



A brave sustainability plan by BOSS paints and colora

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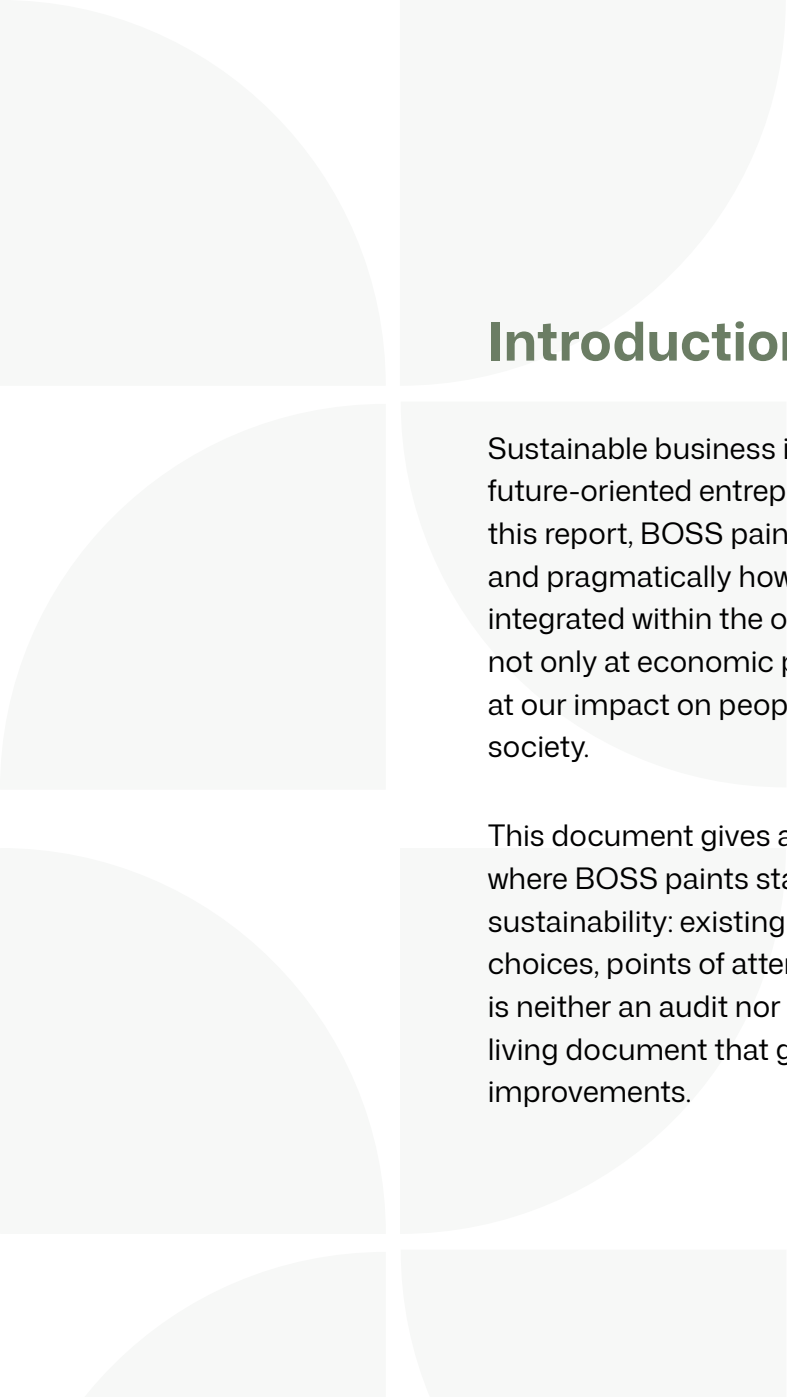
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Introduction

Sustainable business is an essential part of future-oriented entrepreneurship today. With this report, BOSS paints wants to show clearly and pragmatically how sustainability is integrated within the organisation. We look not only at economic performance, but also at our impact on people, the environment and society.

This document gives an honest picture of where BOSS paints stands today in terms of sustainability: existing initiatives, policy choices, points of attention and ambitions. It is neither an audit nor an end point, but a living document that gives direction to further improvements.

We chose to draw up this report according to the VSME framework of the European Commission. Not because we have to, but because we want to communicate clearly today, without waiting for stricter obligations. BOSS paints deliberately chose to go beyond the minimum requirements, to provide more context on our approach, choices and ambitions.

With this report, we want to communicate transparently, keep learning and build a more sustainable future together.

Together,
we make the
difference



Foreword by our CEO, Toon Bossuyt

"Welcome to the sustainability report of BOSS paints."

This report is not a dry list of figures and actions, but an invitation. An invitation to reflect with us on how business can be done differently: more consciously, more sustainably and with an eye on the future.

BOSS paints has evolved considerably over the years. What started as a small family business is today carried by the third and fourth generations. This continuity not only makes us proud, but also gives us a deep sense of responsibility towards our employees, customers and partners, and towards the world in which we do business.

Why this report? Because we want to show what conscious entrepreneurship looks like in practice – not because we do everything perfectly, on the contrary, but because we

believe in progress: learning, adjusting and continuing to try. Perhaps our story will also inspire you to take steps within your own organisation.

Over the past period, we have sharpened our vision. It is both ambitious and realistic. Ambitious, because we make clear choices and want to make an impact, especially on climate. Realistic, because we know that sustainability is not a finish line, but a long-term journey.

Today, we are a strong company. We have a healthy foundation and a team of people who feel involved and are able to develop. That trust and commitment are the engine that drives us to keep building.

We are taking clear steps in sustainability. Our CO₂ emissions are decreasing, thanks in part to a greener fleet and a high share of

self-generated energy. At the same time, our biggest challenge lies at the core of what we do: the paint itself. Developing climate-neutral paint is complex, but that is exactly where we are investing with conviction. Further greening of our buildings is also on the agenda for the coming years.

We hope this report informs and inspires you. Because in the end, together we make the difference.

Enjoy reading,
Toon Bossuyt, CEO



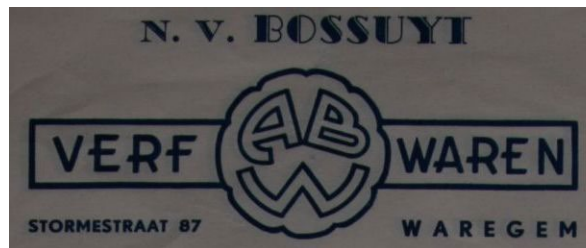
Carried
by generations,
driven by colour,
guided by values



More than 80 years ago, the story of BOSS paints began as a family business, founded by Antoon Bossuyt and Blanche Debaere. The owners of our company, some 40 family members, are all still their descendants.

Paint and colour are at the heart of our activities. With our products and services, we improve our customers' living environment in a sustainable way, with attention to quality, people and the environment.

We work with customers, employees and partners in a professional and respectful way, with a focus on long-term, sustainable relationships. This way of doing business has grown over a long history.



History

When Antoon Bossuyt and Blanche Debaere set up as an independent painting business in the Holstraat in Waregem, they laid the foundation for what would become BOSS paints. Shortly after the Second World War, Antoon began producing his own paint for fellow painters. With his first logo 'ABW' and a sales representative on a bicycle, he built the business further. The breakthrough came in 1954 with the iconic Bolatex paint, which led to rapid factory expansions and creative sponsorship around the World Cycling Championships and the football club Essevee Waregem.

In 1964, the second generation took the helm and in 1969 officially changed the company name to 'BOSS paints'. As early as 1972, the company took steps in sustainability with a water treatment plant. The company built up a strong service branch around technical advice and training, after which continued growth led it to move to Beveren-Leie. With the opening of the first colora shop in Bruges (1981) and the introduction of the Colormix system, the foundation was laid for its own national retail chain.

Jan Bossuyt (CEO from 1964 to 2005) was known for his green lifestyle. As early as the 1960s, he had his car converted to run on ethanol, and he often cycled to work, later even on a recumbent bike. This attention to sustainable alternatives has lived on for generations within the Bossuyt family, where profit was never the only goal and corporate social responsibility always went hand in hand with care for people and the environment.

At the fiftieth anniversary in 1995, the third Bossuyt generation joined the company. From 2000 onwards, a renewed colora concept ushered in strong expansion, while the company formally anchored that a fixed budget goes to corporate social responsibility ('Mens & Milieu' – 'People & Environment').

Several family members are also active in BOSS paints. In the photo, from left to right: Sara, Klaas, Toon and Ward. Since spring 2024, Sara has been the first member of the fourth generation to work in the company. The tradition of family involvement thus continues.



Want to know
more about our
history?



The five values of BOSS paints

Customer, Quality, People, Environment and Return together form our compass. These five values guide our choices, our collaboration and the way we do business. No single value outweighs the others. It is precisely the balance between these pillars that makes BOSS paints strong as a family business. Transparency, authenticity, collaboration and trust make our values visible in everyday decisions and actions.

The value **Customer** is about lasting and personal relationships. We listen to our customers' needs and guide them towards a result they can be proud of. **Quality** goes beyond a good product alone: advice, training, service and processes are also part of our responsibility. With **People**, we want to create a warm working environment where

Quality: *"A paint can be as good as you like, but if the application isn't right, it goes wrong. That's why we invest continuously in knowledge sharing and guidance, so that customers and professionals always achieve the best result."*

Sofie, Product Manager Deco



employees feel safe, can be themselves and can grow. Trust, respect and connection are central to this.

