2024 MILESTONES

Selected Green Home Services now also available in Poland

As of the 2024 financial year, OBI is also able to offer customers in Poland support with the installation of photovoltaic systems and heat pumps – from the planning stage to execution. Other use cases are planned to make it easier to implement energy-efficient solutions.

Success with the OBI rental service

In partnership with Boels Rental, OBI is providing equipment and tools for hire as needed in nearly all OBI stores across Europe. The OBI rental model is enjoying growing popularity. In the 2024 financial year, OBI increased its Europe-wide sales with rented equipment by 17% compared to the previous year. Within the rental model, OBI is aiming for constant optimisation and is working on the ongoing electrification of the fleet. Around 80% of the rental equipment fleet is now electrified.

Expanding partnerships with universities

Universities are valuable sounding boards for innovations. OBI therefore stepped up its partnerships with universities during the reporting period and joined the curated networks BEFIVE by UnternehmerTUM and Gateway Factory, which help to transform ideas and technologies into viable business models.



| Targets | Timing | Status |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <ul style="list-style-type: none"> ■ Increase Gross Merchandise Value (GMV) from Green Home use cases to EUR 15 million ■ Electrify at least 95 % of OBI's rental products (replacement of petrol-powered machines) | 2024 | ● |
| | 2026 | ○ |
| Material aspects | SDG | |
| <ul style="list-style-type: none"> ■ Sustainable Business Models | | |

Fig.: Targets related to "Green Business Models"

● Target achieved ● Being implemented ○ Being planned

CLIMATE PROTECTION



Man-made climate change is one of the biggest challenges of our time. That is why OBI is dedicated to reducing greenhouse gas emissions both within its own operations and along its upstream and downstream value chain. The OBI ESG strategy adopts a comprehensive approach aimed at both mitigating and avoiding greenhouse gas emissions. In order to back this ambition up with clear targets, OBI set itself a reduction target for GHG Scopes 1 and 2 at the start of 2024. Within the Science Based Targets initiative (SBTi), OBI also committed to setting climate goals as defined in the Paris Agreement on Climate Change within two years and to have these validated.

In the 2024 financial year, OBI particularly focused on reducing emissions in GHG Scopes 1 and 2. Against this background, OBI has started to introduce energy management in accordance with the international standard (DIN EN ISO 50001) in Germany, with the goal of achieving certification in 2025. Besides the energy efficiency measures, the most important decarbonisation measures in 2024 were the expansion of photovoltaic systems on the roofs of OBI stores and the procurement of electricity from renewable sources. In order to be able to identify and implement targeted reduction measures in the upstream and downstream value chain, OBI also improved its data quality and the methodology for calculating its corporate carbon footprint in 2024.

2024 MILESTONES

OBI commits to the Science Based Targets initiative (SBTi)

OBI also committed to the Make It Zero initiative of the industry association EDRA/GHIN (European DIY Retail Association/Global Home Improvement Network) in the 2024 financial year. After being one of the first signatories to support the industry commitment to the goals of the Paris Agreement on Climate Change in June 2024, the company committed to the Science Based Targets initiative (SBTi) a short time later. OBI then started to develop the corresponding climate goals in the 2024 financial year.

Reducing energy consumption

OBI reduced its energy consumption from electricity and heating by 1.2% in the 2024 financial year compared to the previous year. This can mainly be attributed to energy efficiency measures such as switching to modern LED lighting systems in OBI stores. While previous years saw the introduction of far-reaching savings measures – which were also needed due to increases in energy prices – and therefore bigger savings as a result, the situation returned to normal in 2024. OBI has managed to maintain the trend and continue to save energy through consistent energy management and structural measures.

Consistent expansion of photovoltaic systems on the roofs of OBI stores

OBI made it a priority to expand its photovoltaic capacities on the roofs of OBI stores in the 2024 financial year. In view of this, OBI is mainly focusing on a partner-based approach: capable partners are constructing and operating photovoltaic systems on the roofs of OBI stores, with OBI purchasing climate-neutral energy from them. As of the editorial deadline for this report, 19 OBI stores in 3 countries had been fitted with PV systems and others are already in progress.

