



ESG REPORT 2025



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GENERAL



2025 marks the 32nd year of operations for Discorp, we are proud of the achievements we have realized this year, further strengthening our actions and commitment to Sustainability. It was a year of new challenges and many meaningful accomplishments, all jointly achieved for the benefit of our Customers, Colleagues, and Community.

We supported numerous customers in developing, implementing, and optimizing their solutions. We expanded our internal expertise and capabilities, reinforced our sustainability strategy, and welcomed new colleagues to the Discorp team.

This year, we aligned our 2025 Sustainability Report with the VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs) to enhance transparency and provide a more holistic and comprehensive view of our sustainability efforts. Our EcoVadis score and rating improved again, placing Discorp among the top 5% of all assessed companies.

Looking ahead, we remain committed to further strengthening our Sustainability impact. We are working on our 2030 roadmap and objectives, starting with our science-based climate targets, recently submitted and currently being reviewed by the Science-Based Target initiative (SBTi). We will also focus on improving waste management, reducing emissions across our value chain, and promoting greater collaboration within our industry.

We hope you enjoy reading this report as much as we enjoyed reflecting on our year—celebrating achievements and embracing the lessons learned. We welcome any feedback or suggestions on how we, at Discorp, can continue to enhance transparency, accelerate progress, and increase our positive impact on all our stakeholders and the wider environment.



Stephanie Rammeloo
General Manager



MISSION STATEMENT

As a specialist in workspace optimization, we empower organizations by transforming their needs into tailor-made solutions—designed not only for performance, but also for long-term environmental, social, and ethical value.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

At Discorp, we believe in “Collaborating for a healthy life and a healthy planet.” This mission reflects our ambition to drive positive change for our customers, our employees, and the planet in everything we do.

We have implemented strong internal policies and procedures that support the transition toward a more sustainable economy. All corporate guidelines and frameworks are approved by the management team and overseen by both management and team leaders. Our employee handbook clearly outlines our approach to sustainable operations, ethical business practices, and long-term environmental stewardship.

Our People & Culture frameworks address key topics such as employment, flexible working, health & safety, and compensation & benefits. Through these initiatives, we support employee well-being while creating lasting positive social impact. In short, we translate our ambition to contribute to sustainable communities and maximize social impact into concrete daily practices. Through innovation, inclusivity, and sustainable practices, we aim to make a long-term positive contribution to our communities, partners, and the environment. Guided by our values and our commitment to ethics and transparency, we continue in 2026 to focus on delivering positive impact for people, society, and the planet.

For Discorp, business sustainability extends beyond environmental responsibility. We implement practices that integrate environmentally sound objectives, including reducing emissions and energy consumption, responsibly managing physical waste, and sourcing fair-trade products. These actions form the foundation of our sustainability efforts.

“Discorp wants to maximize its social impact”

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

We endorse the ten principles of the United Nations Global Compact (UNGC) and integrate them into our operations. This includes protecting human and labor rights, safeguarding the environment, and preventing corruption. In addition, through our four priority Sustainable Development Goals (SDGs) and our Supplier Code of Conduct, we promote sustainable collaboration across our value chain.

We closely monitor our progress toward the UN Sustainable Development Goals and focus our ESG efforts on four central objectives that reflect our broader social role.

More information on the UNGC principles can be found at: 17 Goals to Transform Our World | UN Global Compact.¹

¹ <https://unglobalcompact.org/sdgs/17-global-goals>



DOUBLE MATERIALITY ASSESSMENT



In 2024, we completed our first Double Materiality Assessment (DMA) to identify and prioritize the most significant issues for our business and stakeholders.

This assessment evaluated:

- inside-out impacts (how we affect society and the environment); and
- outside-in impacts (how sustainability-related risks and opportunities influence our operations).

Key topics identified include product and operational quality, ethical practices, workplace safety and wellbeing, climate change management and responsible supply chain practices. The outcome from this assessment will help us shape our strategic priorities and future sustainability initiatives.

RESULTS

We've learned that our customers and suppliers aren't aware enough what our efforts are for ESG, this report will help them to read our achievements.

We are moving forward based on feedback from our stakeholders. We already prioritize fair working conditions, diversity and employee well-being, and are actively working on resource efficiency, waste reduction and sustainable procurement.

DOUBLE MATERIALITY ASSESSMENT



Materiality Assessment Discorp Clients - Rating importance of sustainability topics with respect to Discorp						
	To what extent is a "Sustainable Supply Chain" important to Discorp?	To what extent is "corporate culture" important to Discorp?	To what extent is a "Diverse work environment" important to Discorp?	To what extent is "protection of whistleblowers" important to Discorp?	To what extent is "prevention and detection of corruption and bribery" important to Discorp?	To what extent is "data protection and security" important to Discorp?
Average Score /5	3,0	3,0	3,0	3,0	3,0	3,0

Materiality Assessment Discorp Clients - Rating importance of sustainability topics with respect to their own company as a customer.							
	To what extent is "climate change adaption" important to your organisation?	To what extent is "energy" important to your organisation?	To what extent is "Biodiversity and ecosystems important to your organisation?	To what extent is "circular economy and waste management" important to your organisation?	To what extent are "working conditions" important to your organisation? ref. Health and Safety, Work-life balance, Secure employment, Social dialogue....	To what extent are "equal treatment and opportunities for all" important to your organisation?	To what extent is "Consumers and end-users Social Inclusion and Health & safety" important to your organisation?
Average Score /5	4,0	4,0	4,0	4,0	4,0	4,0	4,0

Materiality Assessment Discorp Suppliers - Rating importance of sustainability topics with respect to Discorp						
	To what extent is a "Sustainable Supply Chain" important to Discorp?	To what extent is "corporate culture" important to Discorp?	To what extent is a "Diverse work environment" important to Discorp?	To what extent is "protection of whistleblowers" important to Discorp?	To what extent is "prevention and detection of corruption and bribery" important to Discorp?	To what extent is "data protection and security" important to Discorp?
Average Score /5	3,7	5,0	4,3	4,0	4,3	4,3

Materiality Assessment Discorp Suppliers - Rating importance of sustainability topics with respect to their own company as a customer.							
	To what extent is "climate change adaption" important to your organisation?	To what extent is "energy" important to your organisation?	To what extent is "Biodiversity and ecosystems important to your organisation?	To what extent is "circular economy and waste management" important to your organisation?	To what extent are "working conditions" important to your organisation? ref. Health and Safety, Work-life balance, Secure employment, Social dialogue....	To what extent are "equal treatment and opportunities for all" important to your organisation?	To what extent is "Consumers and end-users Social Inclusion and Health & safety" important to your organisation?
Average Score /5	4,7	4,7	4,3	4,7	5,0	5,0	4,3

COMMITMENT ACCOUNTABILITY THROUGH SUSTAINABILITY RATINGS



Strategy: Business Model and Sustainability

Discorp is building a future-proof business model in which digitalization, customer focus, and sustainability are structurally intertwined. With clear goals related to emission reduction, circularity, social impact, and transparent governance, the company positions itself as a responsible and forward-thinking ICT partner. This strategy supports both business continuity and Discorp's contribution to broader societal and ecological transitions."

Certifications

Discorp has earned an EcoVadis Gold Medal, which is a testimony to our commitment to sustainable practices and responsibility in various areas. EcoVadis Ratings provide a detailed assessment of a company's sustainability performance in areas such as Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. We're also an official CDP discloser for several years.



BASIS FOR PREPARATION



We have chosen to prepare our Sustainability Report 2025 in accordance with the VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs), adopting both the Basic and Comprehensive modules to provide a holistic and transparent view of our sustainability efforts. Although we are not subject to the CSRD (Corporate Sustainability Reporting Directive), our commitment to sustainability is unwavering and we consider it a duty to be transparent about our impacts and initiatives towards our stakeholders. We are happy to be among the pioneer companies voluntarily adopting the VSME standard, supporting the initiative and helping set an example, to drive industry-wide improvements and standardization and to eventually contribute to a more sustainable and inclusive economy. This report has been prepared on a consolidated basis for Discorp NV and covers our one and only site in Wijnegem (Antwerp) NACE code 46.500 – Wholesale of information and communication equipment.

- **Accuracy:** we report as accurately as possible. High-quality information is often derived from our policies and the way Discorp operates. Information is tracked and often sourced from database and software systems. The methodology used to calculate performance measures is explained where appropriate.
- **Balance:** information is presented fairly and objectively. Reporting does not overemphasise positive results over more negative results. We inform stakeholders appropriately about key issues without underplaying poor performance. Wherever possible, factual figures are used and, where this is not possible, an explanation of the interpretation of the information is provided.
- **Clarity:** information is presented in an accessible format, e.g., via graphics or other representations. The ESG/annual reports can be downloaded from our company's website: https://www.discorp.be/nl_NL/page/211/corporate-social-responsibility/
- **Comparability:** data and information are compiled in a way that ensures comparability across organisations and consistency over time. Both financial and non-financial reporting are combined to provide a better overall understanding of the information.

- **Timeliness:** Discorp ensures that key sustainability and business data is available when needed to support sound ESG decision-making. Frequently updated metrics, such as monthly financial and operational data, are readily accessible, while annually prepared information is shared internally on a regular basis. Workforce data is continuously available through our automated HRM systems, ensuring reliable and consistent reporting.
- **Completeness:** coverage is as complete as possible on all material topics, while data sets cover the full one year reporting period, which is sufficient to assess ESG impacts.
- **Sustainability context:** Discorp considers its environmental impact within the broader sustainability and social context. Careful consideration is given to the definition of sustainability and what this concept means for Discorp in fulfilling its social role as a service provider.

We consider future generations by fully describing corporate social responsibility and our long-term track record. Responsible business conduct, location, local legal structure, the role of leadership in certain social areas and the policies we adhere to all contribute to a sustainable context for our business activities.

- **Verifiability:** the quality and accuracy of information is monitored and verified. Discorp has an enterprise risk management system and professional IT systems that check data quality. Our Audit and Risk Committee and IT department ensure that both internal and external control procedures contribute to the concept of auditability.

The necessary safeguards are in place for our systems and reporting to ensure that, for example, sustainability reporting is done professionally. Qualitative information, such as the process used to identify material issues and governance processes, is documented and reported accordingly. In addition to activities, governance, stakeholders and materiality, the GRI Reporting Principles address completeness and the broader sustainability context to define the content of the report.

ESG AND SUSTAINABILITY: A GREENER FUTURE



Environmental, Social, and Governance (ESG) principles are deeply ingrained in our strategy. From reducing carbon emissions to ethical decision making, we aim to embed sustainability into every facet of our operations.