Customer: *"For us, it's not just about the transaction. We really want customers to be proud of the end result and to look back on the whole process with confidence."*

Korneel, Commercial Director



People: *"We want to be a place where no extra stress is added and where there is room to be human. That means listening, showing understanding and looking for solutions together when things get difficult."*

Gwen, HR Director



With the value **Environment**, we take responsibility for our impact on the planet. We focus on sustainable raw materials, avoid harmful substances and strive to make our operations ever more sustainable. We do not see **Return** as a goal in itself, but as a necessary condition for continuing to invest in the other values and in the future of the company. Together, these five values form the basis for human, sustainable and future-oriented entrepreneurship.

Environment: “Our company wants to achieve beautiful things for people and their living environment, but without damaging that same environment. We take on that responsibility every single day.”

Sarah, P.A. CEO

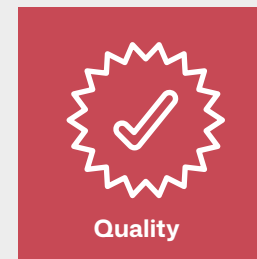


Return: “Return allows our story to continue and our ambitions to come true. It gives us the room to keep investing in what really matters, in the long term.”

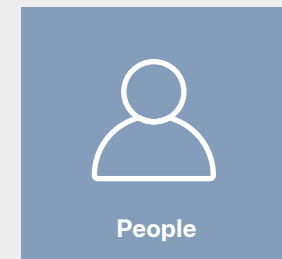
Dominique Decuyper, Finance Manager



Customer



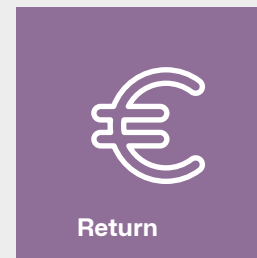
Quality



People



Environment



Return



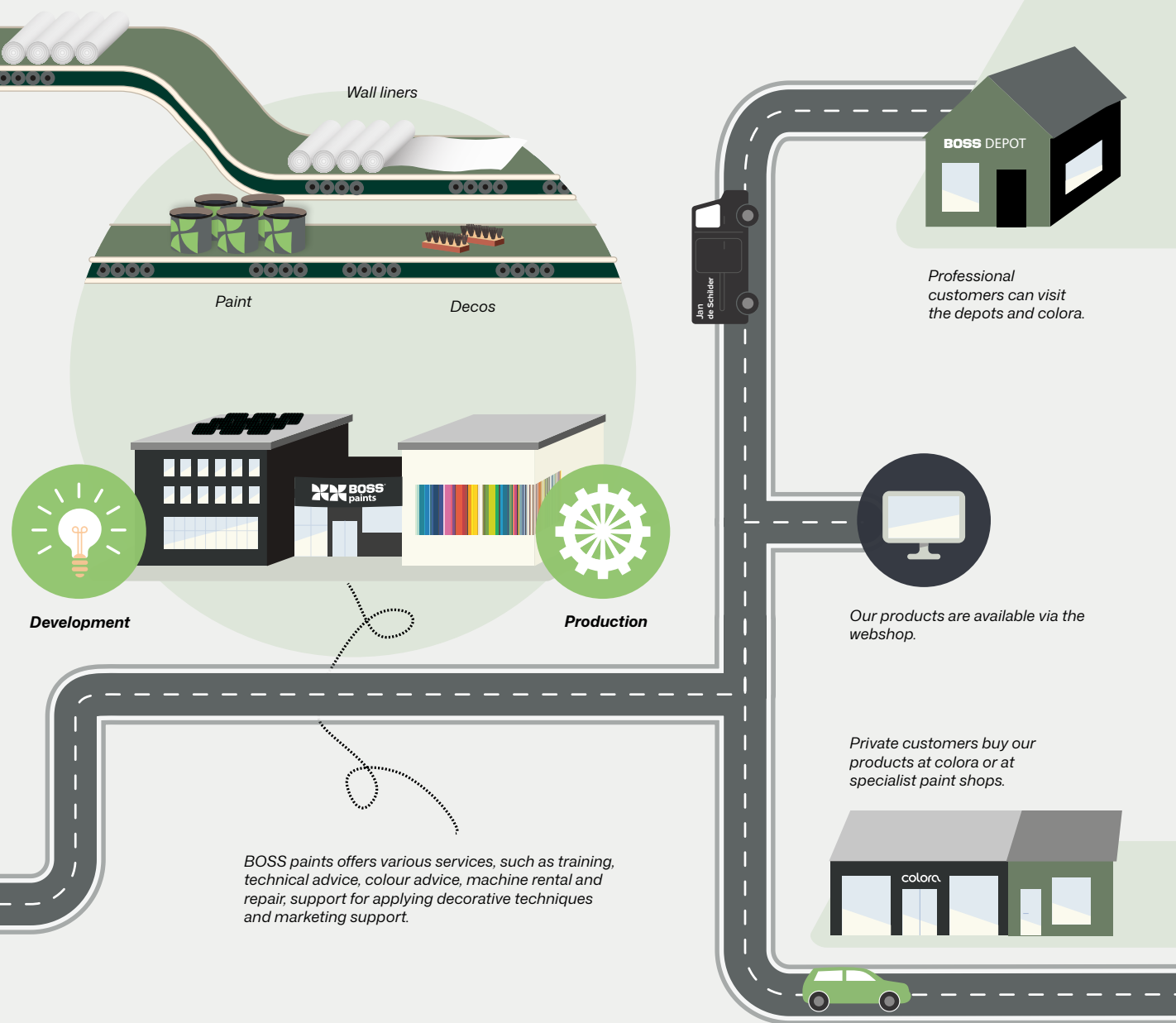
An external partner produces our wall liners.

Activities

We develop, produce and sell paint products and related accessories for professional and private customers. We guide customers through the entire painting process – from advice and product choice to a high-quality end result.

As an integrated player, we manage the entire value chain: from product development and production to distribution and sales through our own channels, including colora. This keeps the entire chain in our own hands and guarantees quality, service and proximity to the customer.

Painting accessories such as brushes, tape and machines are purchased from an external supplier.



Key figures 2025

57

colora shops

2.8 million

litres of paint per year

5

BOSS paints depots

€ 83,171,264

annual turnover

€ 56,277,863

balance sheet total

433

employees

1

head office

3,000 m²

of solar panels

main market **Belgium,**
with activities in **the**
Netherlands

81
years

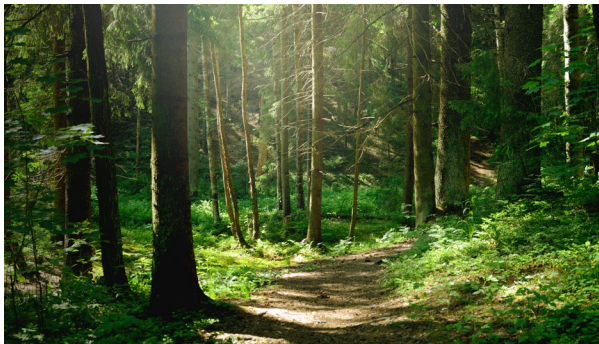
since
foundation



The foundation of our sustainability plan



A sustainability plan and the report on it obviously do not come out of thin air. We based our plan on a great deal of information from a wide variety of sources. These include a double materiality analysis to find out which sustainability topics matter most to BOSS paints, including a stakeholder analysis among suppliers, customers and employees, but of course also CO₂ measurements, personnel data, financial information, ...



All this information provides a solid basis for building our plan. At BOSS paints, we do not do this with a separate 'sustainability' department. With us, sustainability is woven into the entire company.

For example, the lab is responsible for sustainable product development, HR together with management and the CEO are responsible for the value People, and we employ a sustainability coach who, in addition to the statutory duties of the prevention advisor, takes initiatives to make the company more sustainable.

We also have a sustainability steering committee with the CEO, the commercial director, the sustainability coach, the R&D manager, the director of product development/sustainability and an external shareholder/sustainability expert, which defines and promotes the sustainability vision and strategy.

In this way, sustainability is a responsibility that runs through all levels of the company.

Scope of this report

- *The report covers the period from 1 January to 31 December 2025.*
- *Financial and general company information is based on the consolidated group.*
- *CO₂ and energy cover all sites, except the Netherlands.*
- *Biodiversity covers all sites.*
- *Water and waste figures relate to the main site in Waregem.*
- *Personnel data cover BOSS paints, colora, Pinson Paint and Decor Center Liège.*
- *Occupational accidents relate to the Belgian sites.*



The most important sustainability topics

Our vision determines where we want to go as a company. The double materiality matrix translates this vision into concrete sustainability topics. We use them as a management tool for our operations and our sustainability approach.

We started with a broad longlist of 40 topics, based on the guidelines of the European Commission, a benchmark with competitors, market trends and expert input.

23 internal stakeholders scored these topics: members of management, process owners and experts. This allowed us to cover all relevant business activities and perspectives.

In dialogue with our stakeholders

A strong sustainability policy also requires insight into the expectations of our stakeholders. That is why we surveyed three key groups: suppliers, employees and customers.

Suppliers

In early 2024, we surveyed 61 raw material suppliers. 37 of them responded, a response rate of 61%. CO₂ emissions and circularity scored highest – circularity even higher than internally. This offers opportunities for joint initiatives. Biodiversity scored lowest, as in our internal analysis. The results are closely aligned with our own double materiality analysis.

Topic	Score	ESRS
CO ₂ emissions	91%	B3
Circularity	88%	B7
Waste	86%	B7
Social aspects	85%	B8–B10
Water	79%	B6
Use of raw materials	68%	B7
Water pollution	50%	B4
Biodiversity	42%	B5



Employees

Among our employees, “Own workforce” scored highest, which is confirmed by high engagement and a strong eNPS score. “Consumers and end users” also scored well, so our customer focus is firmly anchored.

