SUSTAINABILITY REPORT 2025

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From our Manager Sustainability & Compliance

Hogewoning Sustainability: Investing in the future

"Be our guest" this is how we welcome our visitors and our customers. At the same time, we are increasingly aware that we too are guests, and that we have a responsibility to pass on our world to future generations in a proper way. At its core, this is what sustainability means to us. It directly influences the choices we make and our overall operations, from product development to transport, and from legislation to social compliance.
In this Sustainability Report, we share our vision, how it is embedded in our strategy and throughout the value chain, as well as the actual measurable ESG results for 2025.

Looking back at 2025

In 2025, the world experienced continuous developments. Due to geopolitical tensions and conflicts, international trade came under pressure, significantly impacting the logistics chain and cost structures, creating a persistently challenging environment. Market dynamics, partly driven by increased U.S. import tariffs, led to rising transportation costs. In addition, transit times increased as container ships were forced to take alternative shipping routes, directly affecting both planning and costs.

We also experienced disruptions closer to home. Congestion in the port of Rotterdam, followed by strikes, caused further delays in the handling of goods flows. Severe weather conditions, including snowfall and strong winds, amplified these effects and contributed to operational uncertainty.

Nevertheless, we consistently focused on the factors within our control, with a targeted commitment to continuity, efficiency, and risk mitigation throughout the supply chain. We are proud and grateful for what we have achieved as a team, the focus is sharp and the level of flexibility is high. The foundations of our organization have been strengthened, with sustainability fully integrated.

2025 marked the year in which full compliance with social standards was achieved with Amfori BSCI and the Hogewoning Suppliers Code of Conduct. After all, **human rights are non-negotiable.**

It was also the year of the launch of our virtual showroom for international clients. Through this platform, we welcomed customers from Curaçao to Japan, and from Iceland to Southern Spain.
We are proud to be a preferred supplier for several international retailers, with our products available in more than 10,000 stores.
Finally, the traditional printed catalogue was replaced by a digital version: no paper, no waste, faster, smarter, and above all more sustainable. This also ensures that our customers always have access to the most up-to-date collection.

2026 Outlook

In 2026, Hogewoning will celebrate its 100th anniversary! A remarkable milestone that we will celebrate in our new sustainable building (you can read more about this later in this report).
We move forward with confidence, with a clear plan, strong capabilities, and a team driven by a passion to grow in delivering beautiful products, as sustainable as possible, from design to transport and delivery.

Our promise for the next century: we are committed to people, the environment, and society, while continuing to do what our customers know us for: creating the most beautiful collections.

"

The future requires the responsibility of today. We therefore embrace 'Investing in the Future' by making sustainable decisions throughout the entire value chain.

Thérèse Boersma

Manager Sustainability & Compliance

About *Hogewoning*

Introduction

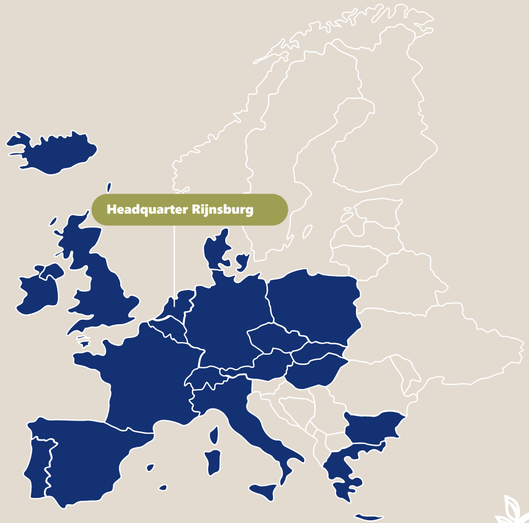
Hogewoning is an international importer of home accessories. We are proud to have been the leading company in natural decorative materials for three generations.

Creativity, sustainability, and customer focus form the foundation upon which we develop strong brands with the recognizable "Hogewoning touch." Through our contemporary vision, international supply chain, and close-knit company culture, we achieve sustainable growth. "Inspired by nature" is in our DNA.

Hogewoning BV stems from a long tradition of dried flowers, dried materials, and florist products. This provides an unparalleled foundation of knowledge about materials, origins, and the sector. Combine this with insight into trends and developments in lifestyle, decoration, and DIY, and you have the golden combination for the products we develop: decorative, distinctive, high-quality, and reasonably priced.

We combine a rich history with a modern, creative, and sustainable perspective, where people are at the centre and products, service, and support are always of top quality.

Hogewoning BV supplies to many countries within and outside Europe. The headquarter is located in Rijnsburg, with local representation in northern and southern China, as well as in India.



Our *Values*

Creating a true home in a sustainable way, that is what Hogewoning is all about. With personal attention, creativity, respect for nature, and care for the people who make our products, we design home and garden decorations that surprise and inspire.

Our Corporate Values

- **Attention to each other**
- **Knowledge of the (internal) customer**
- **Keeping your promises**
- **Eager to learn and continuous improvement**
- **Entrepreneurship**

Our Brand Values

- **Committed**
- **Service-oriented**
- **Creative**
- **Sustainable**
- **Creating Ambiance**

Our *History*

Willem Hogewoning
Founder & CEO
1926 - 1956

Daan Hogewoning
CEO
1956 - 1994

Cees Hogewoning
Operational Director
1956 - 1994
CEO
1994 - 1996

Tromp Hogewoning
Commercial Director
1976 - 1996
CEO
1996 - present

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In 1926, **Willem Hogewoning**, the grandfather of Tromp Hogewoning, the current CEO, started cultivating flowers and later trading in dried flowers.

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Thirty years later, in 1956, **Daan and Cees Hogewoning**, the sons of Willem Hogewoning, took over the business. The company continued to develop successfully, and by the 1970s it had become a professional, export-oriented organization with exceptional growth in the global dried flowers market. This continued well into the 1990s.

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Meanwhile, in 1976, the third generation joined the company, with T**romp Hogewoning** starting as Commercial Director. By the late 1990s, a clear shift in home decoration trends became visible. The explosive growth of dried flowers came to an end as they went out of fashion. Hogewoning BV adapted to these developments and shifted its focus to large-scale import of decorative items, while nature remained a constant source of inspiration.

20 25

Now, **nearly 100 years** after its founding by Willem Hogewoning, Hogewoning BV continues to thrive to this day. From dried flowers to a broad assortment of home and garden decoration, hobby materials, pet supplies, and natural accessories. A professional team makes daily decisions based on the latest trends, specific customer needs, sustainability, and creativity.
With a continued focus on growth in sustainability, certification, and compliance, Hogewoning BV remains a leader in the industry.

Hogewoning sets its course for the future

and will celebrate its 100th anniversary in 2026

Hogewoning takes you back to 1926: A small shed, the scent of freshly dried flowers, and a man with a dream: the grandfather of the Hogewoning family. What began as a handcrafted passion for dried flowers has, in almost a hundred years, grown into an international home décor expert.

A Rich History and a Promising Future

Next year, in 2026, Hogewoning will celebrate its 100th anniversary. An impressive milestone, but above all a starting point. At Hogewoning we don't just look back, we look ahead: to opportunities, innovations, and sustainable steps. A milestone that we seize to reflect on remarkable highlights and to anticipate the most ambitious chapter yet. Steps that aim to advance the industry, elevate it, and shape it for the years to come.

In the past decades, we introduced two standout collections each year, always trend-driven, commercially strong, and designed to maximize sales in our customers' stores. In recent years, we have been recognized with the Goed en Groen Katwijk Award, launched our first Sustainability Report, became a preferred supplier for several international retailers, have seen our products in over 10,000 stores across Europe, and introduced a virtual showroom for our international customers, allowing people from Curaçao to Japan to experience our collection remotely.

