VESPO

IMPACT REPORT 2025

A YEAR OF EMBEDDING

65 YEARS OF VESPO - TWO GENERATIONS
ONE FAMILY BUSINESS - ONE COMPASS
GOOD PRODUCTS - FAIR RELATIONSHIPS

FOREWORD

Vespo has been in business for 65 years. We marked this in May 2025 together with the people who have carried us through the years: customers, suppliers, employees. Two generations, one family business, and still the same compass: make good products, build honest relationships, and make sure you're still here tomorrow.

That continuity mindset is also the reason this report exists. Not because a rule forces us to, but because we are convinced that a company must be able to show how it operates — in its own operations, but also in the supply chains from which its products come. Customers ask for it. The market expects it. And we simply believe it is the right way to do business.

2025 was a year of embedding. We established our Code of Conduct and had it signed by all employees. We invested in employee development and conducted an employee satisfaction survey. We further mapped our supplier chain, expanded the coverage of Effluent Treatment Plants (ETP) and further refined our climate data. And we took steps in material use and packaging — less is more, and that applies to raw materials just as much as to the ink on a box.

At the same time, we are honest: not everything is finished. On a number of topics — scope 3 emissions, packaging data, traceability of returns — we are still building. We explicitly acknowledge this in this report, including when and how we will take those steps. I consider that more important than a report that looks good but promises more than it can deliver.

At the start of 2026 we sold Santino. This gives us the scope to focus more sharply on what Vespo is good at. At the same time, it gives us the opportunity to set up our sustainability approach in a more targeted way — a smaller scope, clearer ownership, better data. In 2026 we are taking on five concrete priorities: making our own sites more sustainable, a solid data structure, the first steps towards scope 3, further improvement of our supply chain performance, and preparing for new regulations on packaging and product information.

This report has been prepared on the basis of the VSME standard — the voluntary reporting standard for SMEs. That fits who we are: a company that wants to be transparent about what it does, without drowning in mandatory formats. The VSME gives us the structure to show what we do, how we measure it and where we are heading.

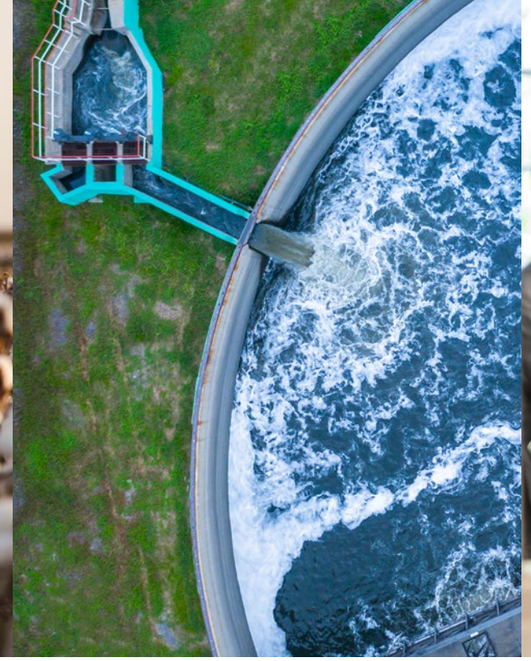
I hope you will read this report for what it is: an honest picture of a company that takes its responsibility seriously, that knows there is always more to do, and that simply carries on doing so.

Marc Camerling
Managing Director, Vespo Groep B.V.
Eindhoven, 2026



"The continuity mindset is the reason this report exists. Not because a rule forces us to, but because we are convinced that a company must be able to show how it works"









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ABOUT VESPO

Vespo is a Dutch family business in household and home textiles. For more than 65 years — founded in 1960 and marking its anniversary in 2025 — Vespo has been active as a trading, brand and supply chain orchestrator for the European market. Not as a manufacturer, but as the party that brings together design, material selection, sourcing, quality assurance, packaging, sales and logistics collaboration. That calls for good relationships, clear agreements and the ability to make choices that hold up both commercially and qualitatively.

2.1 Who we are and what we do

Vespo serves various market segments: from bespoke private label concepts for large retailers to own brands with their own identity and collection. Because Vespo has no production of its own, our main influence on sustainability lies in the choices we make: which materials, which suppliers, which packaging, which quality requirements. Those choices have direct consequences for the environmental and social impact of our products — from cotton cultivation and dyeing to transport and the end user.

Activity	Explanation
Product development & design	**Design of collections for own brands and private label, including material selection**
Sourcing & purchasing	**Selection and purchasing from suppliers in Europe and Asia (Pakistan, Egypt, China, India, Portugal)**
Quality assurance & compliance	**Test protocols, certification oversight (Oeko-Tex, BSCI, BEPI, GRS, BCI), RSL policy**
Packaging development	**Design and optimisation of product and transport packaging**
Sales & account management	**Serving retail customers, webshops and wholesale customers in the Netherlands and Europe**
Logistics chain collaboration	**Coordination with the logistics service provider for storage, order picking and distribution**

1960	2004	2017	2025	2026
Joop & Tilly Veelenturf open De Textielbeurs	**Second generation: Ed takes over the business**	**Death of founder Joop Veelenturf**	**65th anniversary celebrated in May 2025**	**Santino is sold: sharper focus**

2.2 Locations and organisation

Vespo B.V. operates from two locations in the Eindhoven region. The head office is located at Parklaan 81 in Eindhoven, where the management functions and the core functions Purchasing, Product Development, Private Label, Supply Chain and Sales are based. The second location is the Donna building at Philitelaan 57–101 in Eindhoven, from which e-commerce is run and where the category management of our own brands is housed. Logistics handling — storage, inbound, order picking, packing and returns processing — takes place at external logistics service providers. Vespo works together with several logistics partners, each of whom handles a part of the chain.