Topic	Score	ESRS
Own workforce	81%	S1
Consumers and end users	61%	S4
Pollution	60%	E2
Climate change	52%	E1
Resource use and circular economy	42%	E5
Biodiversity and ecosystems	34%	E4
Workers in the value chain	34%	S2
Business conduct	31%	G1
Water and marine resources	21%	E3
Affected communities	14%	S3

Customers

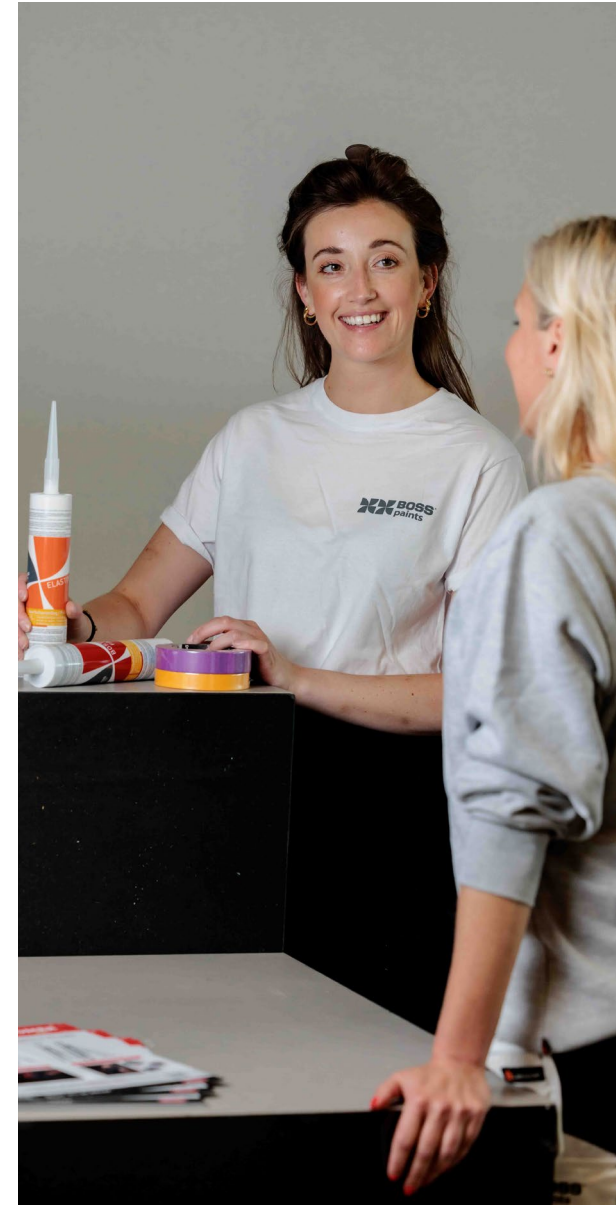
We consulted customers through conversations and sales input from, among others, colora franchisees, independent painters and larger painting companies. Safety and health are central to them, fully in line with our own priorities.

From longlist to materiality matrix

The sustainability steering committee combined the longlist with the stakeholder input and refined it further. For each topic, we discussed all input and determined a score by consensus, taking into account risks, opportunities and our business context. This resulted in:

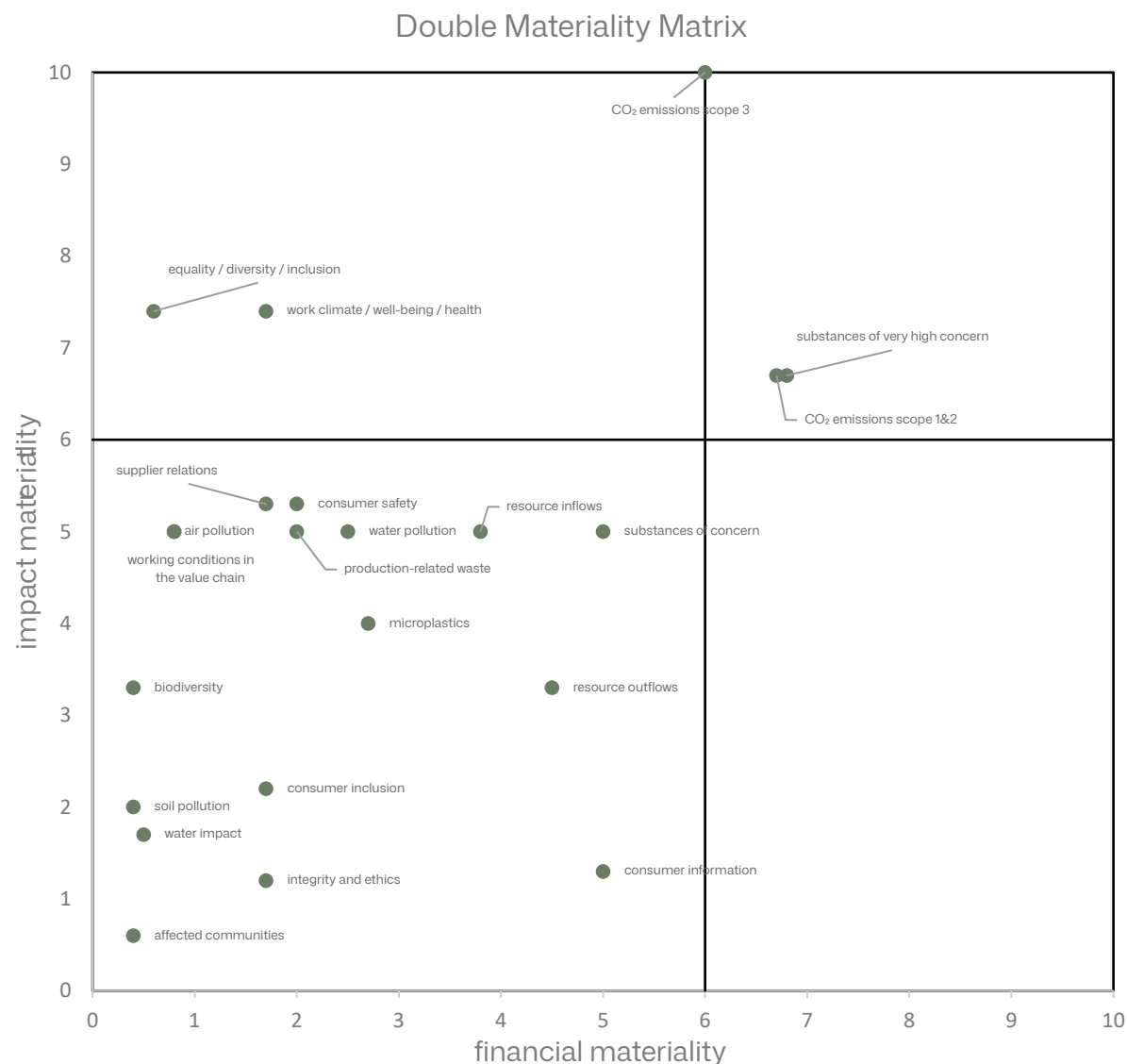
- a selection of 25 relevant topics
- a clear description per topic
- an impact score (inside-out)
- a financial score (outside-in)

We calculated these scores with standardised formulas, based on scale, scope, remediability, time horizon and likelihood.



We set the threshold for material topics (topics that are sufficiently important or relevant to report on and manage) at 6 out of 10, for both the impact and the financial score. We made this choice in consultation with experts and stakeholders, taking into account the feasibility of this report. In the future, we will refine this threshold further.

The resulting matrix clearly shows where our priorities lie today. In our Brave Green plan, we have translated these topics into policies and actions under the 5 Cs.



CO₂ emissions scope 1 & 2

Scopes 1 and 2 cover our direct emissions (such as fuel consumption) and indirect emissions from energy use (such as electricity). We have direct control over these ourselves. We reduce these emissions through energy efficiency, greener infrastructure and more sustainable transport, a core part of our operational approach.

CO₂ emissions scope 3

These are the indirect greenhouse gas emissions in our value chain: upstream at suppliers, downstream at customers and during product use. For us, this is the most impactful category, as the largest part of our environmental impact lies outside our own company boundaries, think of raw material production, transport and product application. Reducing these emissions requires close collaboration with suppliers and customers and plays a key role in our climate strategy.

Substances of very high concern (SVHC)

This topic concerns chemical substances that can be harmful to people and the environment, a crucial point of attention in our sector. We go beyond the legal requirements and proactively choose safer alternatives. In this way, we limit the impact on users and the environment.

Equality, diversity and inclusion

We are building an inclusive working environment with equal opportunities for everyone, regardless of background, gender, age or other characteristics. Such a culture strengthens not only employee well-being, but also our innovative strength and quality.

Work climate, well-being and health

We attach great importance to a safe, healthy and pleasant working environment, think of workload, mental health, safety in the workplace and the relationship with managers. By actively monitoring and engaging in dialogue, we pick up signals in time and make targeted improvements to the well-being of our employees.



The CO₂ measurements

To be able to take action on our CO₂ emissions, we first had to map them, of course. We measure our climate impact according to the internationally recognised methodology of the *GHG Protocol*. To measure our emissions, we inventoried our relevant activities, energy consumption and value chain emissions per scope and converted them using emission factors.

Scope 1

Scope 1 covers our direct emissions from owned or controlled activities. We recorded emissions from diesel, petrol, natural gas and other fuels separately where we had data.

The electricity consumption of electric vehicles does not fall under scope 1, but under scope 2 or, depending on the situation, scope 3.

Scope 2

Under scope 2, we mapped the indirect energy consumption of purchased electricity: our production environment, offices, depots and shops. We also invest in renewable energy through solar panels and purchase electricity through green power contracts. We report the impact of this purchased electricity based on our contract and consumption data.