Innovation That Truly Adds Value

At Hogewoning, we believe in innovation that directly benefits the customer. To work even more efficiently, we no longer print paper catalogues. Instead, our sales managers now use a digital, waste-free presentation; faster, smarter, and fully future-proof. This ensures that customers always see the most up-to-date collection; no paper, no waste, maximum inspiration.

A New Chapter with an Almost CO2-neutral Building

Soon, we will open the doors to our brand-new, nearly CO2-neutral facility. A space that reflects what Hogewoning stands for.

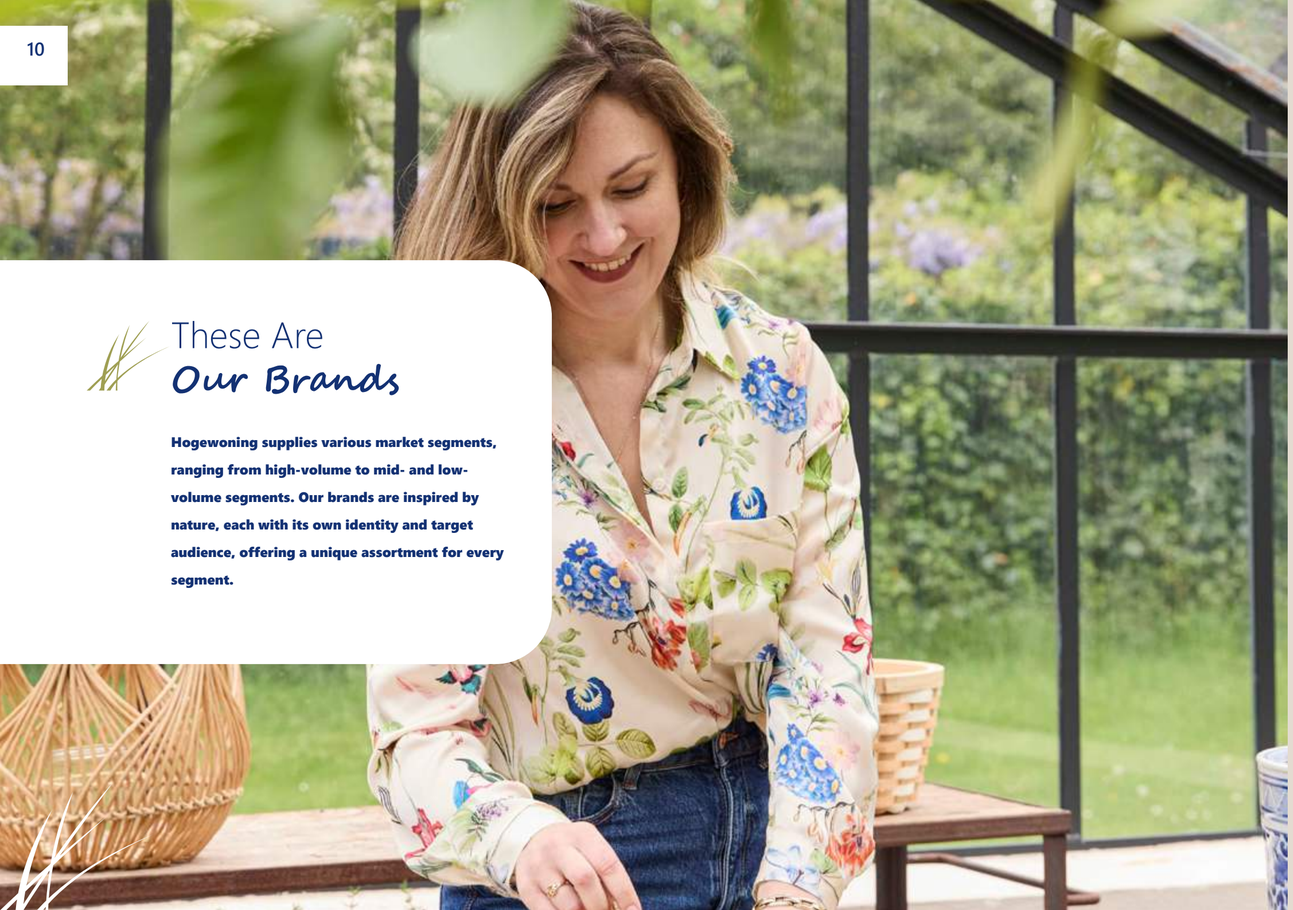
- Future-proof, sustainable materials
- Equipped with energy-efficient installations
- Designed for higher efficiency and better processes
- An inspiring environment where we proudly welcome customers and partners

This new building forms the perfect foundation for the next 100 years of Hogewoning. A future in which we will continue to grow, innovate, and strengthen our position in the international home décor market.

Sustainable Ambitions

Our sustainability ambitions go beyond buildings. Sustainable sourcing and FSC-certified wood are standard for us. In addition, starting this year, we plant a tree for every order, making an extra contribution to forest growth. We also proactively monitor developments in current and upcoming sustainability legislation, including the EUDR, CBAM, and PPWR.

Our promise for the next century is clear: we are committed to people, planet, and prosperity for all, while continuing to do what our customers know us for: creating the most beautiful collections.



These Are *Our Brands*

Hogewoning supplies various market segments, ranging from high-volume to mid- and low-volume segments. Our brands are inspired by nature, each with its own identity and target audience, offering a unique assortment for every segment.

HOUSE OF NATURE
Natural Home Decorations

House of Nature is Hogewoning's leading lifestyle brand. We present a new collection twice a year, responding to the latest trends. Surprising basics and luxurious eye-catchers complement each other across different styles. Each item is beautifully crafted, often using natural materials that create warmth and atmosphere. House of Nature is known for its high standards and exceptional quality. It is no coincidence that our home accessories and furniture are regularly featured on social media and in lifestyle and interior design magazines.

Natures Accents

Innovative and sustainable, with a focus on nature. Natures Accents offers a wide range of natural accessories for both indoor and outdoor use; from wooden baskets to ceramic vases, and from binding materials to decorative birds and butterflies. Everything is designed to enhance creative, sustainable floral and interior creations. With materials such as jute, coconut fibre, cotton, moss, and metal wires, this collection perfectly meets the demand for honest, handcrafted products with character. Natures Accents is an innovative and sustainable brand with a straightforward approach, suitable for florists, garden centres, and retailers.

Floral Accents

A collection of lifelike artificial flowers and botanical decorations. Each design is inspired by the seasons and crafted with attention to detail and sustainability. Floral Accents captures the beauty of nature in refined forms, timeless, maintenance-free, and always in bloom. Perfect for those who want to create atmosphere with a natural look.

HGW INTERIOR DECORATIONS

HGW Interior Decorations is the brand for high-volume customers such as large retail chains, DIY stores, department stores, and supermarket chains. It offers contemporary home accessories that are sustainably designed and produced. The products can be further developed based on customer requirements.
This brand has minimum order quantities, allowing us to guarantee the best price per item.

HOME ACCENTS DECORATIONS

A versatile collection of trendy home accessories and seasonal decorations with an excellent price-quality ratio. Home Accents is supplied to a select number of retail chains.

Hobby Flora
craft & hobby materials

Hobby Flora is a high-volume label with an extensive collection of hobby- and craft products. It is developed for consumers and is characterized by market-driven designs and attractive packaging.

HOGEWONING SEASONAL

Celebrate the seasons in style with the atmospheric home décor of Hogewoning Seasonal. From a cheerful spring collection and a cozy autumn collection to a beautiful Christmas collection. Perfect for decorating the home in style throughout every season.

Natural Pine COLLECTION

The look of a Scandinavian pine forest with all the benefits of an artificial Christmas tree; these are the hallmarks of the Natural Pine Collection. The trees are available with or without LED lighting, depending on your preference.

This is how we *Create Value*

On-demand production: No warehouse stock. Production is based on customer orders.

A **keen eye** for market demands.

Long-term partnerships across the entire supply chain, with relationships that have lasted nearly half a century. A reliable foundation.

A promise is a promise: our partners and customers know they can always count on us.