More electric vehicles

The percentage of electric vehicles in the OBI company car fleet increased further in 2024. Altogether, 17% of ordered company cars were electric. The OBI corporate car policy in Germany was also adjusted to make electric vehicles more attractive. Alongside this, OBI is committed to expanding the charging infrastructure: as of the editorial deadline for this report, 31 OBI stores in Germany were equipped with fast charging points for electric vehicles. Further locations will follow in the 2025 financial year.

| Targets | Timing | Status |
|---------------------------------------------------------------------------------|--------|--------|
| ■ Reduce scope 1&2 emissions by 50% (vs. 2021) | 2031 | ● |
| ■ Develop and validate climate targets according to SBTi | 2026 | ● |
| ■ Expand photovoltaic capacity on the roofs of OBI stores | 2028 | ● |
| ■ Improve data quality & calculation methodology for Corporate Carbon Footprint | 2026 | ● |
| ■ Introduce an energy management system in accordance with ISO 50001 in Germany | 2025 | ● |

| Material aspects | SDG |
|---------------------|-----|
| ■ Climate Change | |
| ■ Energy Management | |

Fig.: Targets related to "Climate Protection"

● Target achieved ● Being implemented ○ Being planned

OBI CORPORATE CARBON FOOTPRINT (IN tCO₂e)

| OBI Corporate Carbon Footprint ¹ (tCO ₂ e) | Base year 2021 | Reference year 2023 ² | Reporting year 2024 | vs. Reference year (2023) |
|------------------------------------------------------------------|------------------|----------------------------------|---------------------|---------------------------|
| Scope 1 | 67,818 | 55,217 | 51,710 | -6% |
| Heat (direct) | 58,218 | 45,856 | 43,535 | |
| Fleet (direct) | 9,600 | 9,360 | 7,847 | |
| Coolant ³ | | | 328 | |
| Scope 2 (location-based) | 113,186 | 63,516 | 66,773 | 5% |
| Scope 2 (market-based) | 107,512 | 49,081 | 50,666 | 3% |
| Electricity (indirect) | 93,828 | 41,831 | 42,063 | |
| Buildings | 93,828 | 41,795 | 41,759 | |
| Fleet ⁴ | | 36 | 304 | |
| Heat (indirect) | 13,685 | 7,250 | 8,603 | |
| Scope 3 | 7,049,376 | 7,854,157 | 7,721,218 | -2% |
| Upstream ⁵ | 5,551,008 | 5,462,933 | 5,468,923 | |
| Downstream ⁶ | 1,498,368 | 2,391,225 | 2,252,295 | |
| Total emissions | 7,224,707 | 7,958,455 | 7,823,594 | -2% |

Methodology: The calculations for the OBI Corporate Carbon Footprint were based on the operational control approach and were conducted in cooperation with service provider ClimatePartner. OBI uses primary data as well as assumptions and extrapolations, with higher data quality in Scopes 1 and 2, and varying data quality in Scope 3, where OBI is constantly working on improving the use of primary data. Future plans involve increasing the use of specific emissions data from suppliers in Scope 3.

Change: OBI was able to slightly reduce the GHG Scope 1 and 2 emissions compared to the previous year (-2%). This can mainly be attributed to a reduction of the energy consumption in the area of heating (-2%), as well as lower fuel consumption and increasing electrification of company cars (-16%). The consumption of electricity also continued to decrease slightly in the reporting year. However, as the emission factors for the quantities of electricity purchased rose in individual cases, there was a rise in emissions here (+1%).

ENERGY CONSUMPTION

| Energy consumption ¹ | Reporting year 2024 | vs. Reference year (2023) |
|-----------------------------------------------------|---------------------|---------------------------|
| Electricity (kWh) | 177,203,336 | -0.5% |
| of which exclusively from renewable energy | 76,255,003 | |
| of which a mix of conventional and renewable energy | 100,948,333 | |
| Heat (kWh) | 257,485,996 | -2% |
| Fleet | | |
| Diesel (l) vehicles | 2,053,426 | -6% |
| Petrol (l) vehicles | 1,121,353 | -18% |
| Natural gas (kg) vehicles | 134,530 | -11% |
| Electric (kWh) vehicles | 490,703 | 320% |

OBI has set itself the goal of reducing emissions from the GHG Scopes 1 and 2 by 50% by 2030 compared to the 2021 base year. In the reporting year, the company has already managed to achieve a total reduction of 42% compared to the 2021 base year. OBI is therefore on track to achieve the defined objective. The fact that OBI has achieved this significant reduction in a short space of time is mainly due to ambitious energy efficiency measures and its switch to green electricity, specifically wind power, for the majority of its German OBI locations.