Scope 3

We also mapped the most important emissions within scope 3. Scope 3 covers the indirect emissions in our value chain, outside our direct operational control. For BOSS paints, this includes:

- the purchase of raw materials for paint production, such as binders, pigments, solvents and additives
- packaging materials, such as metal cans and plastic packaging
- upstream transport of raw materials, trade goods and packaging materials
- waste processing, wastewater treatment and processing of hazardous waste streams
- commuting, homeworking and business travel
- downstream transport to customers and shops
- the processing of packaging, leftover paint and other products at the end of their life
- emissions related to franchises, leased assets and external storage locations, where relevant
- capital goods, such as machinery, buildings and installations
- purchased trade goods and consumables



The impact of these last three categories (franchises, capital goods and purchased trade goods) has not yet been mapped. That is why we do not include them in this report.

Our approach

Our calculations are based on concrete consumption and activity data from our daily operations, supplemented by estimates where primary data was lacking. We converted this data into CO₂e using emission factors. In this way, we determined the total emissions per emission source and allocated them to scope 1, 2 or 3.

We prepared this report in line with the VSME structure. In addition to total emissions per scope, it also covers energy consumption and the monitoring of our reduction targets. The CO₂ measurement thus helps us to identify the main emission sources, set reduction priorities and track our progress.

Our results

We use 2012 as the reference year for scope 1 and scope 2. Our emissions from scopes 1 and 2 fell from 1,700.81 tonnes CO₂e in 2012 to 917.91 tonnes CO₂e in 2025 – **a reduction of 46.0%**. Scope 1 accounted for 867.91 tonnes and scope 2 for 50 tonnes.

For scope 3, we only carried out a detailed value chain measurement in 2024. That is why 2024, not 2012, is the reference year for scope 3. We updated this measurement in 2025 and use it as the basis for further prioritisation and reduction actions.

Energy and greenhouse gas emissions (VSME B3)

KPI	2012	2024	2025
Unit	t CO ₂ e	t CO ₂ e	t CO ₂ e
CO ₂ scope 1	1,496.61	898.60	867.91
CO ₂ scope 2	204.20	57.60	50.00
CO ₂ scope 1 and 2	1,700.81	956.20	917.91
CO ₂ scope 3	–	13,420.97	13,675.58
Consolidated turnover	k€ 52,375	k€ 72,793	k€ 83,171

Scope 3 categories (2025)

Scope 3 category	2025 (in t CO ₂ e)
Purchased goods and services, excl. non-paint	9,499.77
Fuel- and energy-related activities	201.30
Upstream transport and distribution	1,052.64
Waste generated in operations	1.17
Business travel	10.57
Employee commuting	94.14
Downstream transport and distribution	2,815.72
Processing of sold products	0.26
Total scope 3	13,675.58



Governance and responsibility

A strong governance structure forms the basis of our organisation. We do not see governance as a separate value, but as the “glue” that anchors our five core values in strategy, processes and daily operations. As a family business, we start from integrity, transparency, collaboration and shared responsibility. We make decisions with due regard for employees, customers, suppliers, shareholders and society.

“De kern” and “kernplus”

Our management – internally called “de kern” (the core) – consists of the CEO and five domain managers. Together, they set our strategic course.

The “kernplus” is a broader group of employees with strategic responsibilities. They provide input on important topics. This means insights do not come only from the top down, but are broadly supported within the organisation. Sustainability is also regularly on the agenda here.



De Kern: Simon Mortier, Nathalie Constant, Frederik De Buysser, Toon Bossuyt, Korneel Verhaeghe and Gwen Declerck.

Supervisory Board

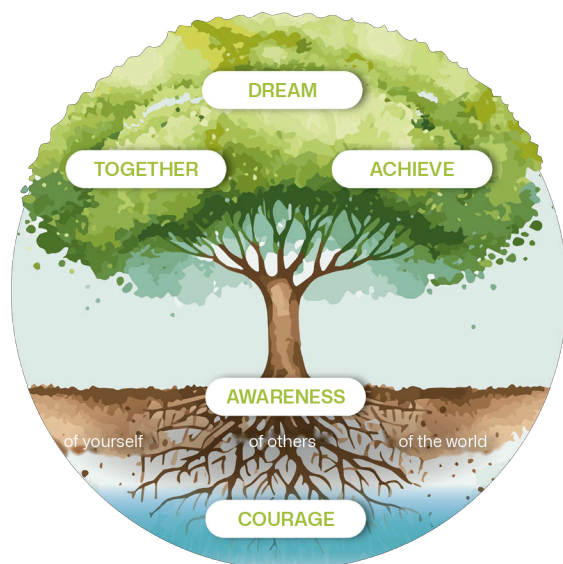
Our Supervisory Board consists of family and external directors and plays an advisory and supervisory role. The board safeguards our strategic direction, monitors results and provides an objective, critical view of policy and reporting. Programmes, sponsor groups and steering committees translate our strategy into concrete actions and projects.



Supervisory Board: Toon Bossuyt, Lise Conix (CEO Torfs), Mark Vandecruys (owner and executive chairman of Fedrus International and Koiba nv), Hilde Haems (Chief Human Capital Officer AVH) and Klaas Bossuyt (IT Manager BOSS paints).



We monitor sustainability specifically within the **‘sustainability’ steering committee**, with representatives from various departments and external expertise. This group meets regularly to set priorities and guide sustainability further. In this way, we anchor sustainability structurally in our organisation, step by step.



Tree of Leadership

Our culture

Our governance relies not only on formal structures, but also on a strong company culture. We focus strongly on self-leadership: we encourage employees to take initiative and actively contribute to solutions. Through our “Tree of Leadership” model, we support their personal development and build a shared vision of leadership. At the same time, we invest in well-being, support and work-life balance – a people-centred culture is essential for sustainable growth.

Ethical and responsible business

Transparency, trust and collaboration form the basis of the way we work. Employees can raise concerns or possible breaches in an open and safe culture.

Our whistleblowing policy offers employees and other stakeholders a safe, confidential way to report breaches or misconduct. Reports are made via our online whistleblowing tool, anonymously or not, and designated report handlers treat them with discretion. The whistleblower receives an acknowledgement of receipt within seven days and feedback within three months at

the latest. We protect anyone who reports in good faith against retaliation such as dismissal, demotion, bullying or discrimination.

Risk management

Risk management is also an integral part of our governance. We systematically map relevant risks, including climate-related and social risks, and take them into account in our decision-making. In this way, we strengthen the resilience of our organisation and value chain in the long term.



Responsibility in the value chain

Finally, we take responsibility throughout our value chain. We expect suppliers to act in line with our values and sustainability ambitions. That is why we are working on a Supplier Code of Conduct with guidelines on legislation, human rights, working conditions, environmental impact and ethical business conduct. In this way, we build a strong, sustainable value chain together with our partners.



Plan



Brave Green



Plan Brave Green

Our strategic sustainability priorities: Climate, Colleague, Circular, Confidence and Community

Our 'Brave Green' plan starts from a clear and structured approach. We base our sustainability strategy on ESG principles, to map our impact and give direction to our choices. This framework helps us not only to identify risks and opportunities, but also to set targeted priorities. Based on this analysis, we determined our material topics: the subjects that are sufficiently important or

relevant to us and our stakeholders to report on and manage.

These are:

- CO₂ emissions scope 1 & 2
- CO₂ emissions scope 3
- Work climate, well-being and health
- Equality, diversity and inclusion
- Substances of Very High Concern (SVHC)

These topics form the basis of our strategic priorities for 2025 and beyond. We translated them into five clear pillars, the 5 Cs: **Climate, Colleague, Circular, Confidence and Community.**

These pillars give direction to our actions, investments and targets, and structurally anchor sustainability in our operations and decision-making.

The 5 Cs thus form the bridge between our long-term vision and our daily operations. They are our company values in action. They help us make targeted choices, measure progress and communicate transparently. Step by step, we continue to build a future-proof organisation, with respect for people, the environment and society.



Climate

Vision

Because the future starts today

We take our responsibility for the climate seriously. We reduce our impact structurally and measurably – not with big words, but with concrete actions. We have already cut our greenhouse gas emissions significantly and are pressing on towards climate neutrality. We take a critical look at how we produce, use energy and travel. Step by step, with realistic targets and openness about our progress.

Brave green, even when it gets complex.

Our ambitions are clear and set the direction. By 2040, we will bring our own emissions (scopes 1 and 2) down to zero and keep them there. For our entire value chain (scope 3), we set the bar a little further in the future: net zero emissions by 2050. Absolute targets are still difficult to set today, because we have not yet fully mapped scope 3.



Reduction targets and climate transition (VSME C3)

KPI	2012	2024	2025	2012-2025		2040		2050	
Unit	in t CO ₂ e	in t CO ₂ e	in t CO ₂ e	in t CO ₂ e	%	in t CO ₂ e	%	in t CO ₂ e	%
CO ₂ scope 1 & 2	1,700.81	956.20	917.91	782.9	-46%	0	-100%	0	-100%
CO ₂ scope 3	/	13,420.97	13,675.58	-	-	-	-	0	-100%
GHG intensity CO ₂ e scope 1 & 2 / turnover		0.00001314	0.00001104	-	-	-	-	-	-
consolidated turnover	52,375,421	72,793,467	83,171,264	-	-	-	-	-	-

Risks & challenges

We mapped physical and transition-related climate risks that affect our company and our value chain. Physical risks include extreme weather, heatwaves, drought, water stress and disruptions in our logistics and supply chains. Transition risks include stricter climate and environmental legislation, developments regarding chemical substances, rising energy and raw material prices, and growing customer expectations regarding sustainability and transparency.

We assess quantitatively how sensitive our production, buildings, energy consumption, logistics and supply chain are to these risks. Our biggest climate impact lies in scope 3

emissions, mainly through raw materials and the wider value chain.