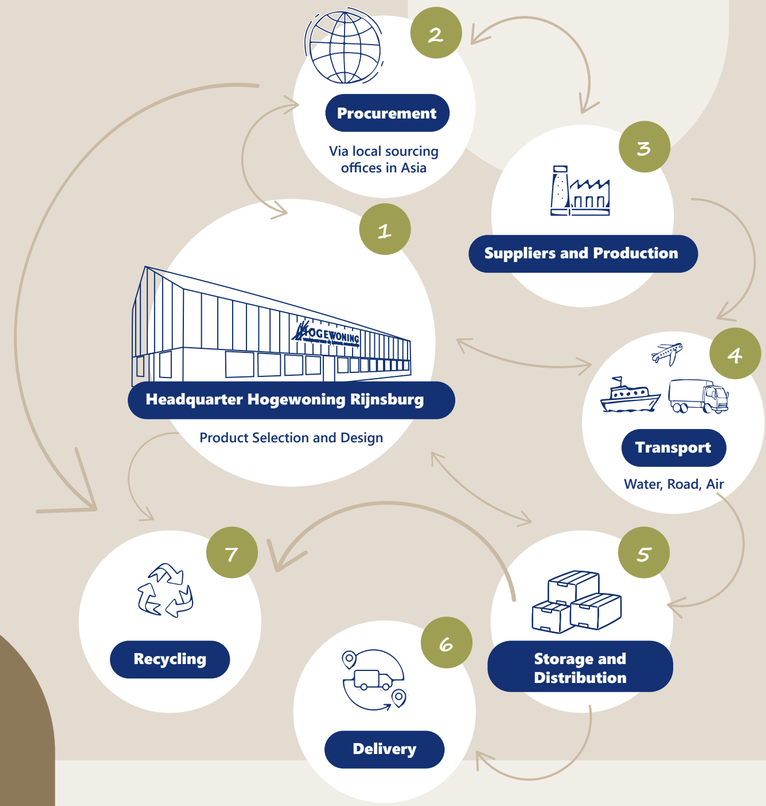
Growing together with our partners in, and beyond, sustainability and regulatory goals.

Teams of specialists for the different market segments and sizes.

Our *Value Chain*

At Hogewoning, we believe it is important to have insight into our supply chain. From design and selection to production and delivery, we strive for a solid chain built on sustainable relationships. This also supports the various compliance regulations in Europe, where transparency and strong partnerships are key.
Especially when it comes to sustainability in its broadest sense, we make a real difference together with our supply chain partners.

Our value chain, from design to the delivery of the final product, is as follows:



1 Product Selection and Design
Our products are selected and designed with a focus on aesthetics, quality, and sustainability. Together with designers and suppliers, we choose materials that are as sustainable as possible, such as FSC-certified wood, recycled materials, and responsibly grown cotton. Social compliance is always ensured.

Sustainable efforts:
- Use of renewable and recycled raw materials.
- Reduction of chemicals in production processes.
- Reduction of packaging materials and use of recycled materials for packaging.
- Social Compliance.

2 Procurement via Local Sourcing Offices in Asia
Purchasing is carried out through our offices in southern and northern China and our partner in India. These locations manage daily relationships with local suppliers and manufacturers. In addition, sourcing also takes place in Europe (Poland and Spain).

Sustainable efforts:
- Supplier audits to monitor labour conditions and environmental standards.
- Prioritizing local producers to reduce transport distances.

3 Suppliers and Production
Production takes place at carefully selected suppliers.

Sustainable efforts:
- Social compliance, as a member of Amfori, guidelines established by the United Nations are audited locally for social compliance.
- Selection based on sustainable sourcing of certified raw materials, such as FSC, GRS, and BCI, with social compliance included.
- Partnerships with suppliers to advance development in sustainable materials, packaging, energy, and transport.

4 Transport (Water, Road, Air)
Intercontinental transport of our products primarily occurs by sea and, in exceptional cases of very low volumes or urgent orders, by air. Transport within Europe is carried out by road and rail.

Sustainable efforts:
- Optimizing transport to reduce emissions.
- Optimizing container efficiency.
- Investment in biofuels for ships.
- Use of collo module boxes, designed for efficient stacking and transport, maximizing space utilization in warehouses and trucks.

5 Storage and Distribution
Our warehouses manage short-term storage and distribution to our customers in Europe.

Sustainable efforts:
- Sustainable collaboration with warehouse partners committed to reducing emissions.

6 Delivery
Our customers receive products with clear information on origin, sustainability, and usage.

Sustainable efforts:
- Transparent, consumer-focused labelling of product nature, features, origin, and use.
- Product-related information on recycling and reuse.

7 Recycling
We facilitate recycling and responsible waste management in our organization, for our products and packaging return flows.

Sustainable efforts:
- Collaboration with recycling partners for material reuse.
- Continuous research into the use of sustainable/ circular materials for our products.

Conclusion
Every link in our value chain reflects the integrated commitment to sustainable business practices. We continuously monitor developments and maintain a strong focus on reducing our ecological footprint and promoting a circular economy.

Trends and developments *in the market*

In 2025, we observed that sustainability remained a key theme across all trends, alongside a strong emphasis on technology and individuality. Natural materials such as wood, stone, cotton, and linen continued to be popular due to their eco-friendly properties and aesthetic appeal. Personal touches, such as handmade items, gave interiors a unique and authentic character. These trends reflected a desire for environmental awareness, comfort, and individuality in modern interior design.

For the Spring & Summer 2025 collection, Hogewoning introduced three themes in line with the trends:

Slow Life

Emphasizes calm and simplicity, with earthy colours and natural materials that convey a sense of exclusivity and refinement.

Sunday Best

Inspired by nostalgia and coziness, this theme brings authentic prints and a warm atmosphere to interiors, focusing on relaxation and enjoying life's small pleasures.

Radiant Paradise

Featuring exuberant colours and vibrant patterns, this theme evokes a lush, blooming oasis, celebrating the beauty of nature and bringing interiors to life.

In 2026, we see that the focus lies in comfort, character, and authenticity. Warmth, craftsmanship, natural materials, and personal styling prevail over cold, generic, and sterile looks, with sustainability and natural accents remaining key. This aligns perfectly with the Hogewoning Touch. Interiors are becoming cozier, more layered, and more expressive. A home that is not only visually appealing but also feels meaningful.

Colours & Atmosphere:

Warmth over coolness
Warm neutral tones such as clay, sand, sage, caramel, and moss green dominate in 2026. These create cozy, natural-looking spaces, complemented by strong accent colours like deep terracotta, moody greens, and rich shades. With the use of colour on walls, baseboards, and even ceilings, colour drenching is becoming increasingly popular.

Texture and Material:

Craftsmanship & Natural Tactility
Handmade and natural materials are gaining ground, from ceramics and handwoven fabrics to unfinished metals and natural stone. These textures add character and reference skilled craftsmanship. Tactile surfaces and layers of textiles (such as thick wool, alpaca, and mohair) provide both comfort and visual depth. Rich wood types and dark finishes (such as walnut or mahogany) replace light, painted surfaces for a warmer, more classic look.

Form Language:

Soft Lines & Sculptural Objects
We are seeing more organic shapes, and sculptural furniture and home objects create a creative and comfortable atmosphere.

Stylistic Revival:

Retro en Art-Deco Influences
Geometric details, metallic accents, and luxurious materials such as brass and polished marble are making a comeback. Retro elements from the 1960s and '70s remain, including warm wooden wall panels, velvet, and plaid or retro patterns; naturally with a modern twist.

Personal & Layered Interiors:

The sleek, minimalist rooms are disappearing; instead, we see more **comfort** and **layering** with books, art, souvenirs, and unique finds that tell a **personal story**. Textures, patterns, and colours with a warm and inviting appearance take centre stage.

Sustainability & Natural Accents:

Natural elements, plants, organic materials, **sustainable** locally produced, and vintage items are gaining value over disposable trends.