Location	Address	Role
Head office	**Parklaan 81, Eindhoven**	**Management functions and key functions Purchasing, Private Label Product Development, Supply Chain and Sales**
Donna	**Philitelaan 57–101, Eindhoven**	**E-commerce and category management — own brands**
Logistics partners	**Multiple external parties**	**Storage, order picking, packing, distribution, returns**



In 2025 the management team comprised 7 people. The managing director bears ultimate responsibility for the entire company, including the ESG direction. The CSR Coordinator has a central role in coordinating sustainability policy and overseeing its implementation. On supplier-facing sustainability topics, the CSR Coordinator is supported by Sourcing. Owners have been appointed per workstream who, within agreed parameters, are responsible for implementation and progress.

2.3 Reporting boundary and change in scope

This Impact Report covers Vespo Groep B.V. for reporting year 2025. The reporting entity is Vespo B.V. — the operating company that carries out all trading, brand and supply chain activities. Santino B.V., which was still part of the group in 2025, was sold at the start of January 2026 and therefore falls outside the reporting boundary of this report. Unless explicitly stated otherwise, all data, policy measures and performance included in this report relate exclusively to Vespo B.V.

Compared to the 2024 report, the reporting scope is therefore narrower: Santino is no longer included. This affects the comparability of some data. Where relevant, this is explained per section. The climate figures for scope 1 and 2 are calculated on the basis of the defined entity and sites; the 2024 reference values are presented on the same basis to enable as fair a comparison as possible.

Reporting element	Explanation
Reporting year	**1 January 2025 – 31 December 2025**
Reporting entity	**Vespo Groep B.V. (operating entity: Vespo B.V.)**
Out of scope	**Santino B.V. (sold early January 2026)**
Sites in scope	**Parklaan 81 Eindhoven; Philitelaan 57–101 Eindhoven**
Logistics in scope	**External logistics partners (as external parties; qualitatively engaged in sustainability dialogue)**
Reporting standard	**VSME (Voluntary SME Sustainability Reporting Standard) – Basic Module B**
Comparison year	**2024 (adjusted for Santino exclusion where relevant)**

Vespo as a trading company – what that means for sustainability

Vespo has no production of its own. The impact on the environment and society largely takes place outside our own sites — at suppliers, in transport chains and with end users.

This makes supply chain transparency, supplier selection and product choices the most effective levers for sustainability.

At the same time, this calls for modesty in our claims: we report what we know and know what we can influence.

2025 AT A GLANCE

2025 was marked, for Vespo Groep, by the further embedding of sustainability within the organisation. On the environmental front, emissions fell and steps were taken in material use and packaging. Socially, employee wellbeing, training and integrity were more firmly embedded. In governance, conduct frameworks and reporting structures were formally established. And along the way: 65 years of Vespo — celebrated with the people who matter.

Environment

SCOPE 1 + 2
63.0 tCO2e
−53% vs 2024 · target max. 100 achieved

RECYCLED COTTON
39%
own brands · target 50%

ETP – SUPPLY CHAIN COVERAGE
71%
17 of 24 suppliers

WASTE OWN LOCATIONS
1.86 ton
31.7% recycled
333 kg CO2 saved

Social

BSCIA / B-SCORE
72.5%
29 of 40 sites · target 85%

TRAINING
213 hours
4.44 hours per employee on average

WELLBEING
Employee satisfaction survey conducted
workload · balance · vitality in focus

SOCIETY
€2,000 + 180 throws
Villa Pardoes · Armoedefonds

Governance

CODE OF CONDUCT
100%
by all employees signed

WHISTLEBLOWING POLICY
Approved 2025
4 reporting channels · 0 reports

CSR ORGANISATION
Coordinator + 5
workstream owners established

INTEGRITY
0.0
fines/convictions · confirmed incidents



"2025 was a year of further embedding: emissions fell, conduct frameworks were embedded, and supply chain transparency was broadened."

65 years of Vespo – May 2025

In May 2025, Vespo celebrated its 65th anniversary together with business relations and employees.

A milestone that represents long-standing partnership, mutual trust and the continuity of a family business that knows how to remain relevant over the years.

At the same time, the group structure was simplified in early 2026: Santino BV has been sold, allowing Vespo Groep to continue with a sharper focus.



SUSTAINABILITY STRATEGY AND GOVERNANCE

Within Vespo Groep, sustainability is not a standalone project but an integral part of business operations. From our position as an importer, brand owner and supply chain partner in the textile sector, we structurally incorporate social and environmental topics into decision-making, collaboration and process design. The approach is deliberately tailored to Vespo's size, role and influence: pragmatic, step-by-step and focused on topics where we can actually exert influence. This aligns with the VSME standard, in which transparency, governance embedding and clear responsibilities are central.

"Vespo: pragmatic, step-by-step, and focused on topics where we can genuinely exert influence"

The basis for our sustainability strategy is the double materiality assessment from 2024. This produced seven material topics — spread across environmental, social and governance — which form the substantive starting point for policy, targets, data collection and progress monitoring. In 2025 the emphasis was on the transition from analysis to implementation: setting up clearer governance of sustainability, structuring responsibilities, improving data and laying the foundation for 2026.

4.1 Ambition and priorities

Our sustainability strategy is twofold. On the one hand, in terms of content we focus on the material topics where we have the greatest impact and where stakeholders have the highest expectations of us have. At the same time, we are building step by step towards the preconditions needed to steer these topics effectively: policy, ownership, data and governance. In 2025, the focus was on structuring and preparation. In 2026, this shifts to implementation and deepening.