We expect climate risks to increase further in the medium and long term. This may lead to rising costs, additional investments due to regulation and possible disruptions in our supply chain. That is why we continue to invest in innovation and structural sustainability. In this way, we reduce our climate impact and make our organisation future-proof. Not only because it is smart, but because it is the right choice.

Approach & progress

Making energy & infrastructure more sustainable

We make our energy supply and infrastructure more sustainable in two ways: we reduce our energy consumption and we green the energy we use as much as possible.

Energy consumption	2025
Total energy consumption	5,401.26 MWh
Electricity consumption	1,605.64 MWh
Fuel consumption	3,795.62 MWh

We limit our energy consumption by heating more consciously (including with smart thermostats and preventive maintenance) and by improving our buildings step by step. We analyse the energy performance of our sites and take targeted action: better insulation, new windows, optimised heating systems. Where it is cost-effective, we switch to more efficient and more sustainable techniques.

At the same time, we resolutely opt for renewable energy. We consume 1,605.64 MWh of electricity and generate 683.68 MWh ourselves. We cover our remaining

electricity demand fully sustainably, exclusively with green electricity.

The biggest challenge? The switch from natural gas to fossil-free heating. This transition requires considerable investment and is not immediately feasible everywhere. We are working on a plan to achieve this in the coming years. It will lead to structurally lower CO₂ emissions and a future-proof energy supply.

Sustainable mobility and logistics

We are also tackling our mobility and logistics. Electrification of our fleet, smarter logistics and sustainable mobility for employees together reduce our impact.

Electrification of our fleet

When it comes to our company cars, we are already well advanced: more than 80% of the fleet now runs on electricity and we expect to be completely fossil-free soon. For trucks, the switch is more difficult, due to technological and infrastructural limitations. Yet we are taking steps here too:

the first electric trucks are already on the road, for trips of less than 400 km. These first experiences form an important learning phase for further scaling up.

More efficient logistics

We organise transport smartly and continuously optimise routes. In this way, we limit the number of kilometres driven and our emissions. We combine digital route planning with manual checks for maximum performance. We also train our drivers in eco-driving, so that their driving behaviour further reduces fuel consumption and emissions.



Sustainable mobility for employees

We encourage sustainable mobility among our employees, including through an extensive cycling policy with bike leasing. It works: we see a real change in behaviour that reduces the impact of our mobility.

With this integrated approach, we are already making an impact today, while building a structurally more sustainable mobility system for the future.



“Every formula we adjust, we calculate for CO₂. That has become a fixed part of our thought process, not an extra step.”

Lieselot, Lab

Reducing product impact

Our biggest CO₂ impact lies in our products. That is why we reduce the impact of our paint over its entire life cycle: we map the CO₂ per kg of paint and systematically bring it down.

In our lab, we systematically measure the CO₂ impact of our products and identify the main impact factors. On that basis, we look for targeted improvements: bio-based or recycled raw materials, and more efficient use of raw materials.

This remains a complex process, in which we always balance sustainability and quality. Performance and durability are crucial: a paint with a shorter lifespan can, despite a lower production impact, still have a higher total CO₂ impact.

In addition to improving our existing range, we are also researching completely new product concepts. We are experimenting with paints that are optimised for CO₂ emissions from the very start.

In this way, we are working structurally to reduce our scope 3 impact, in close collaboration with suppliers and partners in the value chain.

Offsetting

We do everything we can to avoid and reduce CO₂ emissions. Yet we realise that today we cannot completely eliminate every form of emission – some emissions remain difficult or technically unavoidable, even in the long term.

That is why, in 2027, we will investigate how we can credibly offset residual emissions. For us, offsetting is not an alternative to reduction, but a complementary step for what remains despite all our efforts. Our priority remains: reducing emissions as much as possible within our own activities and value chain.



Results

Over the past years, we have taken important steps in reducing our impact. We are in a better position today than ever before, but we also realise that this is only the beginning.

Our own emissions – the impact we have direct control over (scopes 1 and 2) – have now almost been halved compared to 2012 (-46%). This result is no coincidence, but the consequence of targeted choices: a greener fleet, more efficient energy use and the switch to renewable energy sources.

But it does not stop there. The biggest challenge lies in our wider chain, our scope 3. This is the impact that arises outside our own walls, for example in the production of raw materials or the use of our products.

That is exactly where we are taking important steps today. We are actively building knowledge about the impact of our paint and investing in product development to reduce that impact structurally. It is a complex journey, with many unknowns, but one in which we are consciously moving towards our goal of net zero emissions by 2050.

“Most of our CO₂ emissions are in scope 3, in the raw materials we purchase. This means that the most important sustainability decisions in the company are made at the formulation table in our lab.”

Frederik De Buysser, Director Product Development & Sustainability



Colleague

Vision

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

With us, people grow and flourish in a culture of warmth. Our colleagues are the beating heart of BOSS paints and colora. We want to be a workplace where you can be yourself and grow, both professionally and personally. Where trust is not a word, but a feeling. Where connection can be felt.

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

Caring for each other is caring for the future.



Risks and challenges

In our double materiality analysis, work climate, well-being and health, as well as equality, diversity and inclusion, emerged as material topics. These topics directly affect the well-being of our employees, our attractiveness as an employer and our sustainable growth.

We are proud of our employees. Our challenge: keeping them engaged and motivated, and continuing to attract new talent in a competitive labour market. Our working environment is changing fast, so we make sure that all our employees can keep up. Sustainable employability and competence development are our main challenges today.

Safety is an essential part of well-being and health. In production and logistics environments, in our shops, offices and when travelling, we strive for a safe working environment. Through training, clear procedures, preventive measures and the follow-up of incidents and near misses, we continuously strengthen safety awareness in

our organisation.

Equality, diversity and inclusion also require attention. We create a respectful and warm working environment in which employees can be themselves and enjoy equal opportunities. Trust, connection and collaboration form the basis. Our challenge: anchoring this culture sustainably during further growth and change.

We invest a lot of time and resources in training, well-being initiatives, leadership, internal communication and a safe

workplace. Through dialogue and feedback moments, we keep listening to employees and adjust our policy where necessary.

“With trust, you usually get further than with control. When people feel they are given responsibility, they take it on much more spontaneously. Of course there have to be agreements, but we always start from trust rather than distrust. That leads to more autonomy, more engagement and ultimately also better collaboration. People feel stronger when they know they are not constantly being checked.”

Filip, Manager services



Approach & progress

Employee satisfaction & engagement

We attach great importance to employee satisfaction and engagement. That is why we measure our eNPS score (*Employee Net Promoter Score*) every year and compare it with the entire client portfolio of our partner Balencio. Today, BOSS paints and colora score in the 95th and 77th percentile respectively. A sign that employees feel strongly connected to our organisation and recommend us as an employer. In concrete terms: BOSS paints scores better than 95% of all organisations in the Balencio benchmark, colora better than 77%. In our *Blue Zone* surveys, we measure the *Human Capital Index* in addition to eNPS. This is a scientific standard based on four pillars: satisfaction, engagement, retention and energy. We also measure trust in managers and management. We monitor all this data per department, so that we detect and address signs of stress or overload in time.

Our efforts of recent years and decades are paying off. Staff turnover in our organisation is remarkably low: our employees are satisfied and engaged, and do not easily move to another employer. In 2025, voluntary turnover (resignation at the employee's initiative) stood at 3.6%, well below the benchmark. In total, 14 employees left our company on their own initiative. We also see this reflected in our seniority figures. Of our 404 Belgian employees, 173 have worked at BOSS paints or colora for ten years or more. 76 employees have been with the group for 20 years or more.

Growth, pay, training & development

We continue to invest in the growth, training and development of our employees. Through the "BOSS Pad", we support them in their professional and personal growth, with attention to training, guidance and internal career opportunities. We actively guide new colleagues into our culture, values and way of working together, so that they quickly feel at home.

We are further expanding our Everest training platform with technical and soft

skills training, supplemented by practical training for new employees. Training in nonviolent communication, leadership and self-leadership also remains an important part of how we work. In addition, we encourage external training through initiatives such as "Iedereen Leert" and focus on knowledge retention, so that expertise remains firmly anchored.

When it comes to pay, we also attach great importance to clarity and fairness. We work with transparent pay structures per job class, with responsibilities, experience and competences at the centre. Employees know on what basis we determine their pay and how it evolves. Full salaries and fringe benefits per job class can be consulted on the intranet. Every two years, within the framework of the Belgian pay gap act, we report the differences per class between men and women to the works council. All differences can be explained and are not gender-related.



Well-being & health

We think it is important that employees feel good physically and mentally. That is why we invest in a working environment that supports health and well-being: free fruit, healthy meals, ergonomic workstations and a safe working environment. We also support employees socially, with guaranteed pay during illness (legally required), hospitalisation insurance and guaranteed income insurance (not legally required). In addition, we offer practical support, such as childcare during school holidays and an ironing service.

We also encourage a healthy and connected company culture through bike leasing, sports and social activities and attention to mental health. We create an environment in which employees feel safe to talk about stress or overload. That is why we also integrate stress prevention and mental resilience into our leadership programmes.

To find out whether this approach works, we keep a close eye on our absence figures. Our main indicator: zero absence. In 2025, 35% of BOSS employees did not report sick a single time. At colora, that percentage is even higher: 47%. We also closely monitor our long-term sick. In 2025, there were 7 (compared with 9 in 2024).

Yet we also see a less favourable trend. Our employees score considerably higher on 'engagement and satisfaction' than on 'energy'. That is a point of attention: highly engaged employees may give too much of themselves to our company and put themselves last. High engagement and low energy form a cocktail that can lead to burnout. Fortunately, we do not yet see this in our absence figures, but we remain vigilant.