Stakeholder Analysis & Materiality

Hogewoning's stakeholders can be divided into the following groups: suppliers in Poland, Spain, and Asia; employees in the Netherlands and Asia; large and smaller customers; logistics partners; and the bank.

Material Topics & SDGs

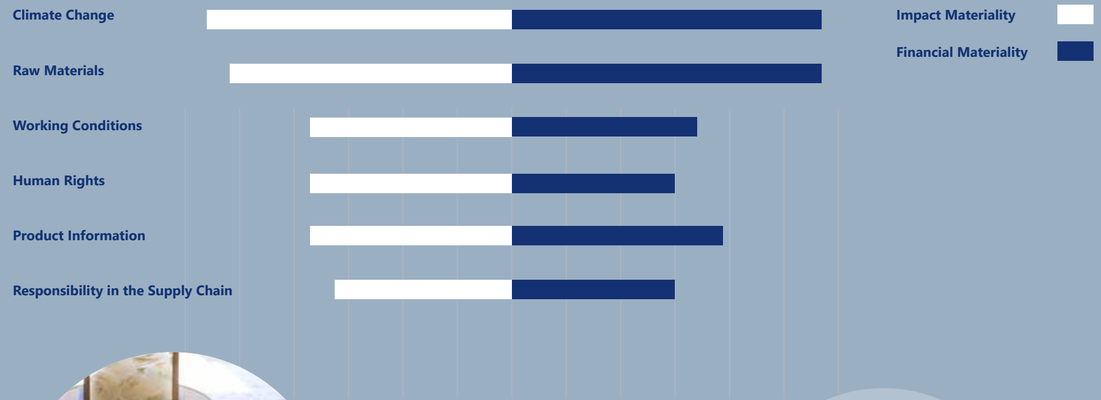
From the analysis of feedback from internal and external stakeholders, the following material topics have been identified:

Material Topic	Explanation	SDG
Raw Materials	**'The Sustainable (Re)Use of Raw Materials'.** The impact of our products and packaging begins with the choices made during the design phase. This theme focuses on the selection of raw materials and promoting a circular supply chain. It involves minimizing packaging materials and using sustainable raw materials that are responsibly sourced, recycled, and/or recyclable.	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
Climate Change	**'The responsibility of an organization to reduce the (impact of) climate change by lowering direct and indirect CO2 emissions'.** The largest part of our emissions comes from the production and transport of our products. By proactively investing in alternative fuels such as biofuel, we minimize these emissions to the greatest extent possible.	13 CLIMATE ACTION
Human Rights	**'The responsibility of an organization regarding human rights violations in its own operations and throughout the entire supply chain'.** We are aware that human rights are not viewed the same way everywhere, especially when looking deeper into the supply chain. This theme is material for Hogewoning because we want to ensure that human rights are respected throughout the entire chain.	1 NO POVERTY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Working Conditions	**'The importance of providing decent working conditions for both direct employees and hired staff, including fair compensation, social security (safety net), and healthcare'.** Good employment practices are highly valued at Hogewoning. This includes providing fair working conditions for all employees, with living wage and social security. Proper working conditions contribute to a sustainable employment relationship and a stable team.	1 NO POVERTY, 8 DECENT WORK AND ECONOMIC GROWTH
Product Information	**'The importance of fair marketing practices, including transparency and factual information about products and services, as well as providing guidance on recycling and the (sustainable) disposal of waste'.** Transparent and factual information is essential to inform consumers about the origin, use, and sustainable disposal (recycling) of each product at end of life.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsibility in the Supply Chain	**'The responsibility of organizations to promote socially responsible business practices throughout their value chain, including suppliers, contractors, and other business partner'.** By taking responsibility in the supply chain, we positively impact both the environment and the people working within it. It is important to maintain ongoing dialogue internally, with suppliers, and with partners, to promote sustainable practices and address any issues that may arise.	8 DECENT WORK AND ECONOMIC GROWTH, 13 CLIMATE ACTION

Double Materiality Analysis

Based on the double materiality analysis, Hogewoning assessed both the impact of sustainability and ESG factors (environment, society, governance) on the organization, and the impact of the organization on society and the environment.

For each potentially material topic, an analysis was conducted considering scale, scope, reversibility, and likelihood, as well as magnitude, time horizon, and type of effect on both impact materiality and financial materiality. This analysis resulted in the final determination of the material topics relevant to Hogewoning.



In Conversation with the Board of Directors:
Sustainability as a Compass for International Trade

From personal vision on sustainability to integrated leadership. A conversation with the board about sustainability as a guiding principle for international trade.

Shared Vision

"Sustainability, to me, is about the future. A conscious choice in everything you do," says Gideon. "Leaving the world in a better state for the next generations," adds Ruud. Tromp agrees and adds, "Ensuring that you keep your footprint limited and can trace the products you offer, with sustainability fully guaranteed. For now and in the future."

For the board, this concretely means unanimous commitment: allocating budgets and not just to talk about sustainability, but to actively implement it. This is reflected in certifications such as FSC and GRS, as well as investments in biofuels for transport.

Tromp: "Of course, society and our customers guide us as well. But for me, it has always been a given to focus on sustainability. My father did the same when he was CEO. In 1978, we were already working on (safe) paints, and together with local companies, we established a committee to operate as sustainably as possible."

Sustainable business requires management to guide the greening of the work environment, sourcing, and recruitment. This is reflected in every decision and is fully integrated into processes. "Sustainability is a key focus in our organization."

Sustainability as a Strategic Choice

As Hogewoning operates globally, transport is a large source of emissions within the supply chain. By investing in biofuels, we make the greatest possible impact, reducing over 80% of emissions!
Gideon: "Sustainability starts at the design stage of the products, the materials and the choice of manufacturer. Here we take a leading and advisory role, also in the logistics processes."
Ruud adds, "Whenever a sustainable choice requires investment, we allocate a budget for it. This is a given for Hogewoning."

The Supply Chain: From Raw Material to Consumer

Sustainability plays a major role not only in Europe but also in Asia. At trade shows, we clearly see this at the booths of suppliers from countries such as India, and in China legislation on sustainable topics is rapidly emerging.
Tromp: "Our challenge lies in the smaller volumes. The unique items we often source from smaller suppliers. We want to continue sourcing these unique products, but they must align with our vision." We work with a Code of Conduct, which specifies, for example, that suppliers must meet a minimum BSCI standard (or equivalent). This is important for us to safeguard human rights. "By continually requesting certifications and making choices based on our vision, we see more and more suppliers taking this step. A visible and positive development," Tromp adds.

"We also pay a lot of attention to packaging," says Gideon. "We don't want to transport air, but the packaging must, of course, protect the product. Continuous attention is required here, and our commitment is to keep improving, over and over again."

Dilemmas in Reality

In reality, the ideal solution does not always align perfectly with what is feasible. Deadlines must be met, compliance ensured (for example, all traceability documents), and the chosen mode of transport considered. Our teams on-site are therefore in constant contact with suppliers to achieve the highest possible standards.

Leadership & the Future

"Sustainability is not a question but the common sense of doing business," says Tromp. "The Earth tells us what we need to do. We must act now for a good future for the next generations."
Ruud adds, "Sound business operations are essential for a sustainable model. There is always a balance between budget and costs. We make choices based on vision, insight, and possibilities."
Gideon explains, "We embed sustainable practices during good times, which ensures that in less favourable times, the choices we made remain intact and are not compromised."

Communicating how decisions are made is important, not only to integrate sustainability into processes but also into the company culture. Gideon: "We do this by continuously sharing the story from the first introduction and through the annual Sustainability Report. We make it visible, for example, with banners in our meeting rooms and showrooms. This demonstrates what our company stands for," Ruud adds. Tromp continues: "It is so important to us that two years ago we decided to hire a Sustainability Manager. This role manages sustainability issues, whether legally driven, voluntarily chosen, or related to quality and certifications."