The GHG Scope 3 fell slightly compared to the previous year (-2%). Categories 3.1 and 3.11 are particularly relevant for OBI. There are no changes in category 3.1, while category 3.11 has increased slightly (+9%). The changes in Scope 3 are partly due to activity-based developments but also due to updated emission factors and improved data quality.

¹ The selected calculation approach (operational control approach) means that ten equity stores that can be operationally controlled by OBI are also included in the carbon footprint. ² The comparison value for 2023 was adjusted on the basis of data updates in order to guarantee consistent comparability.

³ Data on the coolants used was not collected until the 2024 reporting year. ⁴ In 2021, there were not yet any electric vehicles in the OBI company car fleet. ⁵ Purchased goods and services, capital goods, fuel and energy-related emissions, upstream transport and distribution, waste from operations, business travel, employee commuting.

⁶ Downstream transport and distribution, use phase, disposal of sold products, franchises.

CIRCULAR ECONOMY



OBI aims to consistently reduce resource use in internal processes and increasingly align the company's operations with the principles of circular economy. To this end, OBI is continually refining its waste management, while at the same time exploring and adopting new recycling concepts. Core principles such as Avoid, Reduce, Reuse and Recycle form the basis of these efforts.

OBI introduced software for internal waste management at all stores operated by OBI in Germany in order to digitalise the entire disposal process and unlock potential for optimisation. The software was also rolled out in Austria in 2024.

Targets

- Reduce the share of residual waste by 10 % (vs. 2023)
- Reduce the share of residual waste by 40 % (vs. 2023)
- Certify 10 stores in DE & SSC Wermelskirchen with DIN SPEC 91436
- Digitalise waste management in Germany and Austria
- Introduce reusable plant trays (Euro Plant Tray) in German OBI stores
- Introduce reusable racks in logistics for store delivery (80 stores)

Timing

- 2024
- 2028
- 2025
- 2024
- 2025
- 2024

Status

-
-
-
-
-
-

Material aspects

- Waste Management & Circular Economy
- Water Management

SDG



Fig.: Targets related to "Circular Economy"

● Target achieved ● Being implemented ○ Being planned

2024 MILESTONES

Establishing the OBI Zero Waste Vision

OBI has set itself the goal of consistently reducing non-recyclable waste and recycling as many materials as possible. As part of this, OBI is currently working on getting ten selected OBI stores in Germany and the Store Support Center (headquarters) in Wermelskirchen certified to DIN SPEC 91436 (Zero Waste Vision). The final audit is scheduled for the end of 2025. OBI has also developed training materials, posters and e-learning courses to raise employee awareness of the correct separation of waste. As of the editorial deadline for this report, nearly 2,900 store employees in Germany had already completed the e-learning course since its launch in August 2024.

Too Good to Go for OBI plants in Germany and Austria

OBI sells around 46 million plants a year in Germany alone. However, plants still need to be disposed of, for example because they no longer meet the quality standard that OBI demands. OBI therefore joined forces with Too Good to Go, the world's largest marketplace for surplus food items, to launch a joint pilot to save plants in autumn 2024. Following a successful pilot phase, this cooperation was rolled out across Germany and Austria in early 2025. As of the editorial deadline for this report, over 200 locations had already been brought in and over 140,000 plants saved.

Roll-out of the industry-wide reusable system for containers to transport plants

As a co-founder of the Euro Plant Tray e. V. initiative, OBI began rolling out the reusable system following successful pilot projects and tests. This system focuses on reusing containers used to transport plants and thus establishing a closed loop, instead of disposing of them after use. The first 25,000 trays have been in use in 30 OBI stores since April 2025 and these will be joined by a further 75,000 trays by the end of 2025.