Culture & connection

We are building a warm and inclusive company culture based on trust, transparency and collaboration. We encourage collaboration over internal competition and actively integrate our values

into daily operations. Through family days and other connecting initiatives, we strengthen the bond between colleagues and create room for diversity and inclusiveness. We guide new colleagues through culture and values programmes, so that they quickly feel at home. In addition, we invest in people-centred leadership, with attention to respectful collaboration, appreciation and positive feedback within teams.



**Workforce BOSS paints
and colora (2025)**

Indicator	Value
Total employees (Belgium)	404
Of whom men	231
Of whom women	202
Full-time employees	264
Part-time employees	139
Total employees (Belgium + Netherlands)	433
Employee turnover	8.89%

Part-time work by gender

	Part-time	% part-time
Men	36	16.6%
Women	103	55.3%

Striking: proportionally, far more women than men work part-time. Only 16.6% of men work part-time, compared with 55.3% of women. A possible explanation: women still take on slightly more care tasks at home than men.

At the highest level of our organisation, we see a somewhat stronger under-representation of women. In our top management, we count twice as many male as female members of the management team.

Diversity indicator	2025
Male managers	4
Female managers	2
Female/male ratio at management level	0.50

Whistleblowing

As explained under “Governance and responsibility”, transparency, trust and collaboration form the basis of the way we work. Our ambition is to maintain an open organisational culture with integrity, in which we prevent misconduct as much as possible.

We think it is important that employees and other stakeholders can report concerns or possible breaches safely and confidentially: via their manager, the HR department or our network of trained confidential advisers.

We also have a whistleblowing procedure. It provides a clear framework for reporting breaches, irregularities or misconduct. Reports are made via our online whistleblowing tool, anonymously or not. Designated report handlers treat them with respect for discretion, confidentiality and the protection of the whistleblower.

The whistleblower receives an acknowledgement of receipt within seven days and feedback on the follow-up within three months at the latest. We protect anyone who reports in good faith against retaliation such as dismissal, demotion, bullying, discrimination or other adverse measures. Knowingly false reports may, however, lead to sanctions. The number of reports in 2025 was zero.



Safety

We want to create a safe working environment in which employees can do their work in a healthy and responsible way. We invest continuously in safety: mandatory safety training, active support in the use of personal protective equipment, and stronger safety awareness in all departments. We closely monitor the number of occupational accidents, with the ambition of keeping it as low as possible.

Ernest, one of our production employees, for example, always tells visitors on tours of the production department how grateful he is for the investments BOSS paints made in ergonomics in 2025. An investment that means every paint maker no longer has to add thousands of kilos of powder by hand.

Workforce: health and safety (VSME B9)

Indicator	Value
Recordable occupational accidents	8
Rate of recordable accidents relative to total hours worked	4.11
Fatal occupational accidents and occupational diseases	0

$$\text{Accident rate} = \frac{\text{Number of recordable accidents in the reporting year}}{\text{Total number of hours worked by all employees}} \times 200,000$$

Results

Together with colora, we monitor various KPIs to guarantee a sustainable, safe and attractive working environment, in terms of both employee satisfaction and retention and safety.

When it comes to employee satisfaction, we want to keep our score high. In concrete terms: we want to maintain an eNPS above 40 (internal benchmark) and stay above the 80th percentile in the external benchmark.

Our turnover figures are low and remain stable. And that is how we want to keep it. We do not aim for the lowest possible turnover, but for the right turnover.

When it comes to absence figures, we do not set quantitative targets and do not actively steer. Employees are allowed to be ill. We do, however, closely monitor our zero-absence employees (employees who were not ill a single day) and our long-term sick. If the number of zero-absence employees drops sharply and the number of long-term sick rises, we investigate further and take action

where necessary. We also look at where absence figures deviate from our internal benchmark. In those departments, targeted actions may be needed. In our biennial measurements, we also monitor the energy level of our employees. We would rather this level did not drop further: high engagement and low energy form a cocktail that can lead to burnout.

When it comes to safety, we strive for as few occupational accidents as possible. Fortunately, we have few serious accidents today, but our number of incidents with minor damage and short absence from work is too high. We want to get back below the sector average as quickly as possible and even perform better than the sector – in both severity and number of incidents.

Our safety efforts today focus mainly on BOSS paints, where the greatest risks lie. In 2026, we will make additional safety efforts for colora.

Circular

Vision

Making smarter use of what we have

Raw materials are not infinite. That is why we avoid waste, 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 exactly where the real gain lies for us; real sustainability is not about consuming more, but about using better.

Waste less. Create more value.



Risks and challenges

Raw materials, circularity and efficient use of materials have a major impact on our environmental footprint, our cost structure and the future availability of raw materials in the value chain. We depend on raw materials whose availability, price and environmental impact are increasingly under pressure. Fluctuating raw material prices, geopolitical tensions, stricter environmental legislation and growing expectations regarding circularity can directly affect our production, product development and security of supply.

Finding circular alternatives that meet our high quality and performance requirements remains a challenge. Recycled or bio-based materials often require additional research, collaboration with suppliers and adjustments to formulations and processes. Reducing packaging waste and using materials more efficiently in production and logistics also require ongoing efforts.

Customers, partners and legislators also increasingly expect sustainable and circular products from us. This requires not only technological innovation, but also awareness and collaboration with suppliers, customers and other stakeholders.

To limit these risks and make better use of circularity opportunities, we invest in sustainable product development, material optimisation, waste reduction and collaboration in the value chain. In this way, we are evolving step by step towards more efficient and more circular use of raw materials and materials.

Approach & progress

Sustainable & innovative product development

A large part of the environmental impact of paint arises during the production of raw materials. That is why collaboration with suppliers is essential for real progress. Together, we look for more sustainable alternatives to traditional raw materials, such as bio-based materials, recycled raw materials and recycled binders. We

encourage suppliers to reduce their own CO₂ emissions and to actively help look for innovative solutions.

We are researching bio-based and circular raw materials to reduce our CO₂ emissions (both the product impact and scope 3 emissions) without compromising on quality, performance and durability.

By continuously investing in product development, we offer paints with the highest possible yield, high hiding power and a long lifespan. A paint with high yield and high hiding power requires fewer coats or less product for the same result. That means fewer raw materials, less production volume, less transport and less processing. If the paint also lasts longer, surfaces need to be repainted less often. In this way, we limit not only material consumption, but also CO₂ emissions over the entire life cycle of our paint.



Circularity remains a major challenge in the paint industry, due to the many compositions, colours and applications. Yet we continue to actively look for solutions. Together with IVP, we take part in pilot projects on paint recovery and recycling. Our lab is also researching new formulas and alternative raw materials that can further reduce the environmental impact of paint. In doing so, we constantly look for the right balance between circularity, technical performance and durability. Sustainability is thus increasingly becoming an important selection criterion, alongside quality, delivery reliability and price. Step by step, we are building products with a lower environmental impact, without

compromising on the performance customers expect from us.

Sustainable production processes

In our production, we focus strongly on avoiding waste. We correct errors in formulations as much as possible, so that entire production batches are not lost. Nor do we simply throw away damaged packaging: where possible, we reprocess and repack paint from dented buckets or cans. In this way, we limit the loss of raw materials and finished products as much as possible. By detecting and correcting errors in time, we avoid not only material loss, but also the additional energy and transport impact of new production.



“We are also constantly looking for better solutions in our packaging. Today, many of our buckets already contain recycled plastic. The step to 100% recycled material is still technically challenging, but we keep looking with our suppliers for ways to make quality and circularity go hand in hand.”

Katrien, Lead PM

Water

Water is an important raw material in our paint production. We continue to use tap water to guarantee our high quality standards. Yet we limit tap water consumption where possible: we collect rainwater, filter it and reuse it. We also treat process water carefully, so that we avoid pollution as much as possible. In this way, we not only reduce our water consumption, but also contribute to more sustainable local water management.

Water use: VSME – B6

Indicator	2025
Total water withdrawal (incl. rainwater)	2,853 m³
Water discharge from production processes	1,021 m³
Total water consumption	1,832 m³

For the colora shops, we do not yet have a specific plan today, but we do for our own site. In the future, we will look at which ambitions are feasible here.



Raising customer awareness of conscious paint use

We encourage customers to use paint more consciously. With correct information on yield per square metre and targeted advice, we prevent customers from buying more paint than necessary. Our message is clear: better to use exactly enough paint than to have leftovers that remain unused or are thrown away. And: paints with good hiding power finish the job with one primer coat and one top coat.

Through colora, we actively spread this message: via radio spots, social media, in-store advice and content on the website under the theme “Buy less paint”. In this way, we inform and raise awareness among customers about more conscious and sustainable use of materials.

Waste prevention at customers

Collecting and processing paint waste correctly

Through our paint waste service, we encourage customers to return leftover paint and empty packaging correctly. We actively inform them on how to limit leftovers and

dispose of them correctly. In this way, we not only reduce waste, but also prevent materials from being lost or processed incorrectly.

We process collected materials in the most sustainable way. Where possible, we opt for recycling and repurposing; if that is not possible, we process with energy recovery. Together with specialised partners such as FIRE-OFF, we bring used plastic packaging back into the chain as much as possible. In 2025, this collaboration delivered a calculated saving of 6,555 kg CO₂ for BOSS paints, compared with conventional processing by incineration. These avoided emissions show how correct collection and recycling contribute concretely to a more circular paint industry.

Recycled packaging

We are switching step by step to packaging made of recycled plastic. Since summer 2026, all our own plastic packaging contains 50% recycled material. In doing so, we are ahead of future legislation, which requires at least 35% PCR plastic in packaging from 1 January 2030 and at least 65% from 1

January 2040.