Looking ahead, we envision working and living from a green, beating heart, literally from a sustainable new office. We aim to maintain what is good and grow where possible, taking advantage of available developments.
In 2026, we will announce our SBTi commitment, an important next step in sustainably reducing our emissions.

Finally, a last word on Sustainability

Ruud: Proud to see how engaged people are!

Gideon: Just do it!

Tromp: Grateful!

SDGs

The UN Sustainable Development Goals at Hogewoning

SDGs (Sustainable Development Goals) are the seventeen global goals established by the United Nations to create a better and more sustainable world by 2030. They address global challenges such as poverty, inequality, climate change, environmental protection, peace, and justice.

Each SDG has specific components, known as targets. In total, there are 169 targets spread across the seventeen SDGs. These targets make it possible to work locally, specifically, and purposefully.
The SDGs are part of Hogewoning's strategy, our work, and daily operations, with the following four SDGs as strategic priorities:

SDG1 No Poverty

SDG1 focuses on reducing poverty in all its forms. This includes both financial aspects and the broader impact of poverty on people's lives.
Hogewoning contributes by ensuring a living wage for the men and women who produce our products. We are members of Amfori and monitor compliance on-site through independent BSCI audits to verify that living wages and other standards are met.
This is a specific contribution to Target **1.4**: by 2030, ensure that all men and women, particularly the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services, including microfinance.

SDG8 Decent Work and Economic Growth

Economic growth is only sustainable when capital, labour, and resources are used responsibly, and when profits and incomes are fairly distributed among citizens and businesses. This goal promotes sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
Target **8.8** focuses on protecting labour rights and promoting safe and healthy working environments for all workers, including migrant workers, particularly female migrants, and those in precarious working conditions.
This goal is also part of Amfori BSCI (see page 28, Strategy: The Foundation of Sustainability at Hogewoning).

SDG12 Responsible Consumption and Production

Sustainable production and consumption, with more efficient use of resources, reduces environmental pressure and decreases dependency on these resources.
At Hogewoning, sustainability is central in selecting materials for products and packaging. Responsible raw materials, recycling, natural materials, and reducing packaging wherever possible are always prioritized. By minimizing packaging and using sustainable materials, waste production is reduced and recycling is promoted, both during the production process and at the end of the product's use.
This directly links to Target **12.5**: by 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

SDG13 Climate Action

SDG13 focuses on addressing the human-induced climate crisis. In 2015, the Paris Agreement was established with the aim of reducing climate change and its adverse effects. The impacts of climate change pose a threat to both people and nature.
Target **13.2** emphasizes integrating climate change measures into policies, strategies, and planning. Sustainability is embedded in Hogewoning's policy and strategy, from waste separation to CO2 emission reduction, and from raw materials to the reuse of recycled materials.

Investing *in the future*

Hogewoning invests in sustainability for the world of tomorrow. We consider it our responsibility to look beyond today and contribute to the world for current and future generations.

Although we are a Dutch company, we use "Sustainability" in our communication, the English term which conveys the broad scope of people, planet and prosperity for all. This is what we aim to communicate while considering the entire value chain: from design, production, and transport to the delivery of our products.

Because we focus on the entire value chain, it is important to have representation in the countries where our products are made. Therefore, we work closely with our local purchasing offices, partners, and suppliers. Our colleagues on-site ensure that all products are consistently high-quality and produced in a sustainable and fair manner.

To strengthen and safeguard the agreements we make, we require our suppliers to sign the Hogewoning Supplier Code of Conduct. This code covers human rights, environmental responsibility, and ethics.

Certification and Membership

- FSC
- GRS
- BCI
- Amfori BSCI

Innovative Construction for an *energy-Efficient Future*

Interview with Gerrit van der Vijver

The architectural firm Gerrit van der Vijver is responsible for the design and construction of the new company building for Hogewoning BV.

Construction of the new building began in 2025, providing a beautiful new space for the growing organization. The location is familiar, just a few hundred meters from the current building.
The entire project is managed by Gerrit van der Vijver and his daughter, Lisette van der Vijver (also an architect and co-owner). A great collaboration between the two family businesses of Hogewoning and Van der Vijver.

Van der Vijver: "A project like this starts with taking inventory: what is important, what should it look like, what dimensions are needed, and what does the location require? Which functionalities should the building include, and what is the ideal logistical layout? After this evaluation, the first sketches can be created. These translate requirements and wishes into an actual building. This is done in 3D, Lisette's specialty, which brings the design truly to life. A lot of glass and an open layout create transparency, light, and connection."

"One of the key points is that the building must be sustainable, both in materials and daily use. It is therefore constructed according to 'GPR Gebouw' standards and has a score of 8.5!" says Van der Vijver. This high score represents a true sustainable building. The rating is based on five themes: energy, environment, health, usability, and future value, which together consider people, planet, and profit (prosperity). "Additionally, of course, the building meets the fixed standards of BENG (Nearly Energy Neutral Buildings) and MPG (Environmental Performance of Buildings)."
The biggest challenge in the project was the availability of electricity. Combined with the goal of making the building as energy-neutral as possible, this required additional investments in sustainable solutions.

"Hogewoning aims to be as self-sufficient as possible. This is achieved with 600 solar panels on the roof and storage of surplus energy in on-site batteries, covering approximately 80% of the expected energy demand. The remaining 20% comes from the energy grid," Van der Vijver explains.
The roof is also covered with sedum, contributing to cooling, water storage, and biodiversity.
Beneath the parking area, 28 geothermal wells have been installed for heating in winter and cooling in summer. The building operates completely without gas. "Everything possible has been utilized," resulting in an extremely low carbon footprint and 50% less energy consumption compared to a conventional system.

Much of the building's sustainability is invisible. All construction materials were carefully chosen for their sustainable attributes, and there is an underground water reservoir of 100,000 litres for underfloor heating and energy storage.

"We have gained extensive experience with the latest sustainable technologies, knowledge that we will carry forward into future projects."

"When you drive up, you really see something distinctive. The building is truly state-of-the-art! We are very proud to realize this project for Hogewoning, a project where functionality, sustainability, and architecture come together."

Strategy *and Value Creation*

Vision and Policy

Hogewoning's collections are inspired by nature. We consciously take responsibility for developing and producing our products in a way that carefully manages natural resources and respects the people within our value chain. Our focus extends not only to the present but explicitly to future generations.

These principles are embedded in our policies. We uphold high standards in integrity, transparency, and compliance with applicable national and international laws, as well as relevant codes of conduct in all countries where we operate. In our decision-making and daily operations, people, the environment, and societal responsibility are key points.

Sustainability at Hogewoning focuses on several core themes: safety and health throughout the value chain, responsible choices in materials, packaging, and transport, and attracting, developing, and retaining talent. Social compliance, ensuring good working conditions within our global supply chain, is a top priority, and we expect our partners to meet the same standards. The Hogewoning Supplier Code of Conduct is an integral part of contractual agreements with suppliers and ensures adherence to our social responsibility and sustainability standards.

With our sustainability policy, we link sustainable operations to product quality and value chain responsibility. In a dynamic and rapidly changing market, we continuously develop ourselves and benchmark against relevant best practices. This ensures we remain a reliable and high-quality partner in the international decor materials market.

People, Planet, Prosperity for all

Our sustainability strategy is based on three interconnected pillars: People, Planet, and Prosperity for All:

- **People**: Ensuring social compliance, safe and healthy working conditions, and respect for human rights throughout the value chain.
- **Planet**: Commitment to sustainable materials, reducing CO_2 emissions, and minimizing environmental impact.
- **Prosperity for All**: Creating sustainable value, maintaining transparency with stakeholders, building a future-proof business model, and contributing to society.

Balanced integration of these three pillars is essential. If any of the pillars is insufficiently addressed, the sustainability of the final product and the organization as a whole is compromised. Only when People, Planet, and Prosperity are in harmony can we create sustainable value and deliver high-quality, future-proof products.