Highlights of our ESG efforts include:

- Implementing renewable energy solutions to minimize our carbon footprint
- Advocating for social equality and fair labor practices across all partnerships
- Transparent governance practices to maintain accountability and trust

TAURUS RENEW

Thanks to our partnership with Taurus Renew, we're dedicated to making sure you get the most value from your old hardware. It's more than just getting rid of old hardware, it's about making a choice for a greener, safer, and more efficient future.

The Taurus Renew program allows you to return used hardware, which is then inspected, refurbished, and upgraded using the latest components and technologies. The refurbished products meet high quality standards, reducing waste and extending the lifecycle of IT. Participation to this program reflects Discorp's commitment to environment responsibility while offering customers a cost effective and sustainable alternative to purchasing new products.



QHSE POLICY



Quality, Health, Safety, and Environment (QHSE) are the pillars of our operational framework. Our QHSE policy reflects our dedication to delivering exceptional quality while safeguarding the wellbeing of our people and the planet: <https://www.discorp.be/static/uploads-cms2/QHSE.pdf>

Key aspects of our QHSE approach include:

- Rigorous safety protocols to protect employees and partners
- Continuous quality assessments to exceed customer expectations
- Environmental stewardship through waste reduction and eco-friendly practices

By upholding the highest QHSE standards, we ensure sustainable success for all stakeholders.

DIVERSE SUPPLIER

As a part of our commitment to inclusivity, Discorp is certified as a WEConnect International Women's Business Enterprise (WBE).

WEConnect International is a global network that connects women-owned businesses to qualified buyers around the world.



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ENVIRONMENT

BASELINE REVIEW, KPI UPDATE & TRANSITION TO 2026



2023 served as our baseline year, laying the foundation for many of the targets we set for achievement by 2026. As we move forward, 2026 will become an important transition year in which we will evaluate our progress, reassess our ambitions, and recalibrate our KPIs and targets where needed for 2027 and the years beyond.

In practice, we will adopt 2026 as our new baseline year and report on a rolling three-year period going forward (e.g., 2026–2028). To maintain clarity and relevance, earlier years (2023–2025) will no longer be included in the annual KPI graphs from the 2026 ESG Report onward; were helpful, they may still be referenced in methodology notes or historical context.

We acknowledge that not all targets have been fully met. These moments are valuable learning opportunities that strengthen our understanding and reinforce our commitment to continuous improvement. Remaining transparent about both our progress and our challenges is essential to us, as it ensures accountability and helps us evolve into a more resilient and responsible organization.

In 2026, the Science Based Targets initiative (SBTi) will further support us in defining realistic yet ambitious climate goals. The first steps in this process have already been taken, and we look forward to integrating SBTi guidance into our long-term roadmap and our refreshed KPI architecture.

Through continuous learning, honest reflection, and informed adjustments, we remain committed to building a meaningful, future-proof sustainability strategy — one that strengthens our impact year after year.

CLIMATE RISKS

In 2024 conducted Discorp its first Double Materiality Assessment (DMA), identifying Climate Change Management as a material topic. Key priorities within this topic include reducing greenhouse gas emissions, operating as a carbon-neutral organization, and preparing for the business impacts of climate change.

For each material topic, we assessed the most relevant current and future impacts — both positive and negative — and evaluated the associated risks and opportunities. While our operations are not directly exposed to severe physical climate risks such as extreme weather events, floods or heatwaves, we recognize that our most significant contribution to climate change arises from our greenhouse gas emissions, mainly related to logistics, the transport of IT equipment, and energy consumption at our facilities.

To address this, Discorp prioritizes achieving carbon-neutral operations and aims to reach net-zero emissions by 2050. This commitment reflects our ambition to operate as a responsible and future-proof IT partner, reducing our climate impact while supporting customers in achieving their own sustainability goals.

As the effects of the climate crisis intensify globally, 2024 marked an important milestone in Discorp's ambition to reduce emissions in line with scientific guidance to limit global warming to well below 2°C. In line with our intention to formally set science-based targets, we anticipate receiving approval from the Science Based Targets initiative (SBTi) for our reduction pathway. For example minimum near-term scope 1 and 2 ambition of 63% reduction by 2035.

Discorp will also establish a science-based net-zero target and will develop a transition plan within the next two years outlining how we will achieve these goals, working towards becoming net-zero before 2050.



EMISSIONS

This report allows Discorp to clearly communicate what we are doing to support common sustainability goals and what progress we are making. By aligning our journey to the UN Sustainable Development Goals (SDG's) our company can track and measure progress, ensuring we are contributing to greater collective impact.

Global warming and climate change have come to the fore as a key sustainable development issue, we must be able to understand and manage our GHG risks if we want to ensure long-term success in a competitive business environment and be prepared for future national or regional climate policies. Therefore, we measure, target and publicly report our GHG emissions. For this inventory we use the GHG Protocol Corporate Standard.

2023 is our base year, in which year we measured Scope 1, 2 and 3 for the first time. Our KPI is to reduce these emissions for 10% by 2026. To reach Net Zero by 2050, global greenhouse gas emissions must decline as fast as possible.

We are compliant to all governmental legislations in terms of environmental aspects. We are committed to be a socially and environmentally responsible company and to prevent pollution, reduce waste and use our resources as efficient as possible.



Environmental Goals

- *GRI 307-1 Non-compliance with environmental laws and regulations*
- *GRI 303-5 Water consumption*
- *GRI 302-1 Energy consumption within the organisation*
- *GRI 302-4 Reduction of energy consumption*

Reported incidents of non-compliance with environmental laws and regulations:

- 2023: 0
- 2024: 0
- 2025: 0

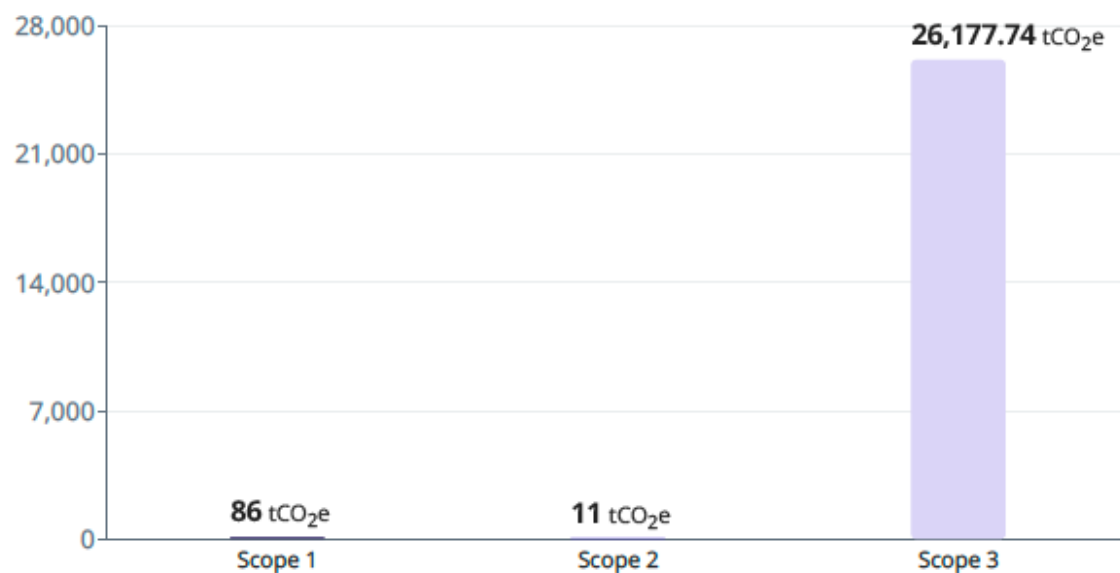
In the overview on next pages, the number show we haven't reached our targets yet. We do have a reduction in emissions from the fleet, the expectation for this is further downward as several cars have been replaced with full-electric over the past year. Our aim is to monitor and adjust emissions very closely and motivate our employees to do their bit. As a strongly growing company, it is not surprising that scope 3 has an increase, however we will do our utmost to adjust e.g. transport of goods and business travels.

- *GRI 302-4 Reduction of energy consumption*
- *GRI 305-1 Direct (Scope 1) GHG Emissions*
- *GRI 305-2 Energy indirect (scope II) GHG Emissions*

Reporting year: 2025

Carbon Emission Overview

We combined our activity data, revenue, and sector information to estimate our total emissions.



Total GHG Emissions

26.274,74 tCO₂e

- **Scope 1**

86 tCO₂e

- **Scope 2**

11 tCO₂e

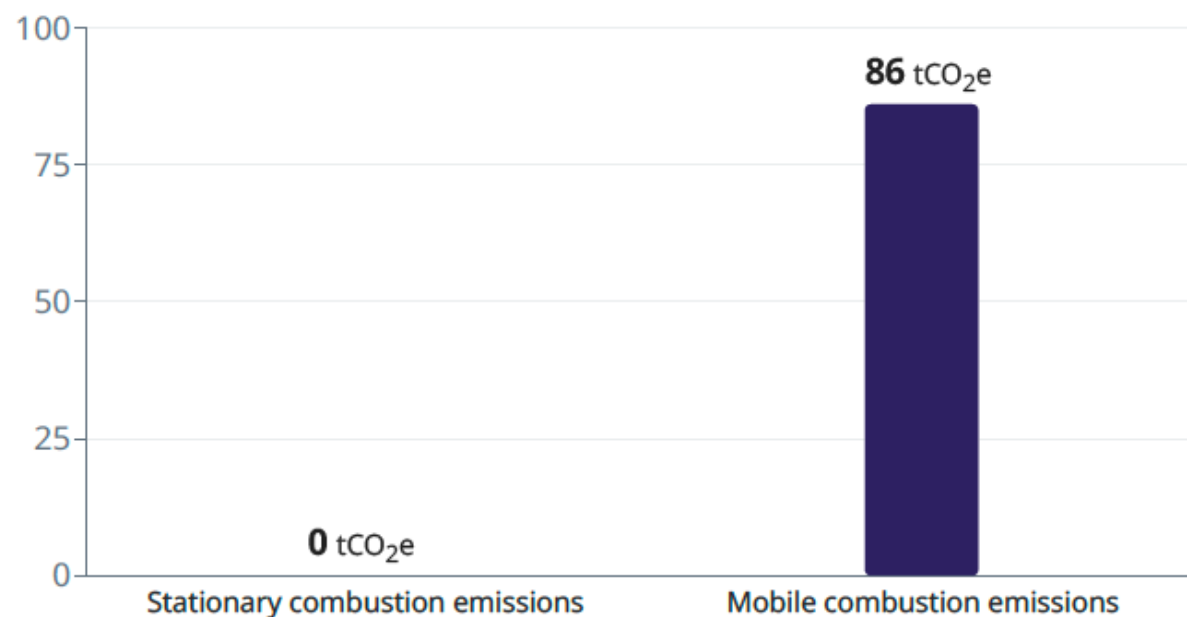
- **Scope 3**

26.177,74 tCO₂e

Scope 1 emissions

These are direct emissions from sources controlled or owned by our company, such as combustion of fuels in vehicles, facilities, and machinery.