Workstream 2026	Target / result	Lead
Data in order	**Central data structure, VSME gap analysis, consistent definitions**	**CSR Coordinator**
Supplier data	**Better supply chain transparency, consistent data from the supply chain**	**Purchasing + CSR**
Digital Product Passport (DPP) – phase 1	**Initial inventory and pilot readiness**	**Purchasing + CSR**
B Corp self-assessment	**Baseline measurement, insight into improvement opportunities**	**CSR Coordinator**
Climate & SBTi	**Determine scope 3 hotspots, formulate reduction targets**	**CSR + Management Board**

4.2 Governance: roles and responsibilities

Responsibility for sustainability is formally assigned within the management team. The Managing Director holds ultimate responsibility for the ESG direction and the integration of sustainability into the business strategy. The CSR Coordinator plays a central role in preparation, coordination and follow-up: drawing up and updating policy, coordinating internal data collection, monitoring progress against KPIs and preparing reports. For supplier-related sustainability topics, the CSR Coordinator is supported by the supplier sustainability specialist within Sourcing.

Role	Responsibility	Meeting frequency
Managing director	Ultimately responsible for ESG direction; priorities, budget, external commitments	Quarterly (strategy)
CSR Coordinator	Coordination, policy, data collection, KPI monitoring, reporting	Weekly + monthly
Supplier Sustainability Specialist (Sourcing)	Supports the CSR Coordinator on supplier-focused sustainability topics; collects and interprets supplier data, certifications and chain information	Weekly + by topic
Workstream owners (5)	Progress and delivery per workstream within agreed frameworks	Monthly
Management team	Decision-making, integration into day-to-day operations	Quarterly (escalations)



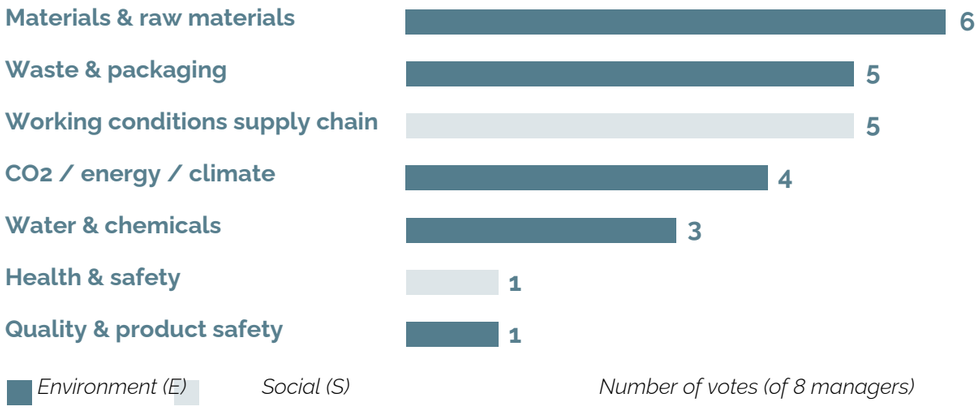
For the 2026 work structure, a deliberate choice was made for a simple, workable set-up: not a heavyweight project organisation, but a compact meeting structure with a single central action list. A weekly CSR check-in keeps operational progress moving; monthly alignment per topic follows when decision-making or dependencies require it; quarterly meetings with the executive board safeguard the strategic direction. Actions are only part of the sustainability approach once they are concretely recorded, with an owner, a delivery date and a next step assigned.

4.3 Stakeholders: expectations in 2025

In 2025, Vespo Groep actively gathered input from four stakeholder groups: internal managers (8 people), a customer (retailer), a logistics service provider and a production site in Egypt. The findings are summarised below per group and translated into concrete policy lines.

Internal managers

All eight managers completed a CSR questionnaire. Asked which three topics they would prioritise most highly in 2026, they gave the following picture:



The explanatory notes accompanying the questionnaires reveal three recurring points of attention. Firstly, better data quality is needed. Basic information is available on several topics, but not always at the level of detail required to steer effectively or report unambiguously. This applies, among other things, to training hours, CO2 emissions in the supply chain, packaging material by type and recycled content, and the final destination of returns. For packaging, totals per category are available, but the further breakdown by material type — such as HDPE, LDPE, PP, rPET and testliner — is still lacking. This is becoming more relevant because of the PPWR.

Secondly, ownership requires further clarification. For six of the eight managers, CSR roles and responsibilities are still only partly clear. The ambition is there, but the translation into daily operations, decision-making and data collection needs to be sharper.

Thirdly, several managers cite the balance between sustainability and commercial feasibility. Sustainability choices need to be substantively better, but also workable, affordable and explainable to customers and suppliers.

Voices from the organisation

We help customers grow with solutions that are not only commercially strong but also demonstrably contribute to their sustainability targets.

We make sustainability achievable through smart choices in material use and by cutting unnecessary extras from our packaging.

Want to make things more sustainable? Don't start with yourself, but with a company – that's where you make more impact."

Customer – retailer

A large Dutch retail customer completed the customer questionnaire. The three highest-priority topics are CO2/climate, materials & raw materials, and packaging — supplemented by a strong focus on living wage in production countries. The customer indicates that the demand for information is increasing and is asking for progress reporting via both an annual sustainability report and an online portal. Requirements will become more stringent in the coming years. The customer values having data submitted to them in a standardised way and aligns itself with widely supported initiatives and platforms. (editor's note: such as Textracer, ImpactBuying, EcoVadis) For Vespo, it is important that this standardisation does not result in a multitude of customer-specific formats, but that data becomes available from a single central data structure, from which it can be supplied to various platforms. The customer itself falls under the CSRD, Ecodesign legislation and due diligence requirements, which further strengthens the demand for reliable supply chain data..

"Customers attach value to receiving data from us in a standardised format"

Asked what they need at a minimum to assess a product or supplier as sustainable, the customer cites: origin and supply chain transparency, social audit reports, CO2 data, material documentation, insight into wages and freedom of association, and policy on chemicals (RSL/MRSL).

Logistics service providers

A logistics service provider (LSP: Logistic Service Provider) completed the questionnaire. This shows that this partner has already taken various measures to make its own operations more sustainable. In terms of energy, these include LED lighting, occupancy sensors, insulation and energy management, a heat pump, and fully electric internal transport equipment. Annual electricity consumption in kWh is available for reporting.

