



A bold sustainability plan from BOSS paints and colora

Boldly green. Step by step. Together.

At BOSS paints, we have long believed that a beautiful world begins with care.
Care for quality. For people. For the places where we live and work.
And today more than ever: care for tomorrow.

For us, sustainability is not an endpoint and not a label. It is a journey.
One with choices, questions, testing, adjustments. Sometimes big leaps, sometimes small steps.
But always forward.

That is why we have **Plan Brave Green**.

A brave plan, yes — because we dare to state where we already stand and where we still need to grow.
We already do a lot, and we are genuinely proud of that. At the same time, we know: this work is never finished.
And it doesn't have to be. As long as we remain honest, keep learning and keep doing.

Boldly green. Step by step. Together.

Plan Brave Green shows what we are doing to become greener, warmer, and more responsible.

It provides direction. It makes choices clear. And it invites everyone to help build.

Because you don't create sustainability alone. You do it together — with colleagues, customers, suppliers, partners, and neighborhoods.

Your input is valuable.

Our plan is based on five pillars.

Five C's. Five commitments that show who we are and where we want to go

Climate

- Now dealing responsibly with the climate, with an eye on the future.

Circular

- Because less waste creates more value.

Community

- Making a meaningful contribution to a beautiful(er) community.

Confidence

- Sustainable solutions/products you can trust.

Colleague

- With us, people grow and flourish in a culture of warmth.

Our values in action.

The sustainability strategy of BOSS paints and colora, brought together in Plan Brave Green, is

directly anchored in the company values. **The five pillars (5 C's) are our values in action.**

- **Climate** operationalizes the value **Environment** through structural reduction of CO₂ emissions and the ambition for climate neutrality. At the same time, this pillar safeguards economic feasibility, in line with the value **Return**.
- **Community** aligns with the values **People** and **Customer** by actively contributing to positive coexistence, local involvement, and social added value.
- **Colleague** translates the value **People** into a sustainable policy focusing on well-being, safety, development, and employee engagement.
- **Circular** supports the values **Environment, Quality** and **Customer** by reducing waste, exploring circular solutions, and guiding customers in more conscious use.
- **Confidence** anchors the values **Quality, Environment, Customer** and **Return** in product development and advice: human- and environmentally-friendly paint formulas without compromising on performance or durability.

The 5 C's of Plan Brave Green translate our company values into concrete commitments: care for the climate (Environment & Return), care for people (People & Customer), and trust in quality today and tomorrow (Quality).

This coherence ensures that sustainability is not a separate policy, but an integral part of business operations.

Plan Brave Green

Moving forward together

This is our story. Not finished. Not perfect. But sincere.

Plan Brave Green is not a checklist; it is our compass.

It helps us make choices.

It keeps us sharp and honest.

And it reminds us why we do what we do.

It is also an invitation.

To colleagues to think along and participate.

To customers to make conscious choices together.

To suppliers to form an equal partnership.

To partners to increase our impact.

Every step forward counts.

And together we take more.

Boldly green. That is who we are.

In our sustainability report (in line with the VSME standards and with our own additions of indicators that we find relevant for our sector) you can find a more complete picture of what we do.



Plan Climate

Now dealing responsibly with the climate, with an eye to the future.



Plan Community

Making a meaningful contribution to a beautiful(er) community.



Plan Colleague

With us, people grow and flourish in a culture of warmth



Plan Circular

Because less waste creates more value.



Plan Confidence

Sustainable paint you can trust.

A bold sustainability plan from BOSS paints and colors





Now dealing responsibly with the climate, with an eye to the future.

Plan Climate

Because the future starts today

We take our responsibility for the climate seriously.

We want to reduce our impact, structurally and measurably.

Not through big words, but through concrete actions.

We have already significantly reduced our greenhouse gas emissions and continue to push forward towards climate neutrality.

We critically examine how and what we produce, how we use energy, and how we travel.

Step by step. With realistic goals. And with transparency about our progress.