- **Stationary emissions** are generated from fixed sources such as boilers and furnaces.
- **Mobile emissions** are generated from transportation and mobile equipment



Total gross Scope 1

GHG emissions

86 tCO₂e

- **Stationary combustion**

Not applicable

Our company didn't perform activities that contribute to these emissions.

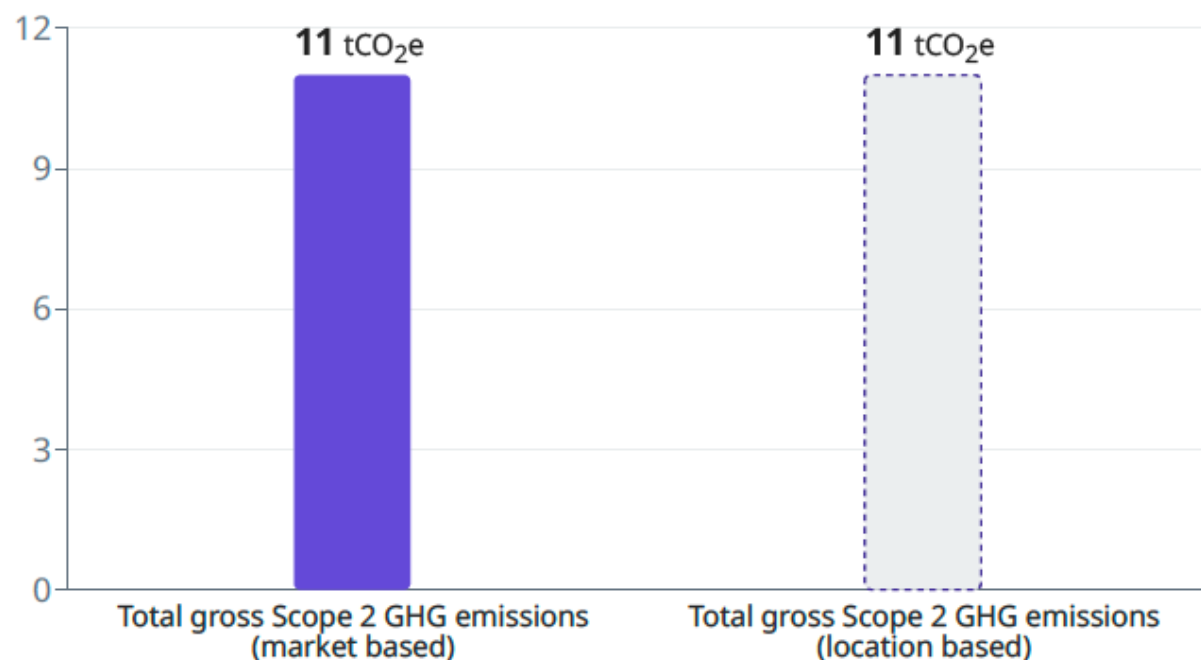
- **Mobile combustion**

86 tCO₂e

Scope 2 emissions

These emissions occur as a result of the energy consumed by a company but originate from sources that are external to its operational boundaries.

- **Market-based emissions** on factors based on renewable energy purchases, green power contracts, and other measures taken to procure cleaner energy.
- **Location-based emissions** take into consideration the emission intensity of the grid where the energy is sourced.



Total gross Scope 2

GHG emissions

11 tCO₂e

-
- **Market-based**
11 tCO₂e
 - **Location-based**
11 tCO₂e

Scope 3 emissions

Scope 3 includes indirect emissions resulting from our business activities. These include **upstream** and **downstream** operations, product transportation, employee work commute and business travel. Upstream emissions come from the production of our products and services, while downstream emissions come from their use and disposal.

Upstream Scope 3 categories breakdown



Total gross Scope 3

GHG emissions

26.177,74 tCO₂e

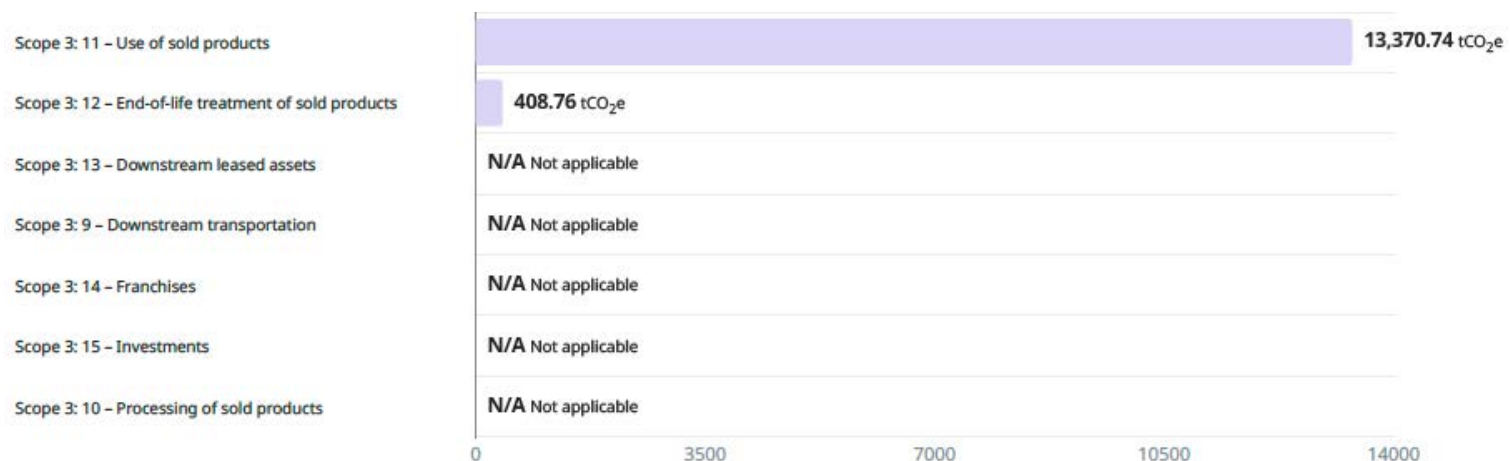
- **Total gross Scope 3 Downstream GHG emissions**

13.779,5 tCO₂e

- **Total gross Scope 3 Upstream GHG emissions**

12.398,24 tCO₂e

Downstream Scope 3 categories breakdown



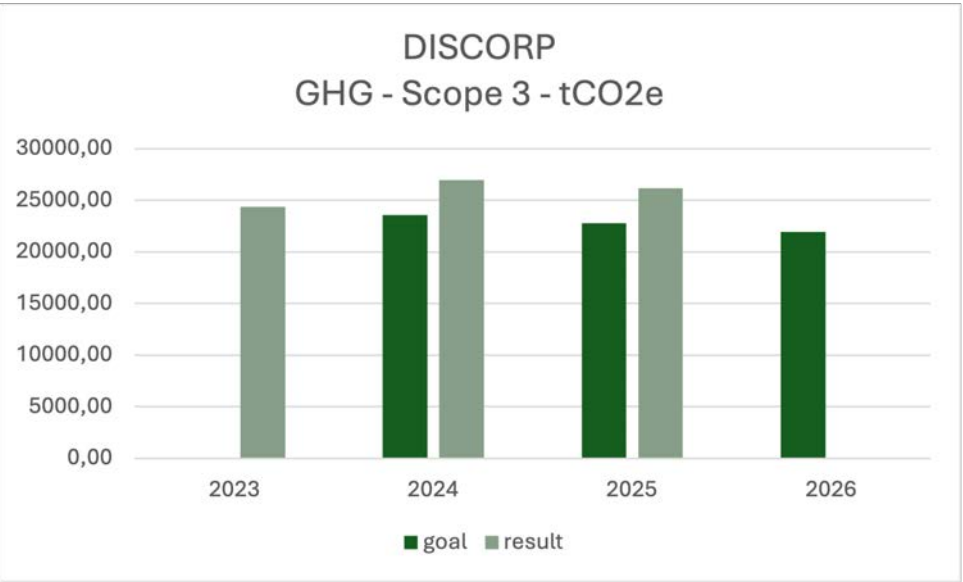
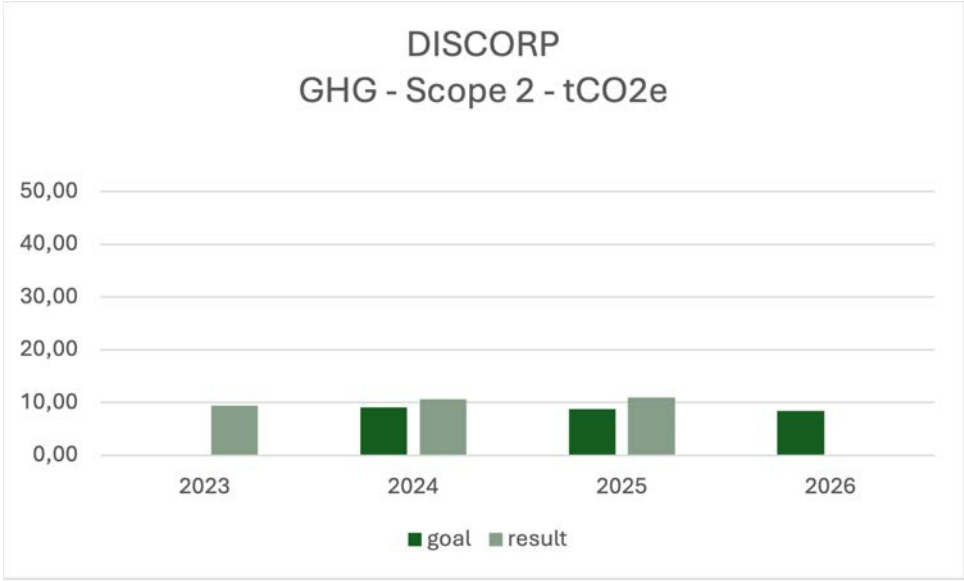
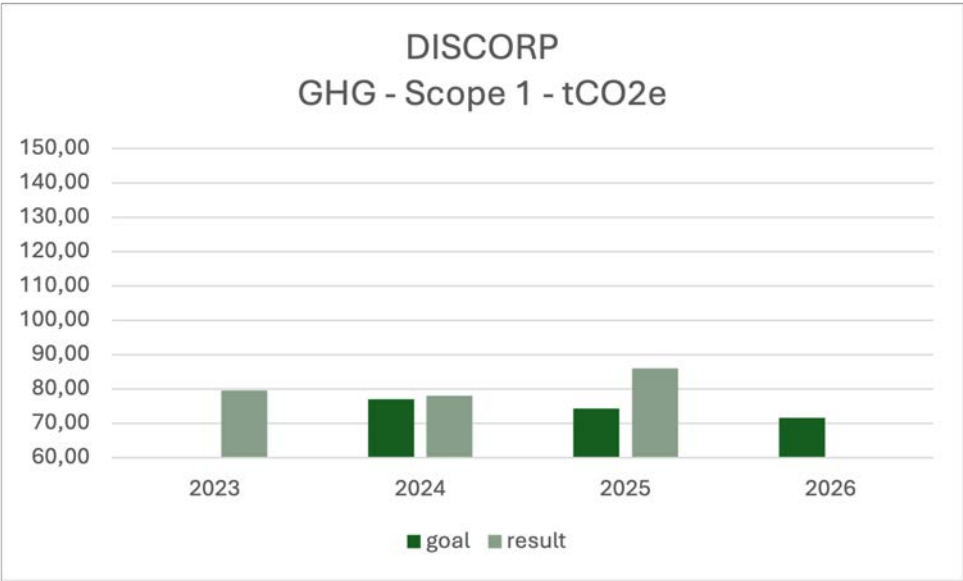
Total gross Scope 3 GHG emissions