Basic processes have also been set up for waste separation: waste streams are collected separately and removed for recycling. However, the exact waste volumes are not yet available quantitatively at this time. In 2025, no incidents or accidents were reported at this logistics partner. Two improvement actions have been identified for 2026: discussions on switching to paper tape and improving peak planning, so that capacity, staffing and logistics load can be better aligned.



Supplier – production site Egypt

A production site in Egypt (170 employees, all on permanent contracts) completed a comprehensive sustainability questionnaire. In terms of the environment, LED lighting has been implemented; energy consumption is approximately 5 million kWh per year. Wastewater is treated off-site under contracts with the municipal remediation department. Textile waste (approximately 15 tonnes per year) is sold and recycled. Chemical management is organised through employee training, safety data sheets, personal protective equipment and an RSL/MRSL approach. Working hours are recorded digitally via facial and fingerprint recognition; overtime is voluntary and compensated in accordance with Egyptian law. Employees can report complaints anonymously via a complaints box, after which the employee representative follows up on the report. No incidents were reported in 2025. The site holds amfori BSCI, amfori BEPI, ISO 14001, ISO 45001 and OEKO-TEX/GOTS-related certifications.



4.4 Data quality as a precondition

A recurring signal from all four stakeholder groups is the need for better, more consistent data. Internally, clear definitions are lacking (e.g. for 'management'), training hours are not tracked systematically, and the breakdown of packaging material by type and recycled content has not yet been recorded systematically — totals per category (plastic, cardboard, other) are available, but further detail (e.g. HDPE/LDPE/PP, proportion of testliner, rPET content) is still lacking. This becomes more relevant as the PPWR (Packaging and Packaging Waste Regulation) further comes into effect and requires more specific material reporting. Beyond Tier 1, there is a lack of insight in the supply chain, and CO2 emissions cannot be measured at product level. This links directly to the 'Data in order' workstream for 2026, in which a central data structure and a VSME gap analysis are planned. Better governance requires better data — and we are working on that in a structured way.

Shared picture from the 2025 stakeholder survey

Internal: materials, packaging and working conditions in the chain are the highest-priority topics.

Customer: the demand for information is increasing — CO2 data, chain transparency and social audit results are increasingly expected.

LSP: the operational basis is in order; energy data is available for reporting; waste data will follow in 2026.

Supplier Egypt: procedures for social compliance, chemical management and wastewater treatment are in place and demonstrable.

MATERIAL TOPICS, RISKS AND OPPORTUNITIES

In 2024, Vespo Groep took the step from isolated CSR efforts to a more structured approach to sustainability, including by carrying out a double materiality assessment (DMA) and establishing seven material core topics. In 2025 we are building further on this. Where 2024 was mainly about analysis, scoping and prioritisation, the emphasis in 2025 was on deepening, data collection and internal embedding.

The material topics are the ESG subjects most relevant to Vespo Groep — both in terms of impact on people and the environment and in terms of significance for the continuity of the business. These topics determine the content of this report, guide policy choices and inform the design of processes and management information.

5.1 Our seven material topics

The topics established in 2024 remained unchanged in 2025. They were selected on the basis of stakeholder input, internal analysis and expected impact on our value chain and business operations.

Code	Material topic	Impact on people & the environment	Financial relevance for Vespo	Priority
E1	CO2 emissions and climate change	Emissions in own operations and chain; production, transport, heating	Customer demand, future legislation, energy cost reduction	High
E2	Environmental pollution (chemicals & product safety)	Hazardous substances in wet processes; wastewater; product residues	Reputational risk, compliance, product safety	High
E3	Water use and wastewater in the supply chain	Increased risk in purchasing countries; discharges into waterways	Supplier risk, chain assurance, customer demand	High
E5	Raw materials, materials and waste	Use of virgin materials; packaging waste; circularity challenge	Packaging regulation (UPV/EPR), customer expectations, cost savings	High
S1	Terms of employment and social protection	Working conditions for own employees; sick leave/absence, staff turnover, safety	Continuity, knowledge and culture risks	High
S2	Human rights in the supply chain	Labour and human rights at suppliers in risk countries	Reputational risk, CSDDD obligation, customer demand	High
G1	Corporate culture, integrity and whistleblowing	Internal conduct, reporting structure, acting with integrity	Trust of customers/suppliers, governance compliance	High

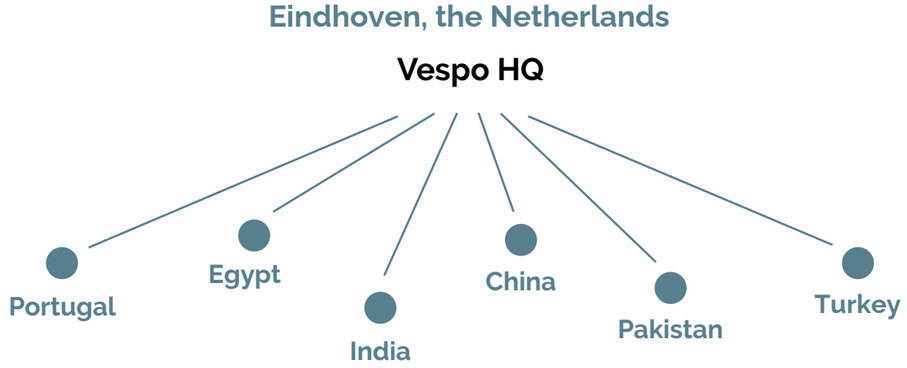
5.2 Methodology and refinement in 2025

The DMA was carried out in line with the double materiality approach: on the one hand, Vespo's outward impact on people and the environment (inside-out), and on the other, the financial and operational relevance of ESG topics for Vespo itself (outside-in). Input was gathered through customer conversations, discussions with suppliers and logistics partners, internal interviews with employees and managers, and an analysis of sector risks and regulations.