OBI WASTE BALANCE 2024

| Waste produced (in tons) | 2024 |
|-----------------------------------------|---------------|
| Total amount of waste | 71,999 |
| of which non-hazardous waste | 70,058 |
| of which hazardous waste | 1,941 |
| Timber waste | 19,622 |
| Paper, paperboard, cardboard | 13,884 |
| Municipal and other non-hazardous waste | 14,219 |
| Mixed construction waste | 13,646 |
| Plastic and rubber waste | 3,525 |
| Biological waste | 3,130 |
| Scrap metal | 1,643 |
| Hazardous waste | 1,941 |
| Electrical waste | 176 |
| Other waste ¹ | 213 |

¹ Including chemical waste, incineration waste, glass, textiles, waste paint and varnishes, and sludge

Methodology: The waste quantities are taken from the country-specific waste systems and are based on responses from the waste disposal service providers. For the office locations in Asia, Switzerland, Hungary, Czechia and Austria,

the quantities were estimated on the basis of the number of employees or the previous year's figures. The estimated percentage is just 0.16% and does not have a significant impact on the overall result.



EMPLOYEE PROMISE



OBI firmly believes that motivated and skilled employees are essential to delivering outstanding customer experience. This conviction has recently also been reflected in the company's organisational structure: Dr Urszula Nartowska was appointed to the Management Board of OBI Group Holding SE & Co. KGaA on January 1. As the Chief People & Organisational Development Officer, one of her areas of responsibility is HR management across all OBI countries, and she is placing a strong emphasis on talent management and employee development. Company processes are increasingly being digitalised, making it easier and more efficient to review whether statutory requirements and internal ambitions are being adhered to.

In order to ensure a safe and positive working environment, OBI has defined a whole host of measures that can be read about in detail in the OBI Sustainability Report 2023. In addition to exceeding the legal standards with regard to workers' rights and occupational health and safety – which are put into practice across the Group – OBI is consistently working to develop the areas of talent management and health management further.

A diverse workforce is also essential for OBI's success and capacity for innovation. The creation of fair career opportunities – which also includes the advancement of women – is a key priority of the company's diversity and inclusion work. In this reporting year, the focus was on boosting the visibility and relevance of the subject of diversity and inclusion as a basis for further measures.

| Targets | Timing | Status |
|--------------------------------------------------------------------------------------------------------|---------|--------|
| ■ Ensure that women are appointed to at least one third of management positions in OBI stores and SSCs | 2030 | ● |
| ■ Introduce a group-wide anti-discrimination policy | 2025 | ● |
| ■ Roll out company-wide AGG* and inclusive leadership training for all managers | 2025 | ● |
| ■ Launch DEI** certification across all OBI departments | Planned | ○ |
| ■ Introduce a diversity package for OBI stores (3 pilot stores) | 2024 | ● |
| ■ Implement an awareness campaign addressing discrimination in daily life | 2024 | ● |

| Material Aspects | SDG |
|---------------------------------|-----|
| ■ Health & Wellbeing | |
| ■ Diversity, Equity & Inclusion | |
| ■ Talent Management | |

Fig.: Targets related to "Employee Promise"

● Target achieved ● Being implemented ○ Being planned

* AGG = German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz)
 ** DEI = diversity, equity, inclusion

2024 MILESTONES

OBI establishes empowerment groups

In Germany (SSC only), OBI has established seven empowerment groups to enable members to share their experiences of discrimination in a safe space and develop measures under their own responsibility. These include the following groups: BI_PoC@OBI for colleagues with a migration background, Ü55@OBI for people over the age of 55, Women@OBI, Alleinerziehende@OBI for single parents, NeuDiv@OBI for people who are neurodivergent, Wir.Eltern@OBI for parents, and a group for colleagues with a (chronic) physical or mental illness. Another development in Czechia and Slovakia has seen dedicated employees from different departments setting up a working group to improve the interaction between older and younger generations.

OBI Poland (stores and SSC) awarded the Diversity in Check certificate

The Polish country organisation underwent a diversity audit in the 2024 financial year and was recognised as one of the most progressive companies in Poland as far as DEI² is concerned. OBI also raised awareness of various DEI² topics through a whole host of special activities, such as online workshops, e-learning courses, webinars, a special diversity library and our initiative for OBI customers: Silent Hours³, which have been introduced in all stores operated by OBI twice a day.

OBI promotes work-life balance

OBI is increasingly offering HR tools tailored to families and specific stages of life in Germany (stores and SSC) to promote a good work-life balance. These include places in daycare centres, the option of mobile working elsewhere in the EEA (SSC only), sabbaticals and emergency leave. Following its introduction, nearly 100 employees had taken a sabbatical by the end of 2024 or had already started saving up their leave entitlement for their subsequent leave of absence on their sabbatical. All OBI employees also have the right to buy ten additional days of holiday a year in addition to their statutory entitlement. More than 500 employees took advantage of this option in 2024.