26.177,74 tCO₂e

- Total gross Scope 3
Downstream GHG
emissions
13.779,5 tCO₂e

- Total gross Scope
3 Upstream GHG
emissions
12.398,24 tCO₂e

KPI'S EMISSIONS



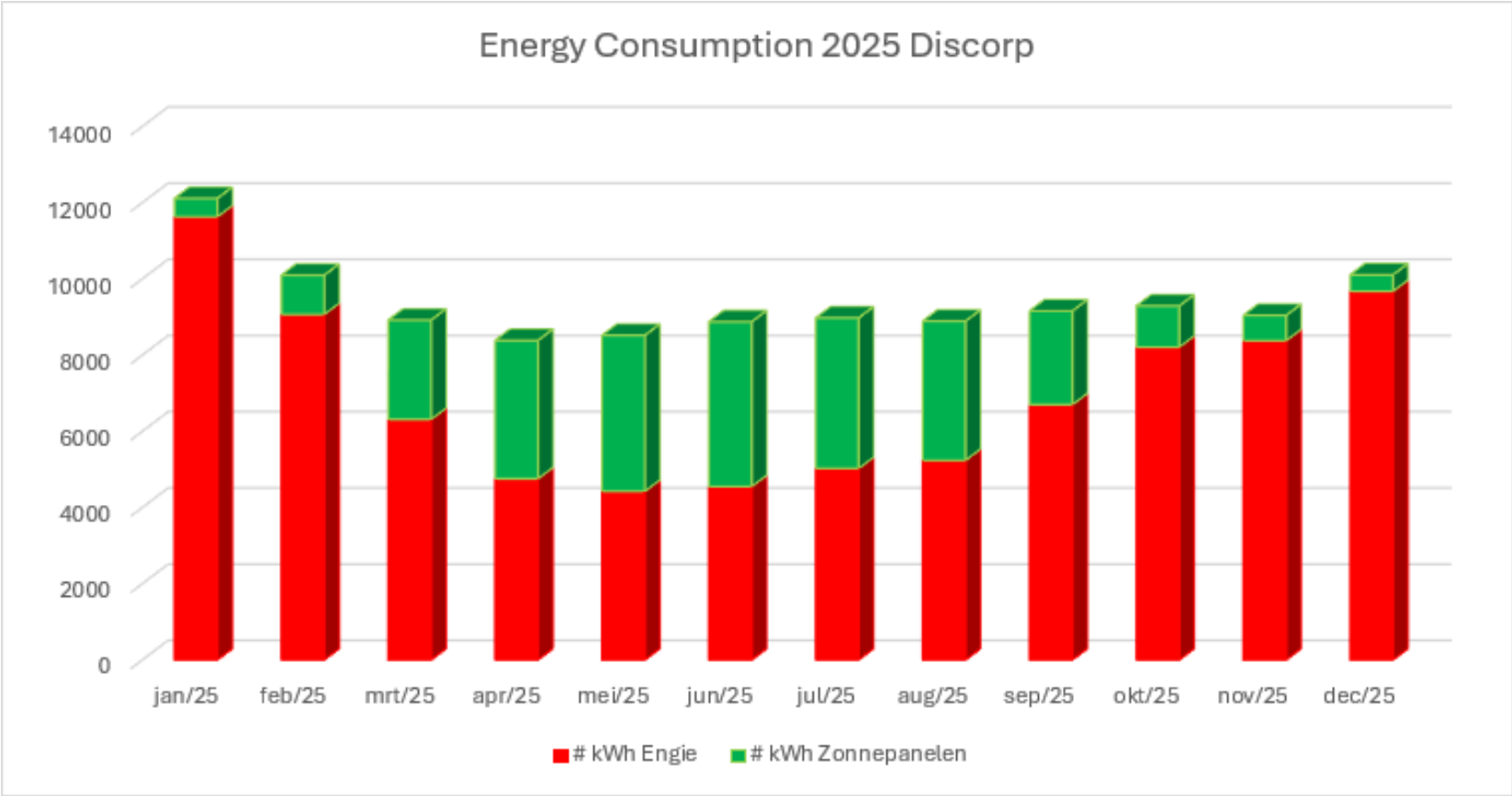


KPI: Emission reduction Overview

	Unit	GOAL/KPI	2023	Goal 2023	2024	Goal 2024	2025	Goal 2025	2026	Goal 2026
Emissions CO2 Scope 1	tCO2eq	10% reduction by 2026 vs 2023	79,55		78,05	76,90	86	74,25		71,60
Emissions CO2 Scope 2	tCO2eq	10% reduction by 2026 vs 2023	9,41		10,60	9,10	11	8,78		8,47
Emissions CO2 Scope 3	tCO2eq	10% reduction by 2026 vs 2023	24394,33		26986,10	23581,19	26177,74	22768,04		21954,90

- *GRI 302-1 Energy consumption within the organisation*

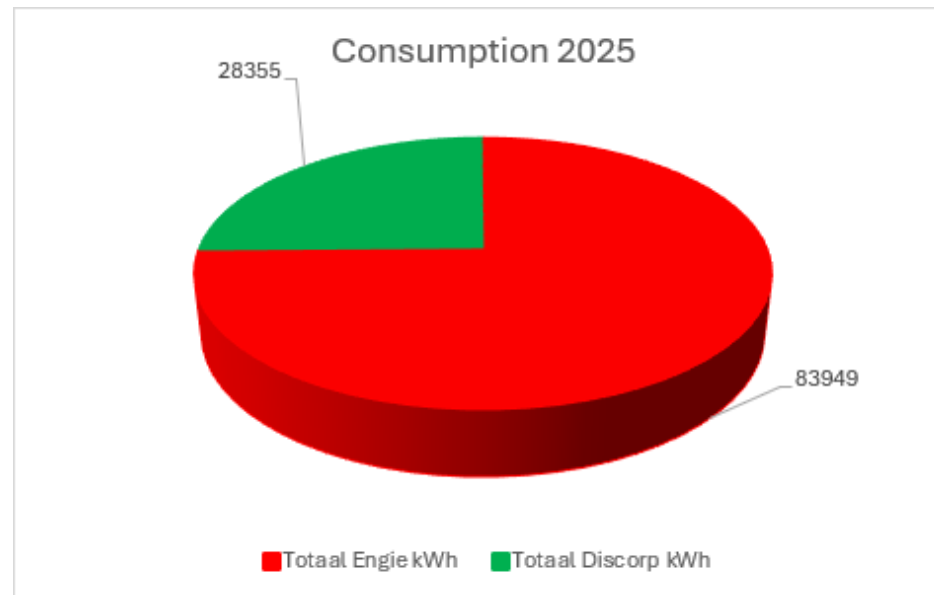
Thanks to 233 solar panels, we generated 36541 kWh in 2025, we consumed 28355 kWh ourselves. Total consumption (purchased + solar) in 2025 was slightly higher than in 2024. As a very fast-growing company, this is not surprising although we do keep a very close eye on the ratio of single-purchased to solar energy. 30% consumption via solar panels is a nice achievable target if the weather in Belgium is favorable to us. The heat pumps consume a lot of electricity so our total consumption is slightly higher but the advantage is then that gas consumption is considerably low.



KPI 1: Consumption through Solar Panels

30% or more consumption through solar panels ratio 70% purchased energy by 2026

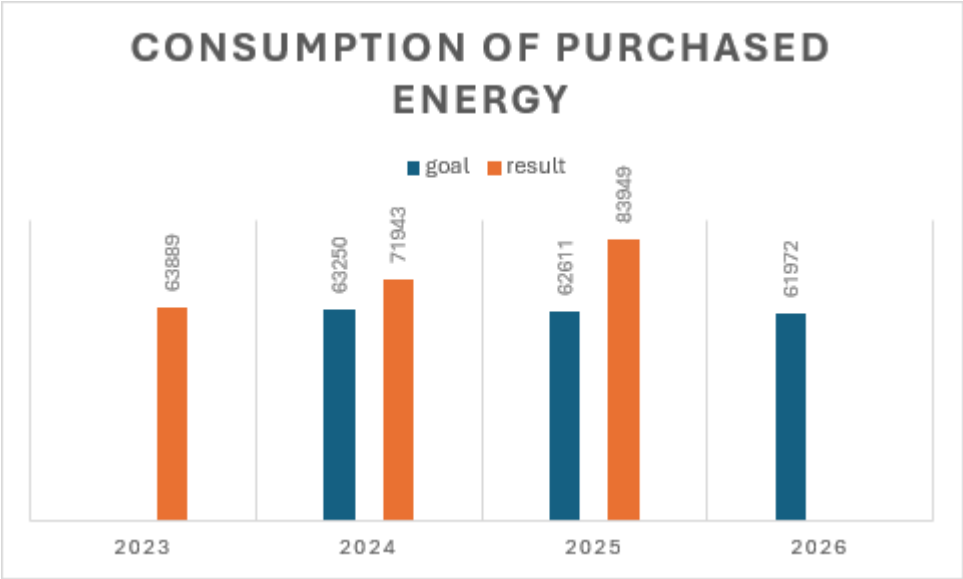
Total Purchased kWh	83949,00	74,75%
Total Consumption solar panels kWh	28355,00	25,25%
Total Consumption kWh	112304,00	