In 2025, three refinements were made. First, external pressure is growing: packaging and circularity feature more prominently on the agenda, product information is becoming more strategic, and chain responsibility is developing further from policy on paper towards demonstrable implementation. Second, it has become clear that reliable definitions, consistent records and better-connected data are a precondition — not only for reporting, but also for steering the business. Third, the interrelation between topics has come into sharper focus: raw material reduction affects product design and packaging choices; water use and environmental pollution are linked to wet processes and chemical use in the chain; human rights touch on transparency, audit follow-up and the nature of the supplier relationship.

5.3 Supply chain context: focus countries and risks

A significant part of our impact occurs beyond our own premises: in the production chains of our suppliers. Vespo sources textiles from countries where specific environmental and social risks exist. In 2025, Vespo sourced textiles from suppliers in Pakistan, Egypt, China, India, Turkey and Portugal. The risk analysis is limited to the three largest sourcing countries: Pakistan, Egypt and China. Together, these countries represent more than 90% of total purchasing volume.



Country	Main risks	Relevant topics
Pakistan	Water availability, wastewater, labour exploitation, safety risks	E3, E2, S2
Egypt	Political repression, limited labour rights, risks around wastewater	S2, E3, E2
China	Working hours and overtime, limited freedom of association	S2, S1

These country risks are not static: the risk picture per country can change due to political, economic or climatological developments. Vespo monitors these developments through amfori BSCI and BEPI assessments, additional supplier questionnaires and direct conversations. The findings are translated into concrete follow-up actions per supplier.



ESG risk / opportunity	Type	Explanation
Growing customer demand for CO2 data	Opportunity	Transparent climate reporting strengthens customer relationships and trading position
Growing chain demand for product information	Opportunity	Early data capture gives a head start on future obligations
Packaging regulation (UPV/EPR)	Risk	Tightening of rules requires active product adaptation
Social risks in production countries	Risk	Working conditions in Pakistan/Egypt/China require continuous monitoring
CSDDD obligation (due diligence)	Risk	Growing legal obligation for demonstrable supply chain due diligence
Electrification and energy costs	Opportunity	Transition to heat pumps and a greener energy mix reduces costs and emissions
Recycled materials in own collections	Opportunity	More sustainable material choices strengthen brand positioning

5.4 Key ESG risks and opportunities for Vespo in 2025

The material topics bring both risks and opportunities. The overview below summarises the main ones identified in 2025.

From analysis to implementation

In 2025 the material topics moved further from analysis towards implementation.

The challenge increasingly lies in reliable data, clear responsibilities and a workable translation into policy and processes.

In line with the VSME approach, we are working step by step towards more compact and better-substantiated reporting — with a focus on what is most relevant to our company and stakeholders.

Quantitative progress on the material topics is set out in the KPI dashboard in Chapter 6. The substantive detail per topic can be found in the theme chapters in Chapter 7.

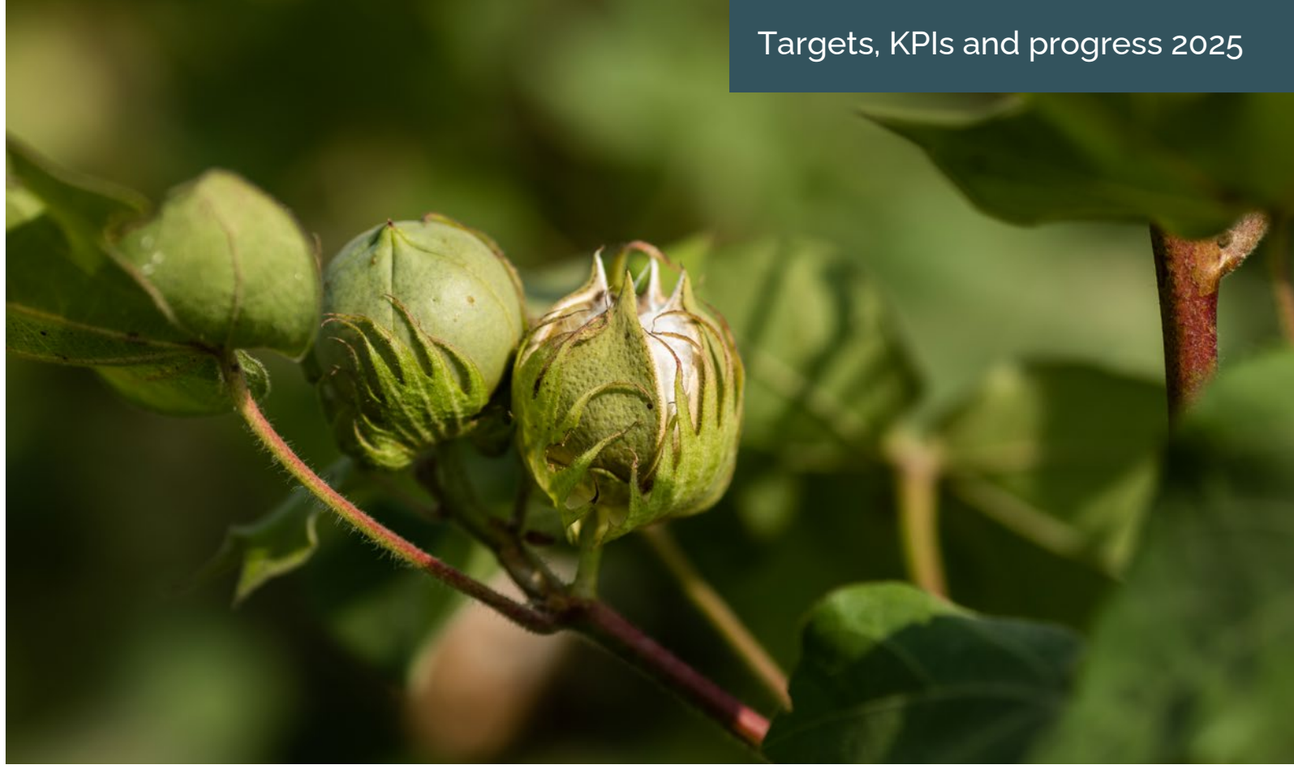
TARGETS, KPIS AND PROGRESS 2025

"2025 as a year of transition: concrete results and a firmer basis for steering"

In order to structurally track progress on our material sustainability topics, in 2025 Vespo is working with a focused set of KPIs that connect directly to the VSME topics relevant to us. KPIs help us not only to formulate ambitions, but also to make the implementation and effectiveness of our policy measurable.