Boldly green, even when it gets complex.



Now dealing responsibly with the climate, with an eye to the future.

Plan Climate

Goals

- Scope 1 & 2 emissions to zero by 2040.
- Scope 3 emissions to zero by 2050

How

- Greening of trucks and fleet.
- Reducing and greening energy consumption.
- Product development
- compensation

And we are well on our way

- We have already halved our own impact (scope 1 & 2)
- We have purchased electric trucks
- We are working on several aspects of our scope 3
 - (Knowledge building for) product development
 - We have an extensive bicycle policy



Value

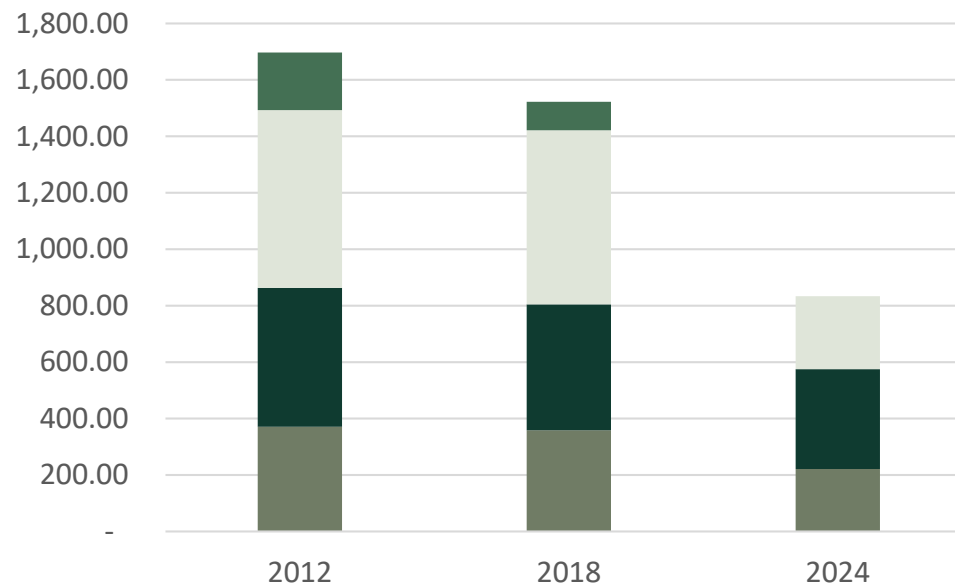
- Environment
- Efficiency



Now dealing responsibly with the climate, with an eye to the future.

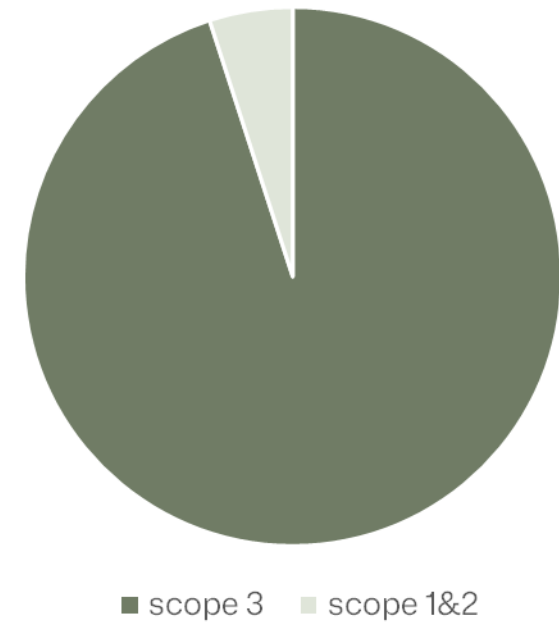
Plan Climate

Scope 1 & 2 emissions per source



- 2.1 ENERGY CONSUMPTION (electricity)
- 1.4 PASSENGER TRANSPORT own company cars
- 1.3 FREIGHT own freight
- 1.1 ENERGY CONSUMPTION (gas and heating oil)