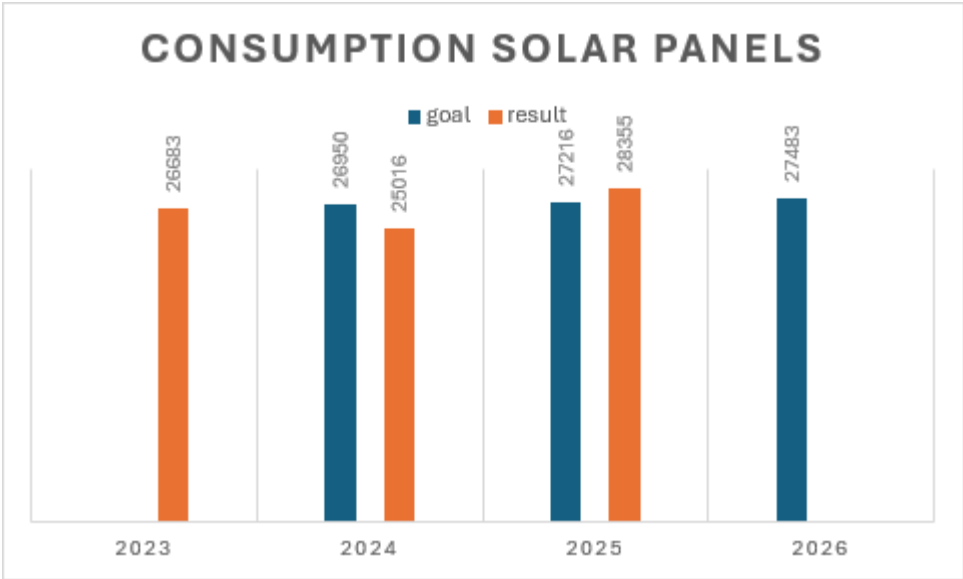
KPI 2: Purchased Energy

Consumption of Purchased energy: Reduction of 3% by 2026



KPI 3: Solar Panels

Consumption Solar Panels: Increase of 3% by 2026





AIR, WATER AND SOIL



Discorp is not subject to permit-based emissions to air, water, or soil, but voluntarily assesses its potential environmental impacts as part of its sustainability policy. Our operations involve no manufacturing processes, combustion installations, or chemical discharges, meaning that Discorp does not generate SO₂, NO_x, or particulate emissions.

We further reduce our environmental footprint through a strict QHSE policy, ensuring the safe use, storage, and disposal of materials. In addition, we continuously optimize our logistics processes to minimize transport-related and CO₂ emissions, including the efficient consolidation of shipments, the use of box-in-box packaging, and collaboration with transport partners that follow sustainable practices.

Regarding water, Discorp only consumes sanitary and domestic water: we have no industrial water flows and do not discharge chemicals or process water. Our facilities provide safe sanitation for employees, and we strive for responsible water use aligned with our sustainability objectives.

Since Discorp does not carry out production or laboratory activities, there is no risk of soil contamination from operational processes. Waste streams are separated, recycled, or collected by certified partners such as Recupel for electronic waste. We continue to reduce material usage and apply environmentally conscious packaging choices to limit waste and the related environmental impact.

BIODIVERSITY



Discorp's operations are located in Wijnegem, Belgium, an urbanized and industrial zone that does not fall within any biodiversity-sensitive or protected areas listed in the World Database on Protected Areas (WDPA). As a non-manufacturing company with limited site activities, our operations have no direct impact on ecosystems, natural habitats, or biodiversity-sensitive zones.

Although our physical footprint is small and consists solely of office and warehouse facilities, we monitor our environmental impact as part of our broader sustainability commitments. Our site occupies less than one hectare and is fully situated on previously developed land, meaning no natural areas are converted or affected by our presence.

Discorp's contribution to biodiversity protection and ecosystem resilience occurs primarily through responsible supply-chain practices, sustainable procurement, and low-impact operational choices. We work exclusively with A-brand suppliers who maintain strong environmental and social policies and who are committed to minimizing lifecycle impacts of their products. Where possible, we prioritize partners with circular-economy initiatives, reduced-impact packaging, and certified sustainability programs.

Furthermore, Discorp actively reduces its own ecological footprint by:

- Minimizing waste and material use through packaging optimization and reduced-volume shipping;
- Collaborating with logistics partners that implement ecological transport and CO2-reduction strategies;
- Recycling electronic waste via recognized organizations such as Recupel;
- Implementing energy-efficient building measures, including solar energy production and electrification initiatives.

Through these actions, Discorp supports broader ecosystem protection, climate mitigation and responsible resource use—reinforcing our commitment to environmental stewardship, even though our direct operations have a low biodiversity impact.

Discorp reviews their water usage and implement strategies to be waterwise. We provide access to safe drinking water and sanitation facilities for all of our employees.

Our Goals:

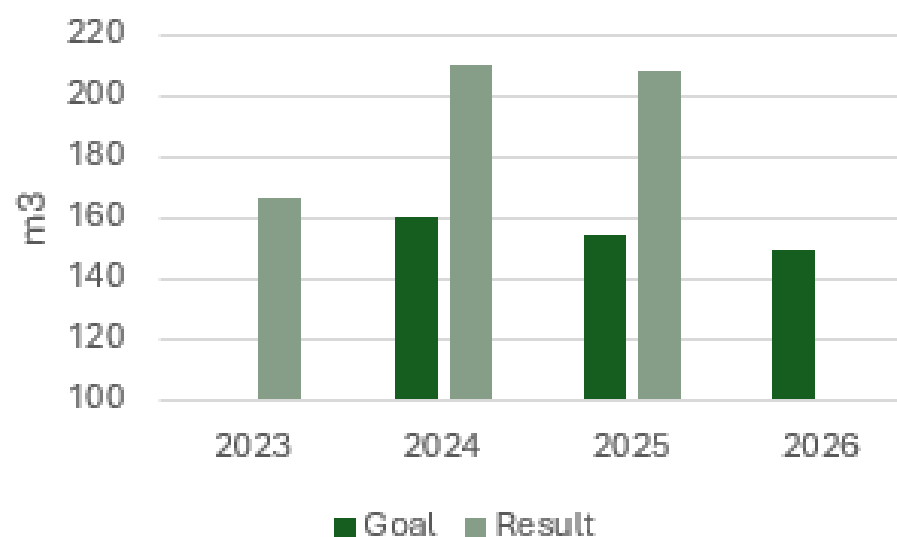
- **Accountability:** We take responsibility for our water usage and impact, recognizing that sustainable water management is a shared responsibility amongst any of us. We understand the importance of protecting the environment and are aware of the water management challenges related to climate change.
- **Efficiency:** We actively prioritize water efficiency by minimizing consumption, optimizing water use, and adopting best practices and technologies to reduce waste.
- **Conservation:** We actively promote water conservation, encouraging responsible use and raising awareness about the importance of preserving this precious resource.
- **Compliance:** We adhere to all applicable laws, regulations, and permits relating to water usage and quality - surpassing minimum requirements when possible.
- **Collaboration:** We actively seek collaborations with organizations, industry associations, and stakeholders to address water challenges by collectively sharing knowledge, expertise and resources.



Water Consumption Discorp KPI -10% by 2026 with reference to 2023

3/02/2023 - 03/01/2024	166	m3
04/01/2024 - 07/01/2025	210	m3
08/01/2025 - 08/01/2026	208	m3

Water Consumption Discorp



- *GRI 303-5 Water consumption*

Water at Discorp is mainly consumed by staff and for cleaning, we have no manufacturing processes. We have a slight increase in staff and more colleagues coming to work by bike, they have the option of taking a shower upon arrival. Yet we will continue to ensure that we meet our target in decrease. We make our colleagues aware of consumption through trainings, communication, and posters.

- *GRI 306-2 Waste by type and disposal method*
- *GRI 306-4 Transport of hazardous waste*

We commit ourselves to maximize recycling of all waste fractions and we also engage with waste companies that are extremely committed to giving waste materials a second life.

We distinguish and recycle the following types of waste through collection in different types of containers present on our Discorp site:

- Paper and cardboard
- PMD (plastic, metal can and drink carton)
- Electronic waste
- White foil
- Colored foil
- Straps
- Wood (pallets)
- Styrofoam
- Residual waste

We have partnerships with the following waste processors:

- Renewi
- Afvalalternatief



Discorp is committed to applying the principles of the circular economy by minimizing waste, promoting the reuse and recycling of materials, and integrating sustainable procurement practices.

Our goal is to increase the recycling rate of IT equipment and packaging materials, reduce the use of plastics, and consistently choose materials and suppliers with a lower environmental impact. We achieve this through concrete actions on the work floor, the optimization of our logistics flows, and close collaboration with our partners.

In 2025, we observed an increase in our total waste stream. This was mainly due to deliveries of IT equipment on non-EU wooden pallets that did not match the Europallet standard.

Because there were no feasible options for return, recirculation, or recycling, we were forced to process a significant portion of these pallets through incineration. This led to a rise in our total waste, including a clear increase in paper and cardboard due to a higher number of projects. After completing these projects at our customers' sites, we collect the waste at our own facility, where it is picked up by certified partners. They provide us with the necessary annual reports and insights into the recycling process.

To avoid the incineration of non-EU pallets in the future, we have entered into discussions with suppliers and customers to explore structural solutions such as return logistics, pallet standardization, and improved agreements on packaging materials — fully aligned with the principles of the circular economy.

We recognize that waste reduction and circularity are systemic challenges requiring collaboration across the entire value chain. That is why we actively participate in pilot projects, sector initiatives, workshops, and chain collaborations aimed at developing circular solutions within the IT sector.



In support of our ambitious sustainable packaging goals, we prioritize working with suppliers that can provide FSC certified paper and cardboard.

Taking the next step in sustainable packaging our 2030 goal is for all packaging to be FSC certified, as compact as possible, and only contain plastic when strictly necessary. In addition to these minimum requirements, we constantly look for ways to reduce the carbon footprint of our packaging by innovative solutions to further reduce material usage.

These waste companies focus on extracting value from waste rather than on its disposal through mass burn incineration or landfill. Recycling stands for responsible and sustainable use of precious raw materials. This all starts with sorting all types of waste at Discorp, which we mentioned above and thanks to our partners letting in through various processes and reduce it to raw materials which can be used to make new products.

We think this is extremely valuable in order for us to contribute to the environment and take important steps towards a sustainable world.