For several topics, 2025 was also a year of further professionalisation: tightening up definitions, improving data sources and better allocating internal ownership. Progress is therefore presented quantitatively wherever possible, and explained qualitatively where necessary.

Theme	KPI	VSME	2025 target	Actual 2025	Status
Climate & energy	Scope 1–2 emissions total	B3	max. 100 tCO2e	63 tCO2e	Achieved
Climate & energy	GHG intensity (tCO2e / revenue)	B3	max. 1.2473	0.9509	Achieved
Water / supply chain	% suppliers with ETP coverage	B2, B6	80% (2026)	71%	Not achieved
Human rights supply chain	% audit score A/B (aggregated)	C6	min. 85%	80%	Not achieved
Chain transparency	Tier 1–2 mapping complete	B1, B2, C6	100%	100%	Achieved
Materials / circularity	% recycled cotton (own brands)	B7	min. 50%	39%	Not achieved
Materials / circularity	% cotton with recognised certification label (own brands)	B7	new 2026	89%	Info
Packaging	% sustainable packaging (own brand)	B7	Informative	Not yet consistently measurable	Info
People & organisation	Internal ESG engagement	B10, C5	min. 75%	Not yet final	Nearly
People & organisation	Training hours per FTE	B10	Informative	213 hours total 4.44 hours/employee	Info
Safety	Work-related incidents / injuries	B9	Informative	0	Info
Business conduct	Whistleblowing policy compliant & active	C7	Yes	Yes	Achieved
Business conduct	Fines / convictions for corruption/bribery	B11	0	0	Achieved



Explanation per theme

Climate and energy

Total scope 1 and 2 emissions came to 63 tCO2e — well below the target of 100 tCO2e. GHG intensity fell to 0.9509 tCO2e per euro of revenue, likewise below the set upper limit. The main explanation is the loss of the former site on Adriaan Mulderweg, which was still heated using natural gas. The emission reduction was therefore greater than the revenue decline of more than 15%. This shows that the sustainability measures previously introduced for premises and energy consumption genuinely had an effect in 2025.

"The sustainability improvements initiated in premises and energy use took effect in 2025"

Water and supply chain management

The proportion of suppliers with demonstrable ETP coverage came out at 71% (17 of 24 relevant suppliers) — below the target of 90%. The remaining 29% concerns suppliers without demonstrable ETP coverage or with an improvement plan underway. Targeted follow-up remains necessary to grow step by step towards 80% and beyond in the coming years.

Human rights in the supply chain

In 2025, 72.5% of the assessed amfori sites (29 of 40) achieved an A or B score, below the target of 85%. China is the only region scoring exclusively C; in Egypt and Pakistan the majority of sites achieve an A or B score. The challenge for 2026 lies in targeted capacity building and improvement trajectories. A further breakdown of the amfori BSCI results by country and score category is included in section 7.6 and Appendix 9C.8.

Chain transparency

The mapping of tier 1 and tier 2 suppliers was completed in 2025. This provides a solid basis for further due diligence and a strong position towards customers who increasingly ask for insight into the supply chain. Our need for insight further down the supply chain is growing and will be developed further in 2026.

Materials and circularity

In measuring the share of recycled cotton, Vespo has concluded that only its own brands fall within its actual sphere of control. For private label, Vespo supplies what the customer requests — the choice of materials then lies with the client. The data has therefore deliberately been scoped to the own-brand range. On that basis, the share of recycled cotton in 2025 was 39%, against a target of 50%. This shortfall calls for a closer link between material ambitions and assortment decisions in 2026. For sustainable packaging, the measurement basis in 2025 is not yet sufficiently standardised. This will be addressed in 2026.

"Several concrete initiatives were taken, including an employee satisfaction survey and a regular CSR column in the staff magazine"





People and organisation

The KPI for internal ESG engagement could not yet be definitively established in 2025 due to an insufficiently standardised measurement method. However, several concrete initiatives were taken: an employee satisfaction survey, a CSR quiz, a regular CSR column in the staff magazine, and an external CSR presentation. Training registration produced an initial measurement of 213 hours in total (4.44 hours per employee, based on the average number of employees) — a useful baseline measurement that will be further developed.

Safety and good business conduct

The number of work-related incidents or injuries reported in 2025 was nil. In addition,

internally, one false fire alarm was recorded at the Donna site and five unsafe situations were recorded and followed up. This shows that potential safety risks are identified and discussed in a timely manner. The whistleblowing policy is compliant and operational, and no fines or convictions for corruption or bribery have been recorded.

Overarching conclusion 2025

The targets set for climate, chain transparency and governance have been achieved. Progress is visible on water and human rights in the chain, but further improvement remains necessary.

For recycled material and packaging, the priority for 2026 is sharper target scoping and better data quality.

2025 is therefore an important transition year: concrete results as well as a firmer basis for future steering.

The VSME metrics (B3–B11 and relevant C items) are set out in detail in Appendix C. Definitions and calculation methods are provided in Appendix D.