Prosperity for all

For Hogewoning, it is not only important to contribute to and invest in what we stand for, but also that this is done transparently, verifiably, and accountably. To ensure this, we work closely with certifying institutions and specialized partners.

FSC, responsible forest management for a greener future

FSC (Forest Stewardship Council) is an international certification that stands for responsible and sustainable forest management. It certifies wood and paper products that come from forests managed in a responsible way.
For forest owners, this means that sustainable management contributes to long-term stable income, healthier soil, better access to fair markets for certified wood and non-timber products, as well as social compliance.
The wood products used by Hogewoning are FSC-certified.

GRS; Global Recycled Standard

GRS is an international certification that certifies the recycled content of products while ensuring environmentally friendly production and social responsibility. GRS goes beyond the composition of the product; it also guarantees good working conditions, such as safe workplaces, fair wages, and compliance with social and environmental standards in the production of recycled materials.

Bio fuel, Sustainable energy, powered by nature

Hogewoning invests in biofuel to reduce the CO2 emissions of our sea freight by more than 80%.

BCI; Better Cotton Initiative, Growing cotton with care for people & environment

BCI is the world's largest sustainability program for cotton. Its goal is to make global cotton production better for the people who produce it, better for the environment in which it grows, and better for the future of the sector.
Until 2025, BCI was based on investment in sustainable cotton production using the mass balance principle. In 2025, BCI shifted to full traceable cotton certification, ensuring that the cotton used comes from a certified source, with all subsequent steps verified. Hogewoning is certified in the first quarter of 2026.

Amfori, working together for better working conditions worldwide

Amfori BSCI (Business Social Compliance Initiative) is a global initiative that helps companies improve social conditions within their supply chains. It is a comprehensive program designed to identify, assess, and mitigate social risks in supply chains.
Amfori BSCI allows us to conduct ESG due diligence, increase transparency, and address violations of labour conditions within international labour standards.
Factories are audited on aspects such as fair pay, safe working conditions, and respect for employee rights according to international standards.
For Hogewoning, BSCI forms an essential basis for collaboration with suppliers and is a requirement in the Suppliers Code of Conduct.

People
'Focus on the People'

People, *social impact*

We consider it important that everyone can be themselves and that there is a safe and healthy working environment for all.

Focus on People, includes all individuals involved with our products, the entire supply chain. From the production of the products to transport and delivery in Europe, from employees at our offices in Asia to those in the Netherlands, every link is equally important.
That is why social compliance is highly valued and is an integral part of agreements with our suppliers through the Supplier Code of Conduct.

The key focus areas under People are:

- **Investing in our employees through coaching and training**
- **Social compliance in the supply chain**
- **Living wage in the supply chain**
- **Good working conditions**
- **Healthy and Safety**

These focus areas stem from the material themes:

Human Rights | **Working Conditions** | **Responsibility in the Supply Chain**

Amfori BSCI; the social auditprogram

In the Netherlands, legislation ensures that many matters are well regulated, but in our production countries, this is not always a given. Therefore, Hogewoning is member of Amfori. Together with Amfori, we safeguard the social compliance of the factories where our products are manufactured.

Through the social audit monitoring program, these factories are inspected at least once a year. Independent, local auditors assess whether our suppliers comply with the requirements of the Amfori BSCI Code of Conduct, which is equivalent in terms of social compliance to the Hogewoning Suppliers Code of Conduct. The audit results are presented in a rating of A, B, C, D, or E.

Rating D- or E is for Hogewoning considered as insufficient.

After each audit a report is written, outlining potential improvement points in a Corrective Action Plan. During a follow-up audit, specific attention is paid to the progress on these points, so that suppliers are supported in implementing improvements and strengthening working conditions.

If a supplier receives a D- or E-rating without a clear improvement plan, as said, Hogewoning considers this insufficient. If there is a concrete improvement plan, Hogewoning is willing to work with the supplier to achieve at least a C-rating (or higher), as far as possible.

Hogewoning only works with suppliers committed to social compliance, who have a BSCI rating of C or higher, or an equivalent certification such as SEDEX or SA8000. General monitoring is conducted via the Amfori platform and by recording audit documentation in local files.

amfori
Trade with purpose

We are a member of amfori
We act for a more sustainable supply chain with amfori BSCI

54

Employees

+6% compared to 2024

Male (19; 18 FTE)

Female (35; 28.8 FTE)

46.8

FTE

+9% compared to 2024

17%

Revenue Growth

+17% compared to 2024

Age Distribution of Employees

<30 yr	12
30-50 yr	29
>50 yr	13

7.9%

Total absenteeism rate 2025

1.21%

absenteeism rate excluding long-term absence (>8 days)

Planet

'The choices of today shape the world of tomorrow'

Planet

The environment, emissions, resources, and materials; these are the topics for 'Planet'. As an international wholesaler with extensive logistics, small choices can lead to significant results.

In 2024, the entire Scope 3 was mapped for the first time. This information formed the starting point for setting new goals and associated actions. This is reflected in the 2025 data, meaning we see growth in accuracy and completeness. The various supply chain partners have continued to develop following the data request and now provide more and better data. We also see that the figures have increased, not directly in line with the organization's growth, but in line with the development and improvement of the available data.

The key focus areas under Planet are:

- **CO2 emission-reduction**
- **Investing in biofuel for the purpose of CO2 reduction**
- **Recycling and Circularity**
- **Sustainable materials and packaging**

These focus areas stem from the material themes

Raw Materials **Climate Change** **Product Information**

Waste as a resource
Waste separation at Hogewoning BV

144,000
litres LDPE
309% more than 2024!

approx. 5 kg per bag of 400 litres
-> 360 bags = 1,800 kg

LDPE stands for Low-Density Polyethylene. The material is light, flexible, and water-resistant. It is a soft, flexible, usually transparent type of plastic commonly used in packaging, wrapping films, bubble wrap, and plastic bags.

LDPE foil, what is it exactly?

Foil (LDPE) is used daily to package and protect products and boxes. Since it is primarily used to protect items during transport, it represents a large portion of residual waste. By separating and collecting this foil, we make a sustainable choice. The great thing is: LDPE foil is highly recyclable.

In October 2024, Hogewoning started separating LDPE plastics. In just three months that year, 35,200 litres of LDPE plastics were collected for recycling. This continued in 2025, with 144,000 litres collected! For us, it is waste, but at the same time it is a raw material that can be very effectively reused.

144,000 litres equates to approximately 1,800 kg of material. From 1,800 kg of recycled LDPE, around 1,500 kg of usable granulate can be produced. With this amount of material, for example, about 37,500 garbage bags can be made, enough to supply roughly 720 households with garbage bags for a year. Additionally, the same amount of plastic can be processed into approximately 25 park benches, about 200 meters of plastic decking, or 250,000 plastic bags.

By recycling this plastic instead of producing new plastic, an estimated 2.7 to 3.6 tCO2 emissions are saved. That is equivalent of the emission to around **13,000 km of driving a car!**

With a simple adjustment, we have been able to create a significant impact with our LDPE waste, which mainly comes from processing received samples in our warehouse, by providing a valuable raw material for beautiful circular products.

144,000 litres = **1,800** kg material = **1,500** kg granulate

= **37,500** recycled garbage bags

= **250.000** recycled plastic bags

LDPE

Biofuel

Hogewoning has been structurally investing in biofuel for the shipments for several years. In 2025, this achieved up to 85% emission reduction on the respective ships! This is also the maximum reduction achievable with biofuel for ships and applies to just over 83% of our shipments.

Actions 2026 regarding Scope 3 emission:

- Continue investing in biofuel for container ships until it is both practically and economically maximized.
- Sustainable road transport: in addition to biofuel, the possible use of electric trucks is being explored. An ongoing topic of discussion with our partners.