LOGISTICS DEPARTMENT AND WAREHOUSE

- In our logistics department we strive for a green supply chain and high level of efficiency, which translates into a lower ecological footprint.
- We use recycled and ecological packaging materials, we reuse most incoming packaging materials, such as incoming carton boxes and incoming plastics.
- From packaging to delivery to the optimization of transport and distribution. Every step must be scrutinized to reduce the environmental footprint of logistics in every possible way.
- We digitalize as much as we can, so we use a bare minimum of paper, we only print internal documents physically if necessary and always print them double-sided.
- Instead of plastic filling material we utilize recycled paper to fill our boxes. This is also 100% recyclable afterwards, completely degradable, cheaper and therefore much better for the environment.
- We never purchase pallets ourselves for our bulk shipments but always reuse the incoming pieces. The remaining incoming pallets are collected and processed by our partner Renewi who give them a second life as a valuable product.
- In our warehouse we need a minimum of electricity for our lighting since we opt for a lot of natural light through our large glass dome roof.
- It remains essential for Discorp to continue to look for environmental improvements in the future and that we maintain an ever-present focus for a greener logistics world!

AFVALALTERNATIEF

AfvalAlternatief			
Waste stream	recyclage	biomass	combustion with energy recovery
PMD	100%		
PAPER & CARDBOARD	100%		
RESIDUAL WASTE			100%

Mass balance post-separation business residual waste		
WOOD	Residual waste	7,00%
RIGID PLASTIC	Residual waste	1,50%
PAPER & CARDBOARD	Residual waste	2,10%
FOIL	Residual waste	1,60%
METAL	Residual waste	2,40%
PUIN (Inert totaal)	Residual waste	2,20%
FINE RESIDUE (0-400 mm)	Residual waste	6,80%
OTHER RESIDU (+ 400 mm)	Residual waste	77,20%

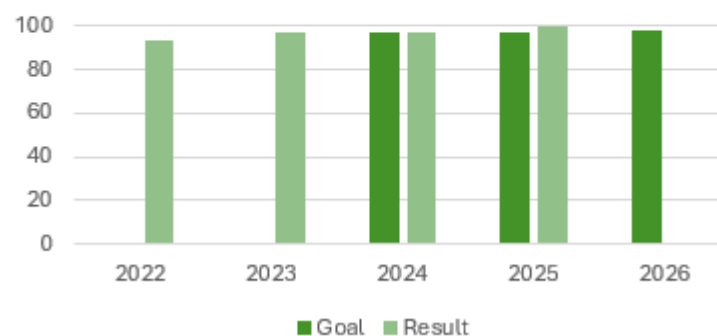


Combustion with energy recovery saves fossil fuels, this is a sustainable way of generating energy.

OVERVIEW

		2022 / kg	% recycled	kg recycled		2023 / kg	% recycled	kg recycled		2024 / kg	% recycled	kg recycled		2025 kg	% recycled	kg recycled
AfvalAlternatief	Residual Waste	650	100%	650		3654	100%	3654		3485	100%	3485		3225	100,00%	3225
AfvalAlternatief	Paper & Cardboard	321	100%	321		781	100%	781		675	100%	675		550	100,00%	550
AfvalAlternatief	PMD	20	100%	20		105	100%	105		170	100%	170		100	100,00%	100
Renewi	Paper & Cardboard	12947	93%	12041		13880	96%	13325		15320	96%	14707		15860	99,90%	15844
Renewi	Wood	4560	93%	4241		4320	96%	4147		4680	96%	4493		5060	100,00%	5060
Renewi	White & Brown goods			0		1002	96%	962				0				0
Renewi	Foil/Plastics	773	93%	719		48	96%	46				0				0
Renewi	PMD	96	93%	89				0				0				0
Renewi	Residual Waste	3654	93%	3398				0				0				0
	Total weight waste	23021				23790				24330				24795		
	Total recycled			21479				23020				23530				24779
	Recovered vs total %			93%				97%				97%				99,94%

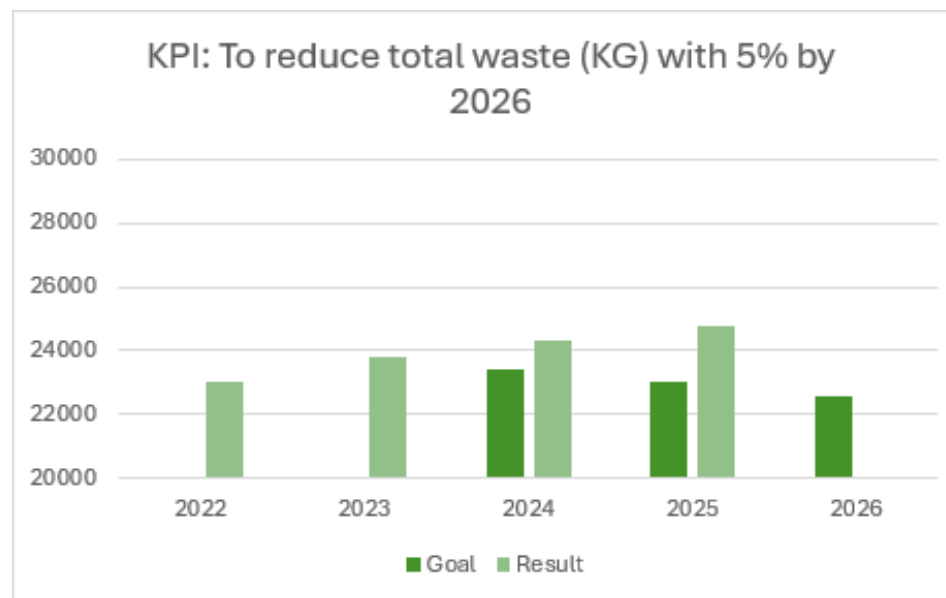
KPI: Keeping the recycled waste versus total waste on the high standard of 97% , small but realistic increase by 2026



KPI'S WASTE



Code	Unit	Goal	2022	Goal 2022	2023	Goal 2023	2024	Goal 2024	2025	Goal 2025	2026	Goal 2026
Total weight of non-hazardous waste	kg	KPI: To reduce total waste (KG) with 5% by 2026	23021		23790		24330	23394	24795	22998		22601
Total weight of waste recovered	kg	value, to put per year against total of waste	21479		23020		23530		24779			
recovered vs total	%	KPI: Keeping the recycled waste on the high standard of 97% , small but realistic in[1]crease of 98% by 2026	93,30%		96,76%		96,71%	96,50%	99,94%	97,00%		98,00%



HAZARDOUS SUBSTANCES



The hazardous materials we have at Discorp are limited to certain cleaning products, for example, although we choose ecological products as much as possible. We also use a certain cleaning product at installations to deliver screens to the customer in the best possible way. We do not produce anything ourselves so our hazardous waste is very limited and is collected separately by our partner AfvalAlternatief according to legislation.

Total weight of hazardous wast(kg)			
2022	2023	2024	2025
18	13,5	15,8	8,2

Total weight of hazardous substances transported (kg)			
2022	2023	2024	2025
0	0	0	0

KPI'S HAZARDOUS SUBSTANCES

Our goal is to reduce hazardous waste to zero by 2026



WEEE



The amount of waste electrical and electronic equipment (widely known as WEEE or e-waste) generated every year in the EU is increasing rapidly. It is now one of the fastest growing waste streams.

At Discorp, Recupel collected 6 cubic meters of electronic waste in 2024. This is more than in 2023 (4.5 cubic meters), mainly due to our rapidly growing business and our service offering to take back and properly recycle customer equipment. In 2025, we recorded three additional collections, totaling 1.5 cubic meters each, or 0.9 tons of WEEE.



“Recupel handles the collection and processing of used electricals and light bulbs on behalf of manufacturers. Together with our wide network of partners, we help encourage repair and reuse, as well as promoting top-quality recycling practices. By doing so, we hope to reduce society’s dependence on raw materials and energy consumption.”



We now work exclusively with renowned transport companies such as Fedex and GLS for our daily transports. These are transporters that consider Social Corporate Responsibility very important and of which we also have information and documents about their CSR policy. We also recently started using Fedex' emissions calculator to optimize our transports with this partner.

For important direct transports we always try to load the vans and trucks as fully and efficiently as possible.

For large shipments we rely on groupage transports because they plan and load their trucks as ecologically and efficiently as possible. For this we work together with renowned carrier Mainfreight.

Not only through our transport partners, but inhouse in our logistics department we also want to make everyone as aware as possible. We put together all our daily transports as efficiently as possible in order to achieve a minimum of co2 emissions and need to use a minimum of packaging materials.

We also discuss this matter with our clients on a daily basis now, as we want to make them aware as well of the importance of a minimum ecological footprint.

We double-check our daily picking with an extreme eye for detail, not only for our customers to be satisfied with us, but we also want to avoid additional unnecessary transports.



CUSTOMER HEALTH AND SAFETY



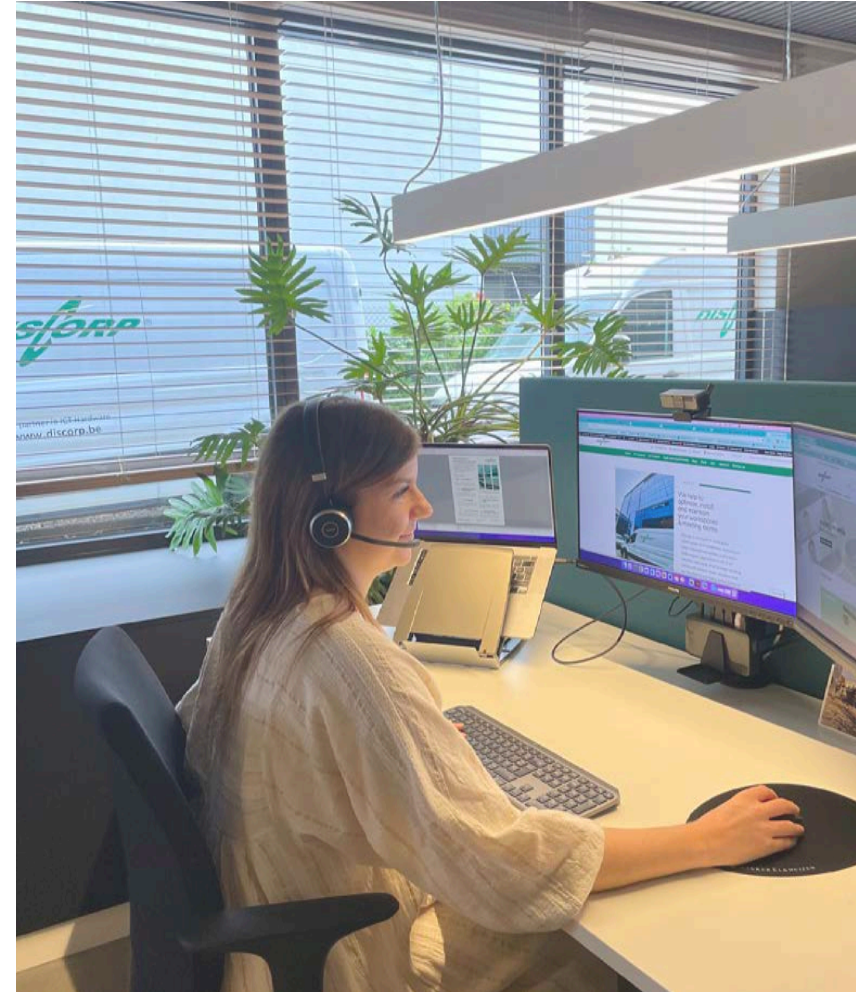
Our vision is to make our solutions safe, secure, and sustainable for customers. Customer health and safety are top priorities and integral to business plans.