THEME CHAPTERS

In this chapter we report on the seven material topics that together form the core of our CSR agenda for 2025. For each topic we describe why it is relevant to us, what steps we took in 2025, what results this delivered, and what we envisage for 2026. The reporting aligns with the VSME standard. The KPI summary is set out in Chapter 6; the underlying VSME metrics are detailed in Appendix C.

7.1 Climate and energy

Why this matters for Vespo

Climate change and energy use are, for us, material topics with a direct impact on business costs and customer relationships. A large part of our climate footprint lies upstream in the chain — in purchased goods, production and transport — but our own direct emissions also deserve structural attention. Customers increasingly ask for CO_2 data, reports and certificates. Climate and energy is therefore not only an environmental issue but also a matter of transparency and commercial positioning.

Approach and policy

We follow a simple principle: measure first, then improve; reduce first, only then offset. This is set out in our Climate & Energy policy and applies to the entire Vespo Groep. In 2025, priority was given to further securing scope 1 and scope 2 data. For scope 3, a phased hotspot approach is being prepared.

Results 2025

Total scope 1 and scope 2 emissions for 2025 amount to 63.0 tonnes CO_2e — a decrease of 53% compared with 2024 (135.2 tonnes CO_2e). The main explanation lies in the relocation: up to and including June 2024, Vespo was still based at a site with around 10,000 m^2 of warehouse space, heated by a gas-fired central heating installation. At the current site at Parklaan 81, only one gas connection remains active. The heat pumps are present but cannot yet be fully deployed due to grid congestion and the contracted electrical capacity not yet being fully allocated. Once that situation is resolved, the remaining dependency on gas will decrease further.

−53%

CO2 EMISSIONS SCOPE 1 + 2 vs 2024

From 135.2 tCO2e (2024, excl. Santino) to 63.0 tCO2e in 2025



Indicator	2024	2025	Unit
Scope 1 – direct emissions	125.2	56.6	tonnes CO2e
Scope 2 – indirect emissions electricity	10.0	6.3	tonnes CO2e
Total scope 1 + 2	135.2	62.9	tonnes CO2e
Electricity consumption Parklaan 81	–	46,018	kWh
Gas consumption Parklaan 81	–	4,301	m^3
Electricity consumption Donna (Philitelaan)	–	8,646	kWh

Case study 2025 – From measuring to steering

In 2025, annual energy statements per site were recorded in a structured way for the first time, alongside the sustainability scan.

Invoice data provide a better primary source for formal reporting; the scan provides direction for improvement measures.

This makes the transition from recording data to actively steering towards reduction concretely possible.

Outlook 2026

- Further standardise the scope 1 and 2 footprint and secure it consistently every year.
- Further reduce gas consumption at Parklaan 81 by switching to electric heat pumps.
- Determine scope 3 hotspots based on spend, suppliers and categories.
- Based on the hotspot analysis, formulate reduction targets that are realistic and operationally achievable.



7.2 Materials, raw materials and waste

Why this matters for Vespo

As a textile wholesaler, our choice of materials and packaging largely determines our environmental footprint. Customers are asking for less plastic and more materials from more sustainable sources, such as recycled material, Better Cotton and FSC cardboard. At the same time, our products must continue to meet quality and safety requirements. Prevention is better than cure: wherever possible we limit material use without compromising on quality, compliance or delivery reliability.

Approach and policy

Within product development we actively steer towards the use of recycled materials and other raw materials from more sustainable sources, where this is quality-responsible. For packaging, unnecessary components, printing and colour prints are being eliminated. Sustainability claims — such as bio-based or compostable — are only used when the definition, evidence and context of use can be demonstrably substantiated. Based on an internal analysis, our current product portfolio falls outside the scope of the EUDR; new materials such as wood, leather or natural rubber will be reassessed if and when they are considered.

Results 2025

The use of 70% remade cotton (70% recycled/30% sustainably sourced) within our own-brand collections has been expanded further. Work was carried out on innovations using partially recycled yarns and a tightened testing protocol for more sustainable material choices. Unnecessary components and colour prints have been removed from packaging.

In practice, the use of recycled cotton sometimes lags behind the ambition, due to limited availability and constraints in colour, composition and lifetime properties. The Better Cotton Initiative (BCI) and GRS therefore form an important complement: together with recycled/GRS cotton, the share of cotton with a recognised sustainability label in the own brands is 89% (BCI: 50%, recycled/GRS: 39%). In future, this can be supplemented with GOTS or other recognised standards. It is Vespo's policy that recognised labels are updated annually based on market standards and customer agreements.

”

89%

COTTON WITH RECOGNISED LABEL · OWN BRANDS

BCI 50% + recycled/GRS 39% = 89% share of more sustainable cotton

Indicator	2025	Explanation
Total registered waste own site	1.86 ton	
Of which commercial waste	1.43 ton	
Of which paper/cardboard	0.44 ton	
Recycling percentage	31.7%	
Emissions avoided through recycling	333 kg CO2e	
Total material volume (all owners)	10,194,983 kg	Cotton 71% · polyester 29% · other <1%
Total material volume (all owners)	10,194,983 kg	Cotton 71% · polyester 29% · other <1%
Total material volume (all owners)	10,194,983 kg	Cotton 71% · polyester 29% · other <1%
% recycled cotton (own brands)	39%	Target 50%; scope for steering differs per product group
% cotton with recognised certification label (own brands)	89%	BCI (50%) + recycled/GRS (39%); GOTS a possible future addition
% cotton with recognised certification label (own brands)	89%	BCI (50%) + recycled/GRS (39%); GOTS a possible future addition

The total waste volume in 2025 is lower than in 2024 — that higher 2024 figure was a one-off due to relocation and archive clearance. In the logistics chain, waste streams are already collected separately; concrete warehouse figures are not yet structurally available for 2025. That is a point of attention for 2026.

Case study 2025 – Packaging simplification

For several packaging items, printing has been simplified and the use of extensive colour prints has been reduced where possible.