Packaging; implemented changes:

- FSC paper & cardboard
- Minimization of plastics in packaging
- No lamination on printed materials
- Single-material packaging for easy separation
- No black plastics included
- Reduction of foils in transport
- Reduction in the use of OPP bags
- EPS instead of polyfoam
- Minimization of packaging material overall
- Efficient loading to minimize transport of air

These measures support reduction of emissions, circularity, and sustainability throughout our logistics and packaging processes.

Significant progress has also been made in sustainable materials in products:

- **FSC**: 100% certification for all wood products
- **GRS**: In 2025, we were able to renew our certification, and the focus on high-volume products continues to grow. .
- **BCI**: The existing mass balance principle has been phased out. In 2025, Better Cotton transitioned to certified traceable physical cotton. This certification starts at the farm level and continues through each subsequent step in the supply chain. In 2025, Hogewoning's focus was mainly on preparing for BCI certification, which was successfully completed in the first quarter of 2026.

26,088 tCO2

Total

Purchased goods	22,010
Logistics	3,850
Facilities	91.5
Business Travel	58
Commuting	43
Company Fleet	35.4

Biofuel
Through investment in biofuel, in 2025 we reduced CO2 emissions for 83% of our shipments by 85% (resulting in an average total savings of 74%).

Did you know?

41.65% of our products comes from sustainable sources, certified under FSC, GRS, or BCI.

Hogewoning does not hold stock. This means we only import items that have actually been sold. By choosing this model of responsible production, we prioritize long-term sustainability over short-term convenience.

Prosperity for All

'Giving back from a solid base'

Prosperity for all

Prosperity for All, the ultimate expression of Profit, as the third 'P' is originally defined. While Profit focuses on healthy business operations, which forms the foundation for everything a company does and can do, Prosperity for All takes it a step further. Each year, Hogewoning BV donates a substantial amount to the Hogewoning Foundation, making social contribution a standard value within the organization. This consistent support allows the foundation to make a tangible difference for people in need.

'Prosperity for All' focuses on the following areas:

Support for social initiatives

Charitable causes, both regional and international.

Solid business operation

Through this approach, the following goals are supported, among others

- **Dorcas**
- **Mercy Ships**
- **Kerk in Actie**
- **Unicef**
- **Leger des Heils**
- **GIRO 555**
- **Hartstichting**
- **KWF Kankerbestrijding**

HOGEWONING FOUNDATION

The Hogewoning Foundation, established in 1994, supports charities and organizations that create positive change in the world. Improving lives and promoting well-being form the foundation for collaboration, with the goal of making the world a slightly better place each time.

Dorcas

For many years, Hogewoning has enjoyed a close collaboration with the Dorcas Thrift Store, located in Katwijk-Rijnsburg-Valkenburg. Through our donations, we contribute to projects supporting people in need across Eastern Europe, Africa, and the Middle East.

Goed Groen Groei Katwijk

GoedGroenGroei

Thanks to this collaboration, combined with our ongoing commitment to sustainability in general, we have been awarded the "Goed en Groen Katwijk" distinction by GoedGroenGroei Katwijk.
A recognition we are incredibly proud of!

Governance

This overview comprehensively reflects what is described in GOV-1 and GOV-5 of the ESRS: the areas of responsibility of the management team of Hogewoning BV. This includes ensuring internal control of the associated data as well as oversight of impacts, risks, and opportunities. Sustainability is fully integrated into everything we do at Hogewoning and is therefore directly part of every area of responsibility, being reported accordingly by Sustainability & Compliance.

There is no specific remuneration linked to sustainability factors. The sustainability strategy is embedded within the overall business strategy. The successful execution of the overall strategy, however, is part of the management team's remuneration structure (GOV-3).

Board of Directors Hogewoning BV	Tromp Hogewoning CEO	Ruud Bakker CFO	Gideon Devilee Director Category Management
Overall responsibility	✓		
Sustainability	✓	✓	✓
International Business	✓	✓	✓
HR		✓	
Finance		✓	
IT		✓	
Category Management and Design, Final Accountability			✓
Supply Chain Management			✓
Product Development	✓		✓
Marketing	✓		
Showroom	✓		✓
Warehouse	✓		

Statement of Due Diligence (GOV-4)

Hogewoning BV recognizes the importance of thorough due diligence to identify, prevent, and address negative impacts on people, the environment, and good governance related to our activities. The outcomes of these processes form the foundation for assessing risks and opportunities in relation to the double materiality analysis (see "Stakeholder Analysis, Materiality and DMA," pg. 20). This process is repeated annually and adjusted as needed to stay aligned with developments in the organization, socio-cultural trends, and (inter)national laws and regulations.

The principles established in the United Nations Universal Declaration of Human Rights (1), the Declaration of Fundamental Principles and Rights at Work of the International Labour Organization (ILO) (2), and the OECD Guidelines for Multinational Enterprises serve as the basis for this approach.

The board of directors is continuously informed about sustainability and compliance issues. As shown in the governance overview, sustainability is fully integrated across all disciplines within the organization.

Starting from fiscal year 2024, Hogewoning publishes an annually sustainability report for its stakeholders and interested parties, based on the CSRD guidelines.

(1) Universal Declaration of Human Rights | United Nations
(2) ILO Declaration on Fundamental Principles and Rights at Work | International Labour Organization Guidelines for MNEs - Organisation for Economic Co-operation and Development

Sustainability Statements

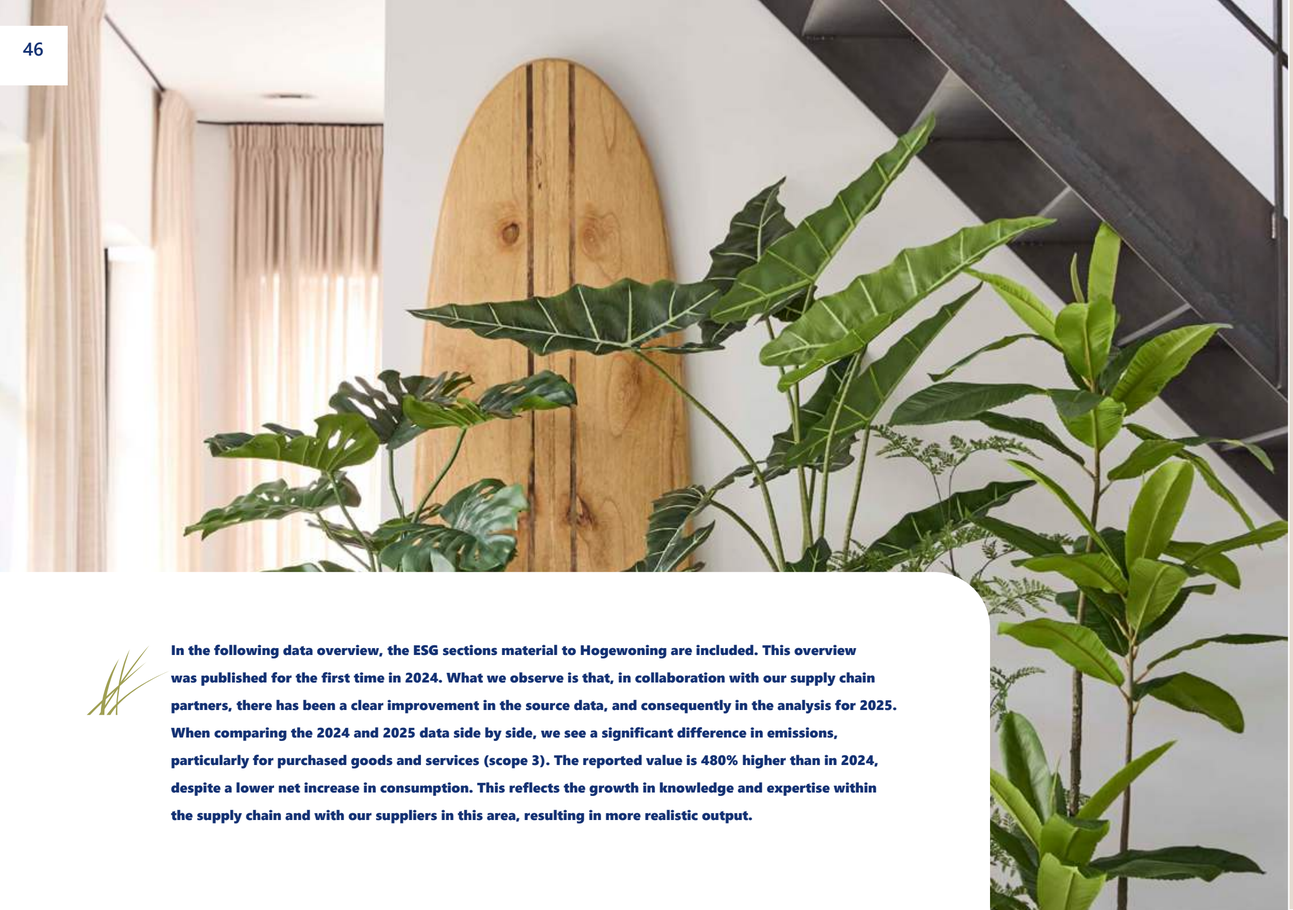
This annual report is based on the ESRS and the CSRD. Although Hogewoning BV is not legally within the scope of the CSRD, the first annual report under these standards was published for the 2024 financial year.
Hogewoning BV has two subsidiaries: Guangzhou Hongchuang Trading Company LTD in China and Hogewoning (UK) Ltd. in England. Hogewoning (UK) Ltd. serves as our sales office for the UK market. Following Brexit, establishing a local company simplified our trade relations.