2024



Plan Climate

no.	KPI description	2030 goal	2040 goal	2050 goal	unit	2018	2024
1	CO ₂ scope 1&2 (head office + depots + own colora's): amount of CO ₂ emitted in scope 1&2	478.11 (-50%)	0	0	ton CO ₂ e		956.22
2	CO ₂ scope 1&2: % self-generated electricity consumed vs total consumed at head office	33			%		33
3	CO ₂ scope 1&2: CO ₂ emissions from trucks per kilometer driven	340.2 (-20%)	212.6 (-50%)	0	g CO ₂ e/km		425.2
4	CO ₂ scope 1&2: CO ₂ emissions from passenger cars per kilometer driven	64 (-20%)	16 (-80%)	0	g CO ₂ e/km		80 (258.48 tons CO ₂ and 141 cars at 22,908 km per year)
5	CO ₂ scope 1&2: gas energy consumption at head office	172.9 (-20%)	108.1 (-50%)	0	ton CO ₂ e		216.16
6	CO ₂ scope 3 (head office + depots + own colora's): amount of CO ₂ in scope 3	13,561.89 (-20%)	10,171.42 (-40%)	0	ton CO ₂ e		16 952.37
7	CO ₂ scope 3: kg CO ₂ emissions from 1 kg wall paint	3.52 (-5%)	3.15 (-15%)	1.85 (-50%)	ton CO ₂ e		3.7



Now dealing responsibly with the climate, with an eye to the future.

Plan Climate

What can you do for the climate?

✦ PRODUCTION & WAREHOUSE

- Switch off machines when idle — even if it seems minor
- Optimize trip planning: fewer kilometers, same result
- Electric truck as first choice for delivery

✦ OFFICE & COLORA

- Bicycle or train to work — use our extensive cycling policy
- Turn off lights and screens when leaving the room
- Plan working from home smartly: fewer trips, more focus

We have already halved our scope 1 & 2 emissions. You help us achieve the next half.





Making a meaningful contribution to a beautiful(er) community.

Plan Community

Making a meaningful contribution to a beautiful(er) community.

BOSS paints and colora are not separate from the world around us.

We are part of it – and we also take responsibility in it.

We believe that companies can play a role in strengthening neighborhoods, connection, and positive coexistence.

That is why we support initiatives that bring people together, beautify places, and create opportunities.

From neighborhood actions and art projects to small social actions and structural collaborations with organizations that really make a difference.

We do this in our own way: engaged, local, and with respect for what already exists.

Not to be visible, but to add value — where it matters. Not because we have to, but because it feels right.

Together we make the world around us a little warmer.



Making a meaningful contribution to a beautiful(er) community.

Plan Community

Goal

- strengthening neighborhoods, connection, and positive coexistence.

How

- BOSS paints and colors warmest action and neighborhood actions
- Supporting structural partners
- Sponsoring smaller initiatives
- “bycatch” of CO₂ compensation – social and biodiversity
- Social contribution

We have a beautiful history of supporting positive actions

- Art projects that beautify neighborhoods
- Contributions to organizations such as Bond zonder Naam, Youca, Natuurpunt, vzw Victor.



Value

- People
- Customer



Plan Community

No	KPI description	2030 goal	2040 goal	2050 goal	unit	2024
1	Warmest action					€15,000 (after doubling)
2	Neighborhood actions – there is not yet an overview, it is probably very difficult to find					
3	Structural partners	x%	x%	x%	% of M&M budget	4 partners each €10,000/year
4	Social contribution – requested from Thomas Depuydt				% of the turnover	



Making a meaningful contribution to a beautiful(er) community.

Plan Community

What can you do for the community?

- ✦ Participate in the Warmest Action collection — every amount is doubled
- ✦ Reach out to a colleague who is struggling — that counts too
- ✦ Report local neighborhood action to your team leader or ambassador
- ✦ Inform customers about our community actions at purchase
- ✦ Propose a volunteer day in your team — we support this
- ✦ Register an art project or local initiative with marketing

You are the face of BOSS paints and colora in your neighborhood. That is worth more than you think.