OBI develops its offering to promote good physical and mental health

The wellbeing of all employees is a matter close to OBI's heart. Regular health campaigns run in partnership with a health insurance company have been part of the standard provision in German stores and SSC locations since 2024. The content varies depending on the needs of the organisational unit and covers topics such as stress management, safe practice for carrying and lifting, and other ergonomic aspects.

³ The Silent Hour means that all environmental stimuli are reduced for a specific period in order to create a more comfortable shopping experience for people with specific needs (e.g. autism, ADD/ADHD, high sensitivity). The measures include dimmed lighting, no loudspeaker announcements or music, no active displays, etc.

OBI EMPLOYEES IN 2024

Entire workforce of 29,194 employees

| Employees by gender | | Employees by age group | |
|-----------------------------|---------------|---------------------------------|--------------|
| of which female | 14,737 | up to 30 years of age | 5,058 |
| of which male | 14,457 | 31 to 50 years of age | 15,424 |
| of which other ¹ | 0 | over 50 years of age | 8,712 |
| Employees by contract type | | Managers by gender ³ | |
| Permanent contract | 27,525 | Management | 1,175 |
| of which female | 14,004 | of which female | 300 |
| of which male | 13,521 | of which male | 875 |
| Fixed-term contract | 1,669 | | |
| of which female | 733 | | |
| of which male | 936 | | |

Methodology: The information about our employees is provided as headcounts, unless otherwise specified. This is a snapshot taken on the reporting date at the end of the 2024 financial year (December 31, 2024). The data is mainly taken

from the HR data system. The current table has been adjusted to meet ESRS requirements and therefore differs from the format of last year's table.

¹ As no employees have currently specified their gender identity as "other", this category is not presently taken into account in the gender distribution. ² Employees broken down by gender and country, where 50 or more employees are employed and represent a proportion of at least 10% of the total workforce. ³ Level C-F: This includes the Management Board, the three management levels below it and our store managers and deputy store managers. This represents a change from the previous year, as department managers of the stores operated by OBI were also included in this category in the 2023 reporting year. ⁴ Per 1,000,000 hours worked. ⁵ Fatalities that can be attributed to work-related injuries or accidents.

EMPLOYEES BY COUNTRY² (with ≥10% of the entire workforce)

| | |
|-----------------|---------------|
| Germany | 13,842 |
| of which female | 6,715 |
| of which male | 7,127 |
| Austria | 3,014 |
| of which female | 1,610 |
| of which male | 1,404 |
| Poland | 4,760 |
| of which female | 2,433 |
| of which male | 2,327 |

OCCUPATIONAL HEALTH AND SAFETY

| | |
|---------------------------------------------------|-----|
| Number of reportable accidents at work | 666 |
| Rate of reportable accidents at work ⁴ | 13 |
| Number of fatalities ⁵ | 0 |



COMMUNITY ENGAGEMENT



OBI strives to be a "good neighbour" by actively supporting local groups and institutions close to OBI locations. The majority of its stores initiate or support social projects that are adapted to the specific needs of their region. These projects include jersey sponsorship of a youth soccer team, support for a local daycare centre and the donation of Christmas trees to food banks and kindergartens.

OBI's Store Support Centers (SSC) also contribute to creating a better living environment. The apprenticeship project weeks held each year, in which ideas are developed and executed for social projects, are a key component of OBI training programmes. OBI apprentices also take part in the tree planting campaign that has been run by the Handelsverband Heimwerken, Bauen und Garten e.V. (BHB, the German trade association for DIY, construction and gardening retailers) for the last 16 years.

| Targets | Timing | Status |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| <ul style="list-style-type: none"> Continue the strong partnership between OBI and Acker e.V. Continue the social activities as part of the OBI Good Neighbour programme | ∞ | ● |
| | ∞ | ● |
| Material Aspects | SDG   | |
| <ul style="list-style-type: none"> Stakeholder & Community Engagement | | |

Fig.: Targets related to "Community Engagement"

● Target achieved ● Being implemented ○ Being planned

2024 MILESTONES

OBI Italy launches pilot project with the Regusto platform

In 2024, three OBI Italy stores went live on the Regusto platform to purposefully donate items that can no longer be sold (products with damaged packaging or a short shelf life, for example) to charitable organisations. Through the digital platform, around 1,300 registered charities can reserve these products and use them for their purposes. The plan is for a further 47 Italian OBI stores to be added to the platform by the end of 2025.