The financial statements of both subsidiaries are not consolidated into the annual accounts of Hogewoning BV, as the company invokes the intermediate holding exemption under Article 2:408 BW. Consequently, both subsidiaries are also not part of the integrated annual report.

Additionally, international standards and frameworks are used to provide insight into specific sustainability aspects. For example, the Greenhouse Gas Protocol (GHGP) is applied to determine our scope 1, 2, and 3 emissions, and ISO 26000 serves as an international guideline for sustainable business practices. Other certifications and participations are listed on page 26.

Data overview

ESG Data: ‘Insight in the present in the foundation for sustainable development’



In the following data overview, the ESG sections material to Hogewoning are included. This overview was published for the first time in 2024. What we observe is that, in collaboration with our supply chain partners, there has been a clear improvement in the source data, and consequently in the analysis for 2025. When comparing the 2024 and 2025 data side by side, we see a significant difference in emissions, particularly for purchased goods and services (scope 3). The reported value is 480% higher than in 2024, despite a lower net increase in consumption. This reflects the growth in knowledge and expertise within the supply chain and with our suppliers in this area, resulting in more realistic output.

Environmental standards

E1-5

Insight into the company's total energy consumption in absolute terms, improvements in energy efficiency, exposure to coal, oil, and gas activities, and the share of renewable energy in its total energy mix.

Energieverbruik fossiele bronnen (MWh)	118.607
Energie-intensiteit (MWh per netto-opbrengst)	0.00000103

E1-6

Insight into the company's greenhouse gas emissions and whether these originate from its own operations or from the upstream and downstream value chain.

Scope 1-emissions

Gasconsumption for heating (tCO2e)	32.6
Company cars (tCO2e)	35.4
Total ton CO2e scope 1	**68.0**

Scope 2-emissions

Electricity (tCO2e location-based)	31.8
Electricity (tCO2e market-based)	58.9
Total ton CO2e scope 1+2 (location-based)	**99.8**
Total ton CO2e scope 1+2 (market-based)	**126.9**

Scope 3-emissions

Purchased goods and services (tCO2e)	20.711
Upstream transport en distribution (tCO2e)	3.850
Business travel (tCO2e)	58
Commuting (tCO2e)	43
Upstream leased assets (tCO2e)	65
Total ton CO2e scope 3	**24,727**
Total ton CO2e (location-based)	**24,826.8**
Totaal ton CO2e (market-based)	**24,853.9**
Greenhouse gas emission intensity (tCO2e per net revenue)	0.000236

E5-4

Insight into material usage in the company's own operations and the upstream value chain.

Total weight products (ton)	22,532
Percentage of biological materials sustainably sourced	86.88%
Percentage of recycled materials	1.46%

E5-5

Insight into how the company contributes to the circular economy by: i) designing products and materials according to the principles of the circular economy, and ii) increasing or maximizing the extent to which product, material, and waste processing are reused in practice after primary use.

Total weight of waste (kg)	23,234
Weight of waste for recycling (kg)	15,754
Weight of waste for incineration (kg)	7,480
Weight of non-recycled waste (kg)	7,480
Percentage of weight of non-recycled wastel	32%

S1-6
Insight into the company's approach to labour relations, including the scope and nature of impacts resulting from the employment conditions it offers, in order to provide contextual information that supports understanding of the data reported in other disclosures and that can serve as a basis for calculating quantitative metrics required by other reporting obligations under this standard. .

Total FTE	46.8
of which female (FTE)	28.8
of which male (FTE)	18.0
Total number of employees	54
of which female	35
of which male	19
Hired	22
Departed	18

S1-8
Insight into the extent to which the company's own employees are covered by the collective bargaining agreements and engaged in social dialogue.

Percentage of employees covered by a collective labour agreement	0%

S1-9
Insight into gender diversity at senior management level and the age distribution of the company's employees.

Women in executive team	0
Men in executive team	3
Percentage of women in executive team	0%
Percentage of men in executive team	100%
Employees under the age of 30	12
Employees between 30 and 50 years old	29
Employees over the age of 50	13

S1-10
Insight into whether all employees of the undertaking do or do not receive a living wage according to applicable benchmarks.

Percentage of employees receiving a living wage	100%

S1-11
Insight into whether the employees of the company enjoy social protection against income loss as a result of major life events; and if not, in which countries this is not the case.

Percentage of employees protected against income loss	100%

S1-12
Insight into the extent to which people with a disability are part of the workforce of the company.

Percentage of employees with a disability	0%

S1-13
Insight into the activities related to training and skills development offered to employees, within the context of continuous professional growth, to update employees' skills and contribute to their ongoing employability.

Percentage of employees who have participated in regular performance and career development evaluations.	100%

S1-14
Insight into the scope, quality, and performance of the occupational health and safety management system established to prevent workplace accidents.

Percentage of employees covered by the safety management system.	100%
Number of fatalities	0
Number of workplace accidents	0
Number of cases of reportable occupational diseases	0
Number of days of absence due to injury and death resulting from workplace accidents, occupational diseases, and fatalities cause by occupational diseases	0

S1-17
Insight into the extent to which workplace incidents and serious cases of human rights impacts affect the company's own personnel.

Total number of reported discrimination incidents	0
Number of reports to the confidential advisor	9
Total amount of fines, penalties, and damages paid for harm caused by the above-reported incidents and complaints	€ 0
Number of serious human rights incidents	0
Total amount of fines, penalties, and damages paid for these incidents	€ 0

S2: Mensenrechten
Identification of human rights impacts, managing risks, and applying due diligence processes.

Percentage of BSCI or equivalent certified suppliers	100%
Percentage of suppliers who have signed the Code of Conduct.	100%

Governance standards

G1-2
Providing insight into the management of the company's procurement process, including fair treatment of suppliers.

Percentage of payments made within agreed payment terms	99%
Number of legal proceedings due to late payments.	0

G1-4
Provide transparency about incidents of corruption or bribery during the reporting period and their outcomes.

Number of convictions and the amount of fines for violations of anti-corruption and bribery laws	0

G1: Responsibility in the supply chain

Duration of longest-standing supplier relationship	>30 years
Duration of longest-standing customer relationship	>45 years

HOGEWONING

TRENDSETTERS IN NATURAL DECORATIONS

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