Colleague





With us, people grow and flourish in a culture of warmth

Plan Colleague

With us, people grow and flourish in a culture of warmth.

Our colleagues are the beating heart of BOSS paints and color.

We want to be a workplace where you can be yourself and where you can grow — both professionally and personally.

Where trust is not just a word, but a feeling. Where connection is tangible.

We invest in well-being, safety, development, and engagement. With room to learn, grow, and help shape the direction of the company.

Caring for each other is caring for the future.



With us, people grow and flourish in a culture of warmth

Plan Colleague

BOSS paints and colora want to be a warm workplace where colleagues grow professionally and personally in trust and connection.

Goals

- We create a safe working environment and guarantee good working conditions.
- We stand for continuous training and encourage talent and leadership development.
- Strengthen employee engagement and well-being.

How

- Measure the eNPS score for employees at BOSS and colora and calculate the percentile compared to the total distribution of all Balencio customers (position in the overall results). As of today: BOSS paints: 94th percentile / colora: 88th percentile for employees at BOSS and colora
- BOSS path
- Bill
- Company culture



Value

- People

Plan Colleague

KPI description	2030 goal	2040 goal	2050 goal	unit	2024
eNPS score for employees at BOSS and colora	maintaining the score	maintaining the score	maintaining the score	eNPS	BOSS = 43.1 ; colora = 31.8
retention rate at BOSS and colora	between 83% and 95%	between 84% and 95%	between 85% and 95%	% remaining employees/all employees	BOSS = 13 leavers = 95.5% ; colora 21 leavers = 80.6%
number of work accidents	0	0	0	number of work accidents	BOSS = 13 accidents ; colora = 2 accidents



With us, people grow and flourish in a culture of warmth

Plan Colleague

What can you do for your colleagues?

- ✦ Follow safety rules — for yourself and the colleague next to you
- ✦ Actively guide a new colleague during their first week
- ✦ Share your opinion through the eNPS survey
- ✦ Thank or compliment a colleague — also via Faire Feedback or the BOSS path
- ✦ Request a training that helps you grow
- ✦ Become a Brave Green ambassador for your team

BOSS paints scores in the 94th percentile for employee satisfaction. Help us maintain that.





Because less waste
creates more value.

Plan Circular

Using what we have more wisely

Raw materials are not infinite. That's why we want to avoid waste, both in our production and beyond.

We look for circular solutions, work together with suppliers, and help customers and consumers use paint more consciously.

Sometimes that means: buying less.

And that is where the real gain lies for us, because true sustainability is not about more consumption, but about better use.

Waste less. Create more value.



Because less waste creates more value.

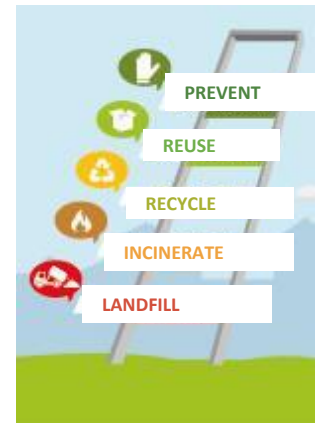
Plan Circular

Goals

- Use less, create the same value

And we are doing well

- Follow up research on circular paint
- Avoiding waste in our own production facility
- Collaborating with our suppliers to offer more sustainable products, e.g. recycled binder
- "Buy less paint" promise
 - Smaller packaging means less waste
 - Less paint needed for more m²
 - Producing less paint, so less CO₂ emissions
 - For example, creation of radio spots and social posts and website content around the theme "Buy less paint" at colora
- Paint waste service, minimize waste, dispose of it correctly.
- We make maximum use of rainwater and water purification.
- Recycled packaging