OBI Poland plants twelfth forest

The subject of reforestation is a key priority for OBI because of the large proportion of timber products in its assortment. For the past five years, OBI has partnered with the Las na Zawsze organisation to plant natural forests that will become habitats and ecosystems that are not intended for commercial exploitation. With the help of numerous OBI employee volunteers, the twelfth OBI forest was planted in 2024.

OBI Wishing Tree campaign grants more than 1,000 children's wishes

The Wishing Tree campaign is now a permanent fixture of the festive period at OBI. Across a total of seven OBI countries, employees have helped to make wishes come true and brought joy to children and young people from socially disadvantaged families.

OBI finances fourth Acker school

In the 2024 financial year, OBI funded a fourth school's participation in the GemüseAckerdemie educational initiative by Acker e.V. Acker e.V. helps to bring children and young adults closer to topics like nature, healthy eating and sustainability through the growing of vegetables in their own school gardens.



GOVERNANCE



Corporate social responsibility in line with the OBI corporate values of JOY OF DOING, DEVELOPMENT, COMMUNITY and OWNERSHIP and the OBI Code of Conduct forms the basis of OBI's business activities. A key part of this is consistent compliance with relevant local, national and international legislation, rules and requirements, and company policies.

The **OBI Code of Conduct** was revised in 2024 and rolled out again worldwide. In addition to acting as a clear statement by the Management Board on the subject of compliance, it also provides employees with clear guidance on various com-

pliance issues, such as corruption prevention, data protection and competition law. It is available in all relevant languages for OBI.

As a matter of principle, the OBI Group follows a zero-tolerance policy for violations of legal provisions or compliance regulations. All reports of potential violations are thoroughly investigated, and confirmed breaches result in appropriate disciplinary actions.

| Targets | Timing | Status |
|----------------------------------------------------------------------------|--------|--------|
| ■ Update Code of Conduct for employees and business partners | 2024 | ● |
| ■ Publish OBI's first Sustainability Report for the 2023 financial year | 2024 | ● |
| ■ Implement sustainability reporting in compliance with CSRD requirements | 2025 | ● |
| ■ Establish a centrally managed system for monitoring stakeholder concerns | 2025 | ● |

| Material Aspects |
|--------------------------------|
| ■ Business Ethics & Compliance |
| ■ ESG Transparency |
| ■ Data Protection |
| ■ Political Engagement |
| ■ Animal Protection |

Fig.: Targets related to "Governance"

● Target achieved
 ● Being implemented
 ○ Being planned

2024 MILESTONES

Developing comprehensive AI governance

OBI has introduced compulsory AI training and a directive on responsible AI use to ensure its employees have the necessary expertise in the area of artificial intelligence (AI) and to clearly define what they may or may not do.

Strengthening the international compliance organisation

The OBI Group also took steps in this reporting period to further strengthen the compliance organisation and compliance culture. The compliance organisation of the OBI Group was expanded internationally in order to raise awareness of the topics in all relevant countries. The cooperation in this area will be supported by regular cross-border meetings of the compliance representatives. The overall responsibility for this topic rests with the Head of Legal & Compliance.

No cases of corruption or bribery, nor any fines

During the reporting period, no cases of corruption or bribery were identified in the OBI Group. There are no known cases among OBI's business partners either. Additionally, no significant fines or non-monetary sanctions were imposed for non-compliance with laws or regulations in the social and economic sectors.



Publisher

OBI Group Holding

Albert-Einstein-Str. 7-9

42929 Wermelskirchen

Tel. +49 02196 90-62 000

Responsible

**Heide Schulte-Beckhausen,
Valentina Wehr, Isabel Frey**

Art direction

nju communications KG

Editorial

Eleonora Scholz, Sarah Schiffer

Photos in this Sustainability Report

**Benjamin Pieper (Zum goldenen Hirschen),
private, René Schiffer, Christian Lord Otto**

All rights reserved. Use of this content,
even in part, is only permitted with the express
consent of the publisher.

presse@obi.de



Published July 2025