APPROACH

As one of the top ICT Hardware & Services companies, customer health and safety are fundamental to product responsibility. The company identifies and minimizes risks related to products, including harmful materials and potentially dangerous functional features.

SOLUTIONS

- **Hazardous substances:** Products comply with the EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS Directive 2011/65/EU and its enforced amendments).
- **Product-specific approaches:** Each product adheres to ISO 9001 certification and ensures compliance with mandatory and voluntary safety standards. This includes proper documentation, user manuals, Declarations of Compliance, contact details for the manufacturer, quick guides, online tutorials, and training during product installation.



RAISING AWARENESS

The company collaborates on health and safety training with subcontractors and installation partners, provides information materials on the safe operation of products to all end users, and conducts corrective actions and awareness training sessions for each product-related injury. A workflow for product safety risk identification is developed in the incident management tool.

PERFORMANCE

Customer health and safety are verified through various certification programs, testing, and stakeholder feedback. During the reporting period 2023/2024/2025, there were no incidents of non-compliance with health and safety requirements resulting in fines or penalties. There were no recalls during the reporting period.

QUALITY

Delivering quality products and high-quality service to customers is a priority. Employees are provided with necessary means and resources to conduct their tasks, encouraged to develop their skills through training, webinars, and education. The company strives to improve services, operations, and product range continuously.

OBJECTIVES

- **Preventing injury and illness:** Maintaining safe working conditions and promoting health and wellbeing.
- **Promoting safety and health:** Strict compliance with legal requirements and continuous improvement of practices.
- **Environmental protection:** Reducing waste, preventing pollution, and using resources efficiently.
- **Optimizing energy consumption:** Minimizing environmental impact through efficient energy use.





IMPLEMENTATION

- **Legal compliance:** Strict adherence to legal requirements related to quality, health, safety, and environment.
- **Continuous improvement:** Ongoing enhancement of services, operations, and systems.
- **Employee engagement:** Informing and encouraging employees to participate in the implementation of QHSE policies.
- **Management responsibility:** Creating and maintaining safe and environmentally friendly working conditions in an energy-efficient production environment.

TARGETS

- **Qualitative objective:** Commit to releasing products that are safe for customers.
- **Quantitative target:** Achieve zero product recalls or safety incidents yearly until 2030.

"Our commitment to customer health and safety is unwavering. We believe that ensuring a safe environment for our customers is not just a responsibility, but a fundamental part of our mission to build trust and deliver excellence."



LABOR & HUMAN RIGHTS

WORKFORCE CHARACTERISTICS

At the end of 2025, Discorp had an equilibrated gender balance among our 43 employees, as demonstrated by the percentage of women in management level of 50% in 2024 and 2025. We remain proud of all our colleagues working together at Discorp and we highly value the talents, expertise, knowledge and strengths of each individual. While our employee turnover rate was higher in 2024, reflecting the dynamics of a growing organization, we continue to focus on engagement, retention, and career development opportunities. Together we strive to create the best work environment to thrive and grow, ensuring diversity, inclusion and fairness.

HUMAN RIGHTS POLICIES AND PROCESSES

Discorp upholds high standards of ethics, human rights, and workplace safety. Our corporate policies, which are mandatory for all employees, reflect the principles of the United Nations Global Compact, including the prohibition of child and forced labor, the protection of human rights, non-discrimination, and a strong focus on accident prevention.

Our Supplier Code of Conduct is equally aligned with the principles of the UN Global Compact and outlines our expectations related to labor rights, human rights, environmental responsibility, ethical conduct, and governance.

HEALTH AND SAFETY

At Discorp, the health, safety and wellbeing of our employees, contractors and visitors are fundamental values. We are committed to maintaining a safe working environment and continuously strengthening our EHS (Environment, Health & Safety) management practices across our offices and logistics operations.

In 2025, we recorded one contractor injury resulting in lost time. To prevent future incidents, we conduct regular workplace risk assessments, encourage the reporting of near-misses, and perform safety walkthroughs at our facilities. These insights help refine our EHS training programs and further embed a culture of safety, prevention and awareness.

We aim to continuously reduce risks and ensure that every colleague can work in a healthy, safe and supportive environment. Work-related mental health risks are monitored through confidential discussions, and where risks are identified, appropriate measures are taken to eliminate or minimize them as far as reasonably practicable.

Discorp's QHSE policy is designed to prevent injury and illness among employees and third parties, promote safety and wellbeing in the workplace, protect the environment and optimize energy consumption. Our objective is to operate in a way that ensures no one is exposed to unacceptable risks, while striving for ongoing improvement and alignment with best business practices to meet stakeholder expectations.

RENUMERATION, COLLECTIVE BARGAINING AND TRAINING

At Discorp, we are committed to fair, transparent and equitable remuneration for all employees. Our compensation practices are designed to ensure equal pay for equal work, without discrimination based on origin, nationality, religion, gender, age, disability or any other protected characteristic, as outlined in our internal working conditions and remuneration principles. We strive to provide competitive salaries complemented by additional benefits that support employee wellbeing and engagement. Employees who contribute to the success of the company are able to benefit from this through transparent compensation and benefit structures. We continuously review our remuneration systems—fixed compensation, variable pay, benefits and personal growth—to ensure they remain relevant and fair in close collaboration with employees and employee representatives.

Although Discorp, as a medium-sized organization, is not legally required to conclude collective bargaining agreements, we strongly value social dialogue. Employee representation is ensured through designated roles that relay feedback, support People & Culture initiatives and help maintain an open and collaborative workplace, even without a formal collective agreement. Training and development are integral to how we support our workforce. Discorp provides structured onboarding for all new employees, with additional training for specialized or technical roles, in line with our Working Conditions Policy's focus on growth and flourishing at work. Training is further supported through role-specific programs and ongoing learning opportunities that allow employees to build their skills, advance their careers and contribute meaningfully to the organization. We remain committed to ensuring that all colleagues have access to the resources needed to reach their full potential—professionally and personally. This includes supporting well-being, maintaining decent working conditions, and encouraging a positive work-life balance as outlined in our internal policies.

Finally, Discorp confirms that there are no known incidents of child labor, forced labor, human trafficking, discrimination or other severe human rights violations within our workforce. This commitment is also reflected in our vendor and CSR frameworks, which align with international labor and human rights standards, including ILO conventions and the UN Declaration of Human Rights.

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

Discorp has no confirmed incidents related to child labor, forced labor, human trafficking, discrimination or other severe human rights incidents among its own workforce.

KPI'S LABOR & HUMAN RIGHTS



- Number of hours worked in 2025: 60002,90
- Number of sick hours in 2025: 3491
- Number of days lost due to work-related injuries, fatalities and health problems: 0
- Number of workplace accidents: 1
- The objective, of course, remains to keep this at zero incidents in the coming years.



Additional risk analysts are regularly issued for the service installation and warehouse functions. Absolute safety is continuously monitored. From Mensura, our screen workers are also closely monitored. In 2025, 30% of the personnel are subject to a risk analysis. Mensura always provides a link for welcoming new employees - a kind of 'check-in tool' . This contains 10 questions, based on the answers the employee receives a personalised report on well-being at work.

All our permanent employees have hospitalization insurance via Discorp, and we will keep it this way in the coming years, target remains at 100%. Personnel on interim basis get this later at the start of the permanent contract.

In 2025 10% of our employees are from a vulnerable group. We aim to continue strengthening our inclusive employment practices and increase this share to 12% by 2026. [Management and teamleads overview](#)

DISCORP	2022	2023	2024	2025
Number of employees	41	44	46	48
Number of female employees	21	23	24	23
Number of Vulnerable group employees	3	3	3	5
% of women at top of management level	40	40	50	50



Active has a comprehensive personal development plan for one of our employees, started in 2023. She advanced to a higher position in 2024. We include this case in the evaluations that take place every six months for each employee. Team leads and managers already take ample time to measure, assist and adjust colleagues' progression and well-being. A comprehensive development plan will be increasingly deployed.

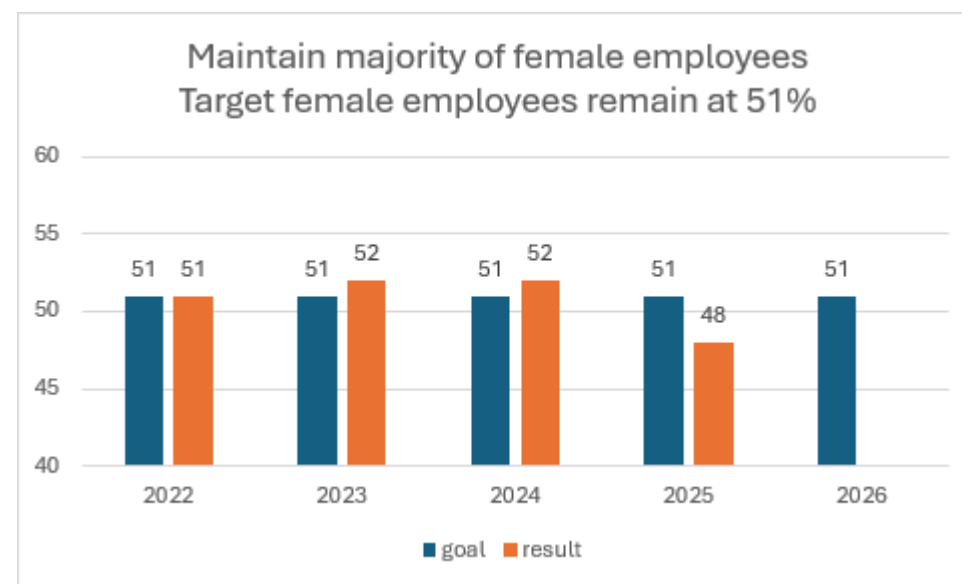
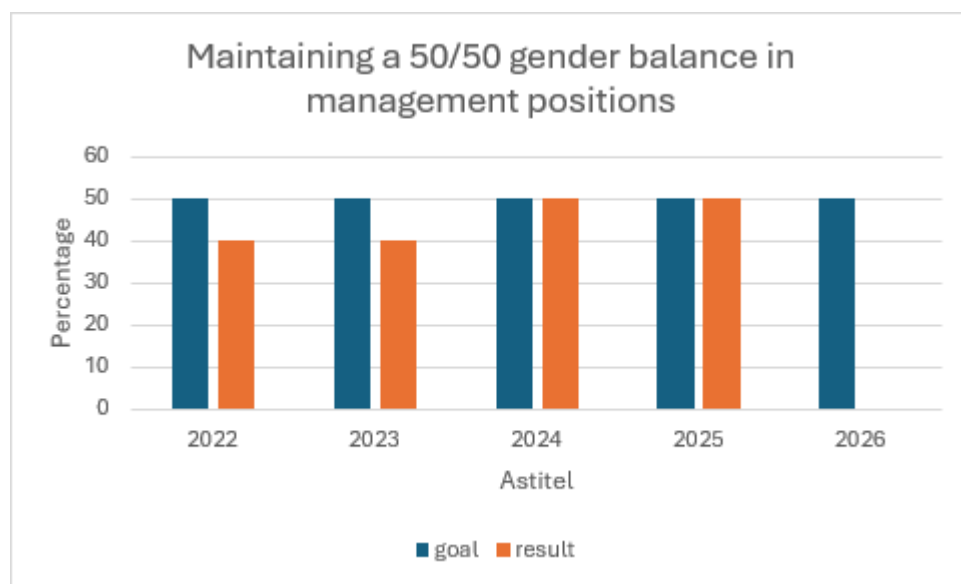
All our employees are equally entitled to education, training and one personal development plan. The training courses, vary widely from webinars to multi-day courses. We keep a record per employee of the training courses attended, the number of hours for 2025 comes to an average of 12 hours per employee.