The switch to more recycled plastic remains technically challenging – strength, quality and product protection must remain guaranteed. Packaging must fulfil its function without risk of loss of quality, damage or product loss. That is why we continue to work with suppliers on improvements and innovation, to increase the share of recycled material step by step.

Different pack sizes to limit waste

To limit leftovers, we offer a wide range of pack sizes. This allows customers to estimate more accurately how much paint they need for their project. Fewer leftovers mean less waste and less loss of raw materials. This choice fits our broader vision: sustainability also lies in small, practical solutions for everyday use. After all, preventing leftovers remains more sustainable than processing or recycling waste afterwards.



Results

To monitor our progress on circularity concretely, we work with clear KPIs and long-term targets. We focus on more efficient use of raw materials, waste reduction, circular materials, sustainable packaging and conscious consumption.

Key figures	2012	2012	2024	2024	2025	2025	2030
Total water withdrawn by head office in Waregem	2,810 m ₃	100%	2,930 m ₃	100%	2,853 m ₃	100%	No target for now
Of which tap water, used in production	1,974 m ₃	70%	1,593 m ₃	57%	1,457 m ₃	51 %	
Of which rainwater	687 m ₃	24%	1,110 m ₃	38%	1,140 m ₃	40%	
Of which tap water, excl. production	149 m ₃	5%	227 m ₃	8%	256 m ₃	9 %	
Total amount of waste produced			328,686		442,762 kg	100%	No target for now
Of which non-hazardous waste			266,772	81%	362,037 kg	82%	
Of which hazardous waste			61,913	19%	80,725 kg	18%	

KPI	2024	2025	2030	2035	2050		
Total CO ₂ of paint raw materials used (tonnes, excl. packaging)	8,224	8,400	7,950	6,900	-		
kg CO ₂ / kg of paint produced	2.23	2.23	2.11	1.83	-		
kg CO ₂ impact per square metre of paint, per coat	0.33	0.32	0.30	0.26	-		
Total CO ₂ of paint packaging used		1,176	800	600	-		
kg CO ₂ impact of paint packaging per square metre of paint, per coat		0.04	0.03	0.02	-		

How raw materials will develop over time is difficult to predict today. It depends heavily on technological developments and customer purchasing behaviour. By 2050, we want to eliminate our CO₂ impact completely. Whether and to what extent offsetting will play a role in this, we cannot yet say with certainty.



Confidence

Vision

Our customers paint with confidence

Sustainable paint, without compromise. With us, nobody has to choose between sustainability and quality. Our customers must be able to paint with complete confidence, with products that are high-quality and friendly to people and the planet – today and tomorrow.

We continue to focus on safe, well-thought-out formulas and on advice that really helps.

Because sustainable choices only work if they simply work well too.



Risks and challenges

In our double materiality analysis, “Substances of Very High Concern” (SVHC) emerged as a material point of attention. The use of chemical substances in the paint industry brings important responsibilities and challenges in terms of health, safety, regulation and product development.

An important challenge is the constantly evolving legal framework for chemical substances, including the REACH regulation and stricter European directives on hazardous components. Substances that are still permitted today may be further restricted or banned tomorrow. This requires continuous monitoring of regulations, raw materials and suppliers.

Customers, professional users and other stakeholders also have ever higher expectations regarding the safety and sustainability of products. This increases the need for transparency, innovation and alternative formulations that avoid harmful substances. Without compromising on quality, performance or durability.

Within the value chain too, we remain dependent on suppliers and the availability of safe alternative raw materials. Replacing certain substances often requires extensive testing, product development and collaboration with partners in the chain.

To manage these risks, we invest continuously in research, quality control, knowledge building and innovation. We avoid harmful substances as much as possible and make our products ever more sustainable, with continued attention to safety, quality and ease of use. In this way,

we give customers the confidence that our solutions are not only high-performing, but also responsible for people and the environment.

“At BOSS paints, we believe that sustainability and quality must go hand in hand. A product is only truly sustainable if it also lasts a long time and delivers a perfect end result. That is why we invest continuously in innovation, research and safer raw materials. We want to give our customers the confidence that they are choosing paint that is good for people, the planet and performance. Because real quality builds trust, today and in the long term.”

Dominique, R&D Manager



Approach & progress

Sustainable product development without compromising on quality

With us, customers do not have to choose between sustainability and quality. That is why we always choose the most sustainable solution within economically feasible limits, without compromising on performance, reliability or ease of use. For us, a paint product is only truly sustainable if it is not only composed in a more environmentally friendly way, but also lasts a long time and guarantees a professional end result. That is why we invest heavily in research, product development and knowledge building across the entire life cycle of our paint products.

People- and planet-friendly formulas

We strive for the most people- and environment-friendly paint formulas. To this end, we actively research how we can reduce the CO₂ impact of our range and build extensive knowledge about the environmental impact of our products. In

2025, no BOSS paints product contained a substance of very high concern (SVHC). We systematically map the CO₂ impact of our products, and several lacquers have an EPD (Environmental Product Declaration), which allows them to be included in TOTEM for sustainable building analyses.

Innovation and sustainable materials

We invest heavily in innovation and research into more sustainable raw materials and technologies. Various research and innovation projects are under way on more efficient use of raw materials, alternative paint formulas and new raw materials, including projects on solids content and binders. We are also researching bio-based and recycled binders as an alternative to traditional fossil raw materials. With the development of Hydro One (2026), we are also focusing on innovative waterborne lacquer technologies with fewer solvents and a lower environmental impact, without compromising on performance or ease of use.

Results

Our ambitions are clear: we want to reduce the environmental impact of our products, improve product quality and teach customers to use paint more consciously. We focus on safer raw materials, sustainable product performance, customer satisfaction and awareness-raising.

KPI	2024	2024	2025	2025	2030	2030	2040	2040	2050	2050
Amount of SVHC raw materials used per total amount of paint produced (kg/kg)	0	0%	0%	0%	0	0%	0	0%	0	0%



Community

Vision

Contributing meaningfully to a more beautiful society

BOSS paints and colors are not separate from the world around them. We are part of it and therefore take our responsibility in it.

We believe that companies can and must play an important and positive role in society. We take on this role not only through the taxes we pay, correctly and without optimisation via foreign structures, as a matter of course. Through the jobs we create, the knowledge and expertise our employees build up, and our contribution to the local economy, we also have a positive impact on our wider surroundings.

In addition to these important but rather self-evident contributions, we have also been supporting initiatives for many years that bring people together, make places more beautiful and create opportunities. From

neighbourhood actions and art projects to small social actions and structural partnerships with organisations that really make a difference. We do this in our own way: committed, local and with respect for what is already there.

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

Together, we make the world around us a little warmer.



Risks and challenges

In our double materiality analysis, equality, diversity and inclusion emerged as a material topic within our societal role. We want to contribute to a society in which people get equal opportunities and feel involved and respected, both inside and outside our company.

Our challenge: strengthening inclusion and equal opportunities not only internally, but also extending them more broadly to our relationships with customers, partners and the local community. Society's expectations regarding diversity, accessibility and social engagement are also continuing to grow.

Social engagement also requires conscious choices and long-term commitments. We keep looking for initiatives that create real impact and fit our values and expertise. We want to avoid our engagement being limited to one-off actions. We strive for lasting partnerships and structural added value for the community.

To tackle these challenges, we focus on a

respectful and inclusive company culture, collaboration with local initiatives and support for projects that create connection and opportunities. In this way, we strengthen our social impact step by step and contribute to a more connected and inclusive society.

We did not designate biodiversity as a material topic, but we screened our sites anyway. In this way, we determine whether certain sites have a potential impact on biodiversity, and whether we need to monitor this further.



Approach & progress

Structural support for societal partners

We deliberately choose long-term partnerships with organisations that achieve a positive social impact. Every year, the Bossuyt family provides a substantial budget for initiatives around people, society and the environment. With it, we structurally support organisations such as Bond zonder Naam, Natuurpunt, YOUCA and vzw Victor.

These partnerships go beyond financial support alone. Where possible, we also provide material support, share expertise and work together on projects with social added value. In this way, we support initiatives in poverty reduction, biodiversity, youth engagement, inclusion and parenting support for people with autism.

With these structural partnerships, we give organisations the stability and capacity to continue building their social mission sustainably.



Bond zonder Naam wants to reach as many people as possible from the heart and connect them with each other. And so create a society that respects diversity and makes a warm difference, especially for those who get fewer opportunities. In concrete terms, they want to achieve this by inspiring people and helping them grow. Because the more insight we have into ourselves and the world, the more we have to offer each other. They put this commitment into practice for and with people living in poverty, loneliness or detention. With this partnership, we want to contribute to a more inclusive society in which everyone gets opportunities, feels involved and can participate fully.

Natuurpunt works to protect nature, biodiversity and open space in Flanders. The organisation manages nature reserves, carries out nature studies and actively raises awareness about the environment and sustainability. We support Natuurpunt in purchasing and managing nature reserves and help strengthen its volunteer work. Through this partnership, we contribute to a living environment where nature, relaxation and well-being go hand in hand for everyone. We believe that companies can play an important role in protecting and strengthening nature and the environment for current and future generations.

“Thanks to the support of BOSS paints, we were able to buy additional nature land and work equipment together with our volunteers. For them, people, planet, profit is not a slogan, but a conscious choice that translates into concrete actions and lasting partnerships. Together, we realise beautiful projects that contribute to nature, biodiversity and a better living environment. BOSS paints really colours our work greener.”