Value

- Environment
- Customer
- Quality

Plan Circular

No .	KPI description	2030 goal	2040 goal	2050 goal	unit	2024
1	Amount of rainwater compared to total water consumption excluding city water as a raw material in paint	50%	60%	80%	% (m ³ /m ³)	48% (1110 m ³ / 2333 m ³)
2	Amount of waste that was disposed of and cannot be used circularly	220	100	0	in tons and in m ³	227 tons and 0 m ³
3	Amount of hazardous waste that was disposed of and cannot be used circularly	60	20	0	tons	59.25
4	Amount of biobased and/or circular raw materials used per total amount of paint produced (kg/kg)	10%	20%	30%	% kg/kg	Lieselot/lab does exercise 2026 Q1
5	% Recycled packaging we put on the market (incl non paint)	30%	50%	100%	%	
6	Number of campaigns that help consumers use paint and paint residues consciously	2	6	12	Number	1



Because less waste
creates more value.

Plan Circular

What can you do for your colleagues?

- ✦ Sort and minimize production waste correctly at the source
- ✦ Make optimal use of rainwater and water purification installations
- ✦ Report packaging waste that can be avoided
- ✦ Guide customers to the right amount of paint — less is more
- ✦ Actively recommend the paint waste service to customers with leftover paint
- ✦ Critically review our own printing behavior and paper consumption

"Buy less paint" is brave. You can make that message a reality for customers every day.



 Brave
Green
Confidence



Sustainable paint you can trust.

Plan Confidence

Our customers paint with confidence using sustainable ingredients.

Sustainable paint, without compromise

At BOSS paints, no one has to choose between sustainability and quality.

Our customers must be able to paint with confidence, with products that are high-quality, people- and environmentally-friendly — today and tomorrow.

We continue to focus on safe, well-considered formulas and advice that truly helps.

Because sustainable choices only work if they actually work well.



Sustainable paint you can trust.

Plan Confidence

BOSS paints always chooses the most sustainable option within economically feasible limits, on quality. Customers do not have to compromise between sustainability and top quality

Goals

- Maximize the lifespan and efficiency of products.
- We strive for the most people- and environmentally-friendly paint formulas

How

- Advising customers in their search for the right paint / supporting to achieve a perfect result (painting with confidence)
- Extensive knowledge building regarding the paint life cycle and extensive research into a range with lower CO2 impact

And we are well on our way

- 100% of our products contain 0% very harmful substances (SVHC).
- Mapping the CO₂ of our products
- EPD lacquers in TOTEM
- VSG, (type) bimi, titanium
- Research into biobased/ recycled binder
- Research into more efficient use of raw materials
- Development of Hydro one

Value

- Environment
- Quality
- Customer
- Efficiency



Plan Confidence

No	KPI description	2030 goal	2040 goal	2050 goal	unit	2024
1	Amount of SoC raw materials used per total amount of paint produced (kg/kg)	10%	5%	0%	% kg/kg	Hans still supplies
2	Amount of SVHC raw materials used per total amount of paint produced (kg/kg)	0	0	0	% kg/kg	Hans still supplies
3	Number of paints meeting IAQ A+ label (%)	60%	70%	80%	%	52% (74 / 141)
4	Number of customer complaints	0	0	0	Number of complaints	608
5	Number of campaigns focused on conscious and efficient use of paint (range)	2	6	12	Number	1
6	Maximize product lifespan and efficiency					



Sustainable paint you can trust.

Plan Confidence

What can you do for your colleagues?

- ✦ Strictly follow quality protocols — every batch counts
- ✦ Report deviations in raw materials or formulas immediately
- ✦ Think along about biobased or circular alternatives
- ✦ Actively explain the IAQ A+ label to customers who ask about it
- ✦ Report complaints quickly and completely — zero complaints is our goal
- ✦ Be proud of what we make — and convey that to customers

52% of our paints already meet IAQ A+. You help us reach 60% and beyond.



A bold sustainability plan from BOSS paints and colors.
So, that's them. Our pillars, goals, and people—and environmentally-friendly plans for the future. Our Brave Green plan.

Are there any questions?



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