13% of employees have been trained to prevent discrimination and harassment, namely the management team. The target for the coming years remains foreseen at this percentage; driven and monitored by our own HR department. Throughout its history, Discorp has had zero reported incidents of discrimination.

DIVERSE SUPPLIER

GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

Diversity and inclusion are key priorities at Discorp. The company is a women-owned business, certified as a WEConnect International Women's Business Enterprise (WBE). Women make up around 50% of the workforce, reflecting Discorp's commitment to strong gender representation across teams and leadership roles. Through this ownership structure and inclusive HR policies, Discorp ensures diverse perspectives and balanced decision-making at all levels.





ETHICS

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

Discorp has not received any convictions or fines related to violations of anti-corruption or anti-bribery laws. The company upholds strict ethical standards as defined in its Code of Conduct, including clear rules on fraud prevention, bribery, and conflicts of interest. Discorp reinforces these principles through mandatory internal training, such as the Anti-Corruption and Anti-Bribery sessions.

Our ESG policies and business practices are strongly aligned with UNGC principles, emphasizing transparency, compliance, and responsible business conduct.

REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

Discorp operates in the ICT hardware, workplace solutions, and AV-integration sectors and does not engage in any of the controversial sectors listed in the VSME standard, including:

- Production or trade of controversial weapons
- Tobacco cultivation or production
- Fossil fuel extraction or processing
- Manufacturing of pesticides or heavy agrochemicals

Discorp exclusively partners with A-brands that follow strong sustainability standards. The company is not excluded from any EU reference benchmarks aligned with the Paris Agreement and continues to strengthen its climate-aligned reporting and performance.

NIS 2 / ISO27001

In 2025, a joint training session on secure modern workplace practices was planned. In practice, this training was completed individually, and we strengthened overall awareness by running internal security tests. The results of these tests will be reviewed collectively in 2026, together with additional guidance and best-practice recommendations.

Furthermore, we are going beyond the basic compliance requirements of the NIS2 directive. We are currently implementing the ISO 27001 standard, which reflects our commitment to a more robust and proactive approach to information security and risk management. This implementation is supported by our external partner, Pronidus, who is providing an expanded and structured roadmap tailored to our organization.

The entire Discorp team will always be made aware and reminded of the possibility of phishing by email. We want to increase this awareness, to keep the effective incidents at zero!

Subject	KPI	2022	2023	2024	20252	2025 GOAL	2026 GOAL	2030 GOAL
Information Security	Number of confirmed security incidents	0	0	0	0	0	0	0
Anti-Corruption/Bribery	Number of confirmed corruption incidents	0	0	0	0	0	0	0
Whistleblowing	Number of reports related to Whistleblower procedures	0	0	0	0	0	0	0
Training Whistleblower	% of employees trained on Whistleblowing	100%	100%	100%	100%	100%	100%	100%
Training Ethics	% of employees trained on Ethics	16%	16%	16%	100%	100%	100%	100%
Workplace NIS 2	% of employees attending workshop NIS2				16%	100%	100%	100%

WHISTLEBLOWER

For many years, we have had a whistleblower policy and trained employees on the subject.

Our whistleblower policy and training is intended to encourage all Discorp employees to report suspected or actual occurrences illegal, unethical or inappropriate events.

And reassure that all Discorp employees will be protected from reprisals or victimization for whistleblowing.



SUSTAINABLE PROCUREMENT

SUSTAINABLE PURCHASING



We're very proud to offer only A+++ brands, working together with partners who all sign our suppliers code of conduct and share the same high standards as us and our customers. It is an absolute necessity for the entire chain to do its part in responsibility around environmental, social and governance criteria.

Our partnerships contain:

- Green supply chain
- Ecological packaging & material reuse
- Partnerships with A+ Carrier Partners
- Efficient shipping
- Waste management & partnerships with waste processors
- Reduction of CO2 & energy consumption
- Hybrid cars
- Solar panels
- Eco-glass
- Heat pump
- ...
- Contribution via Discorp Renew
- Donating for a greener future
- Partners in responsible recycling





All Discorp's employees will purchase and sell products or services in a manner that protects human health and the environment, is fiscally responsible and, promotes social equity, disadvantaged business opportunities and other economic benefits to the community.

Discorp employees will encourage sustainability benefits to the maximum extent feasible when writing specifications, evaluating bids, and making other purchasing decisions.

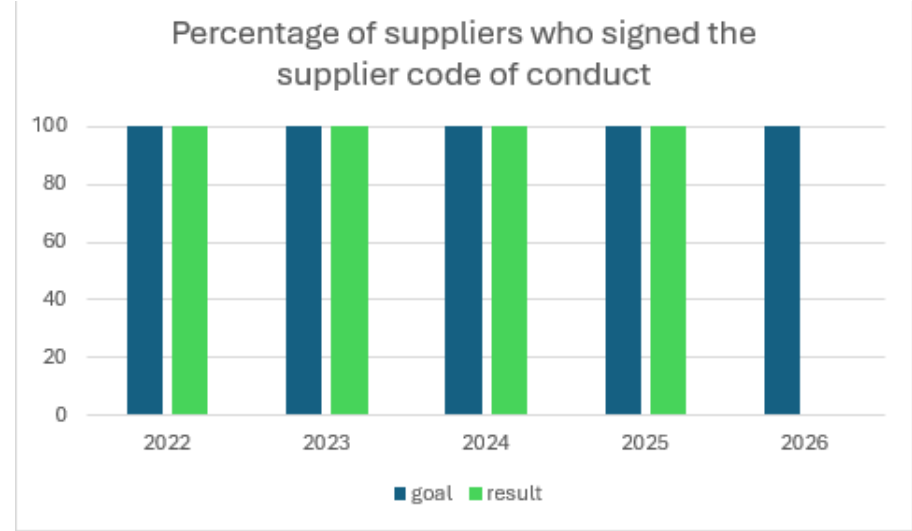


SOCIAL EQUITY BENEFITS TO BE ENCOURAGED INCLUDE BUT ARE NOT LIMITED TO:

- *Use of local businesses;*
- *Use of disadvantaged businesses (e.g., certified minority- and woman-owned businesses, etc.);*
- *Use of non-profit organizations;*
- *Use of certified "green" businesses; and*
- *Use of products that are certified "fair trade", sweatshop-free, or made without child labor, etc.*

FISCAL BENEFITS TO BE ENCOURAGED INCLUDE, BUT ARE NOT LIMITED TO:

- *Reducing consumption by choosing reusable products;*
- *Ensuring performance and quality;*
- *Reducing impacts on staff time and lowering maintenance costs;*
- *Leveraging buying power by aggregating demand, cooperative purchasing, etc.;*
- *Promoting "Best Value" based on a life-cycle cost or total cost of ownership assessment; and Reducing financial risks.*



KPI 100% target: only work with Triple A+ brands, all of our brands must have a code of conduct and reporting their sustainability. We demand our customers to only work with these brands and encourage them into their sustainability targets. We carry the high standards from our suppliers/brands to ourselves and to our clients. Together we make a difference!

We put a lot of effort into making the entire Discorp team aware of sustainability, especially our purchasing department, sales team and technical department so that they can make the right choice when selecting (new) products.

By 2025, all employees of these 3 departments have attended internal training on sustainable procurement, and they have received the necessary tools and checklists to optimize the application of this knowledge. Our objective for the coming years will always have a 100% informed team.

All suppliers did sign our SUPPLIER CODE OF CONDUCT and did sign our SUPPLIERS CONTRACT AGREEMENT, both documents contains important sections on environment, ethics, social concerns and Health&Safety.

Only then we can work together!
Contracts are reviewed annually so that all are guaranteed, our target is to keep this at 100% annually.

While not all factors will be incorporated into every purchase or sale, it is the intent of the sustainability training that Discorp employees will make a good faith effort to promote sustainability factors to the maximum extent feasible.



Annually, we update all details and referring links with information from each supplier around sustainability in our SUSTAINABLE PARTNERS AND BRANDS REVIEW. Whether they publicly report on CSR and/or they share their vision around sustainability on their website.

In 2023 and 2024, 93% of our suppliers demonstrated active engagement in sustainability and publicly disclosed their initiatives on their websites. In 2025, this increased to 95%. Our ambition is to achieve full alignment across our value chain by ensuring that 100% of our suppliers implement and transparently communicate sustainability actions by 2026.

CSR reporting continues to strengthen across our supply chain. The share of suppliers publishing CSR or sustainability information increased from 75% in 2023 to 76% in 2024, and reached 79% in 2025. Our goal is to achieve a 10% increase by 2026 compared to the 2023 baseline, ensuring broader transparency and accountability throughout our value chain.

KPI by 2026: 100% Suppliers with a sustainable vision and 82,50% suppliers with Corporate Social Responsibility reporting.

All off our suppliers have an EcoVadis label, are CDP discloser and/or have an ISO certificate, we are very excited to propagate the same values across the supply chain, from supplier to customer. We want to keep this percentage of suppliers covered by a sustainability assessment at 100% in each coming year.

63% of our suppliers have confirmed to us that they are subject to an on-site audit, we will pursue this further in 2026 to receive confirmation from more suppliers.

KPI by 2026: 80% of our suppliers are covered by a sustainability on-site audit.



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