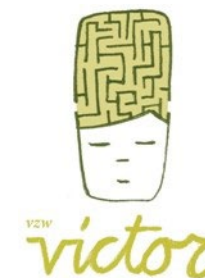
Kristina Naeyaert, Chair of Natuur.Koepel vzw

“Not only financially, but also materially and in substance, BOSS paints has grown over the years into an exceptionally important and loyal partner for Bond zonder Naam. For almost fifteen years, we have been able to count on their commitment and support. Thanks to this partnership, our new premises in Antwerp, among other things, received a beautiful makeover that we are very proud of. We also work together in substance, for example through encounters between people with different backgrounds and experiences. We hope to keep inspiring each other for a long time to come and are sincerely grateful for the lasting support and collaboration.”

Barbara Torfs, Director Bond zonder Naam



Vzw Victor supports people with autism and their families in West Flanders. The organisation helps people with autism and their network to give autism a full place in daily life and in society. We support vzw Victor out of respect for the diversity of our society and from the conviction that accessible support and care should be available to everyone. Thanks to the partnership, host families and support initiatives, among others, can receive additional support. With this partnership, we want to contribute to a more inclusive society where people feel understood, supported and valued, regardless of their needs or background.



“Vzw Victor is sincerely grateful for the trust and commitment of BOSS paints. Thanks to their support, we can meet needs every day for which there would otherwise not be enough resources. The partnership makes it possible to support host families who voluntarily take in children and young people with autism for one or more nights, in collaboration with Pleegzorg West-Vlaanderen. The commitment of BOSS paints strengthens our work and helps us to better support families and people with autism. We are particularly proud of this lasting partnership.”

Stien Peeters, Director of Vzw Victor



YOUCA encourages young people to actively commit to a sustainable, more inclusive and fairer society. The organisation brings young people into contact with social challenges, including diversity, and supports them in their engagement, talent development and collaboration. We support YOUCA because we believe in the power of young people to bring in new ideas and help shape positive change. The partnership gives young people the opportunity to gain experience in sustainability, solidarity and social responsibility. By working with YOUCA, we help invest in a more inclusive society in which young people can make

their voices heard and develop their talents.

“The partnership between BOSS paints and YOUCA has been a strong and stable foundation for our work for many years. Even in difficult times, we could count on their continued support and commitment. Thanks to this partnership, we can create impact together for young people, both locally and worldwide. The commitment of BOSS paints helps give young people the chance to actively work for a sustainable and fair society. We are very grateful for the trust and the impact we can achieve together.”

Loes Verhaeghe, Coordinator vzw Youca



Biodiversity

We screened our sites to check whether we have operational sites in or near biodiversity-sensitive areas, as required under VSME B5 – Biodiversity. This exercise helps us determine whether certain sites have increased relevance or potential impact on biodiversity, and whether we need to report on or monitor this further.

We carried out this first screening as a qualitative desk screening, based on the addresses provided and the VSME B5 guidance on biodiversity. We interpreted “near” in accordance with the VSME B5 explanation: a location that partially overlaps with or directly borders a biodiversity-sensitive area. We therefore did not apply a wide distance buffer.

As a frame of reference, we used the official and recognised source for protected areas: the Natura 2000 sites.

Result of the biodiversity screening

- We screened all operational sites.
- No site lies in or directly borders a biodiversity-sensitive area, according to our screening method.
- This screening is a first qualitative risk

assessment. We will refine it in future reports through exact geocoding and GIS validation.

On the grounds of our head office in Waregem, we deliberately leave a few plots of land fallow. These zones are given room to develop naturally and so contribute to more biodiversity on and around the site. We also bought an adjacent field, which we sowed with sunflowers. Last year, employees could pick flowers there – giving the place not only ecological value, but also a connecting function within the organisation.

We manage these grounds without pesticides, so that we avoid harmful impacts on soil, insects and animals. In this way, the fallow zones and the sunflower field together give nature more room on our company grounds, in a simple but tangible way.



Supporting local and smaller initiatives

In addition to our permanent partners, we also support smaller local initiatives, associations and good causes. We often give priority to projects in which employees are personally involved. In this way, we strengthen local engagement within our organisation and support initiatives that are close to people.

This support takes various forms: sponsorship, materials, logistical support or financial contributions. After all, even smaller

actions can have a big impact on neighbourhoods and communities.

Annual BOSS Warmste Actie

The annual BOSS Warmste Actie is an important part of our Community work. This initiative is entirely driven by employees and brings colleagues together around solidarity and commitment.

During this campaign, employees organise creative activities, auctions and events for the benefit of good causes.

Colleagues use their talents through workshops, bake sales, wine evenings, walks, car washes and other initiatives. We then double the amount raised, which significantly increases the impact.

Employees can propose organisations that deserve support themselves. Every year, we select several good causes from the submissions to receive the amount raised. In this way, we create engagement within our organisation and direct social impact outside it.

In 2025, we raised a total of €16,377 for various social organisations. The amount went, among others, to organisations that each in their own way contribute to care, support and social connection:

- Lifestyle Brain Interaction
- vzw Boeren op Kruispunt
- Kastor Pollux Kuurne



Societal contributions of BOSS paints through taxes

As BOSS paints is a Belgian organisation that deliberately remains locally rooted, the company pays taxes in Belgium.

In this way, BOSS paints contributes to the financing of public services such as healthcare, education, infrastructure and other public facilities.

In addition, BOSS paints provides significant employment. Through the jobs the company creates, it delivers not only economic value, but also a broader social contribution.

Employees build up income, social security and expertise, while the organisation contributes to the local economy and society.

The overview below shows that the value created for society is about 9 times greater than the value created for shareholders.

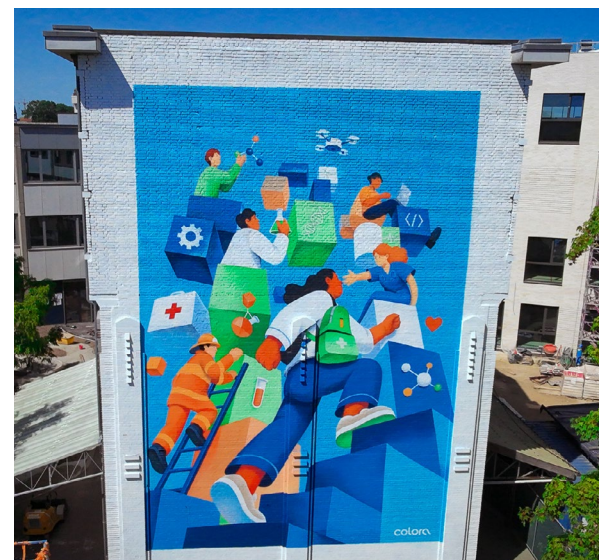
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Total
VAT	8,392	8,307	8,545	8,902	8,922	9,698	9,501	9,954	10,258	11,121	93,599
Social security contributions	4,090	4,151	4,033	4,142	4,474	4,821	5,174	4,932	5,327	6,074	47,217
Corporate income tax	1,116	1,116	1,103	1,121	1,702	817	-308	1,042	739	283	8,733
Property withholding tax	260	190	198	189	227	235	239	263	273	306	2,379
Withholding tax on current account interest	158	158	158	158	139	125	117	114	114	0	1,244
Environmental tax	44	50	69	66	106	304	77	166	257	242	1,380
Tax on distribution of printed matter	51	32	22	22	13	14	19	19	13	8	213
Road tax	26	40	47	41	37	27	27	26	27	29	327
Municipal tax	2	5	8	7	7	5	13	16	17	16	97
Provincial tax	10	10	10	10	11	11	12	12	13	14	112
Miscellaneous business taxes	10	12	10	11	11	0	0	12	12	21	98
Total miscellaneous taxes	14,159	14,072	14,203	14,670	15,650	16,056	14,871	16,555	17,050	18,113	155,400
Donations to good causes	87	72	41	52	180	273	108	41	48	48	949
Total societal contribution	14,246	14,144	14,244	14,722	15,830	16,329	14,979	16,597	17,098	18,161	156,349
Capital distribution		6,500				11,000					17,500
Capital distributions relative to societal contribution over the last 10 years											11.20%



Brightening up neighbourhoods and public spaces

Through various art and neighbourhood projects, we contribute to pleasant, connecting and liveable environments. We support initiatives that literally and figuratively bring colour to neighbourhoods and bring people together.

These projects strengthen social cohesion and create more pride and connection within neighbourhoods. With our expertise in colour and finishing, we contribute to positive public spaces where people feel good.



Results

Today, we support social projects in two ways. On the one hand, through the initiatives above. On the other, through multi-year partnerships with a fixed number of social organisations, for which we provide a budget every year within our people and society budget.

In addition, our sites and colora shops set up their own neighbourhood actions: sponsoring local associations, donating paint to schools, youth movements and social projects, and supporting neighbourhood initiatives. These actions are decided and funded locally. We do not yet record them centrally today, so we do not have a complete picture of their scale or distribution.

Our first step is therefore registration, not measurement. We are building an annual overview of our local actions: which organisation or project we supported, in what form (financial, material, working hours) and through which site. This overview allows us to report transparently on what we actually do, and forms the basis for assessing whether additional commitments make sense.

We deliberately do not link targets to these local actions. Their value lies in their local roots and in the fact that the decision lies with the site itself – a central target would reverse that logic.



VSME Report

SCOPE OF THE VSME REPORT

Topic	Scope / included
General information on turnover and balance sheet	Everything in the consolidated annual accounts
CO ₂ and energy	All sites except the Netherlands
Biodiversity	All sites
Water	Head office in Waregem only
Waste	Head office in Waregem only
Employees	Everything, including colora, Pinson and Décor Centre
Occupational accidents	Sites in Belgium





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corporate.bosspaints.be - jobs.boss.be - jobs.colora.be - bosspaints.be - colora.be