Less ink consumption, less material weight and a lower threshold for consumers to sort waste correctly.

This directly matches customer demand for less and more easily recyclable packaging material.

Outlook 2026

- Further expand recycled and more sustainable materials where feasible from a product and commercial perspective.
- Four waste streams set up: business waste, paper/cardboard, plastic and glass.
- Record packaging weights, material categories and waste streams more consistently, internally and with logistics partners.

7.3 Water and wastewater in the supply chain

Why this matters for Vespo

Vespo itself has no wet production processes. Water risks lie upstream: at suppliers and subcontractors that carry out washing, dyeing, printing or finishing. In our key procurement countries Pakistan and Egypt, there are elevated risks relating to water availability and wastewater discharge. Water is therefore a supply chain topic for us with direct consequences for environmental compliance, reputation and customer expectations.

Results 2025

ETP coverage status	Number of suppliers	Share
Own ETP in place	7	29%
ETP coverage via subcontractor	10	42%
Total with demonstrable ETP coverage	17	71%
ETP planned	1	4%
No demonstrable coverage yet	6	25%



Approach and policy

In 2025, our Water & ETP policy was tightened. We expect Tier 1 suppliers and subcontractors with wet processes to demonstrably treat wastewater and discharge it responsibly — via their own Effluent Treatment Plant (ETP) or via a subcontractor with an ETP. We request evidence in the form of permits, monitoring reports and a description of the treatment installation. Where ETP coverage is lacking, we require a concrete improvement plan with a timeline and milestones.

Of the 24 relevant suppliers, 20 work with amfori BEPI. amfori Environmental Risk Assessments (ERAs) provide additional insight into water and wastewater risks at site level. The approach differs by country: in Pakistan, suppliers more often have their own ETP or reuse options, while in Egypt off-site treatment via external purification facilities is also used. Targeted supplier-level management therefore remains necessary.

71%

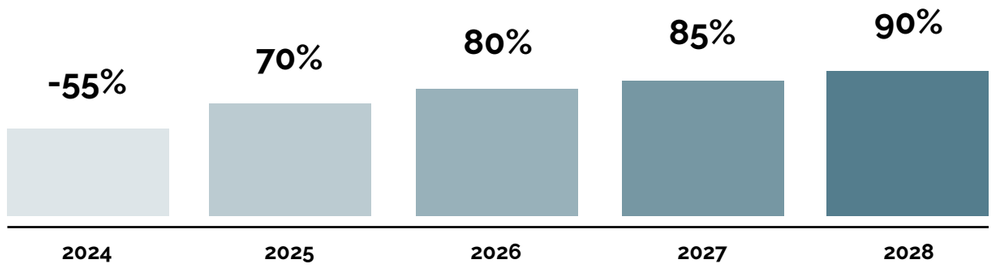
SUPPLIERS WITH DEMONSTRABLE ETP COVERAGE

17 of 24 suppliers with wet processes



Growth path ETP coverage · 2024 – 2028

Step by step towards 90% by 2028. Remaining 25% in 2025 in active follow-up.



Case study 2025 – ETP survey of the supply chain

In 2025, a targeted request was made to all suppliers with wet processes for their ETP status, supporting evidence and improvement plans.

For suppliers without coverage, concrete agreements have been made on a follow-up process with a timeline.

This lays the foundation for a phased growth path: 80% in 2026, 85% in 2027 and 90% in 2028.

Outlook 2026

- 80% of the relevant supplier base has demonstrable ETP coverage (growth path: 85% in 2027, 90% in 2028).
- KPIs: % with ETP coverage, number with active measurement reporting, number without coverage but with a demonstrable improvement plan.
- Steering shifts from stocktaking to structural monitoring and follow-up per supplier.

7.4 Chemicals and product safety

Why this matters for Vespo

Our products must be safe under normal use. The greatest chemical risks arise during the production phase: dyeing, washing, printing and coatings can, if insufficiently controlled, lead to hazardous residues in end products or harmful discharges. Prevention, chain control and demonstrable assurance are central.

Approach and policy

We define product specifications in advance and require suppliers to ensure that the materials, dyes, prints, coatings and packaging components used comply with our safety and quality requirements. Through our due diligence approach, we identify potential risks in sourcing countries. Through programmes and standards such as amfori, factual non-conformities or areas for improvement at business partners are identified. We follow these up together with the business partner concerned, for example through additional testing, corrective measures or — in the case of serious or unresolved non-conformities — the temporary blocking of deliveries.



As the basis for chemical risk management we apply the requirements and limit values of OEKO-TEX® STANDARD 100, which is used to control harmful substances in textile products. Internally this is the responsibility of purchasing, product development, quality/compliance and sales. None of these departments make claims about product properties that are not demonstrably substantiated.

Results 2025

The 2025 certification overview (50 suppliers) shows that active certification information is available for the vast majority. To clarify: this concerns the total supplier base within the certification scope. The 24 suppliers referred to in section 7.3 under ETP coverage are a subset of these — namely, exclusively the suppliers with wet processes such as washing, dyeing or printing, for which wastewater treatment is relevant:

92%

OEKO-TEX STANDARD 100 CERTIFICATION

46 of 50 suppliers



Certification / assurance	Number (of 50 suppliers)
Oeko-Tex Standard 100	46
amfori registration	38
amfori BEPI	26
Oeko-Tex STeP	15
GOTS / GRS / OCS / RCS / SA8000 / ISO	multiple

Vespo uses a broad set of assurance instruments depending on the product, process and supplier. Particular attention is paid to wet processes: we expect suppliers to provide insight into where these processes take place and how wastewater is treated. Chemical management is therefore closely linked to water use and supply chain transparency.

Case study 2025 – Certification overview as a management tool

The current overview provides, per supplier, insight into the certifications held and their validity dates.

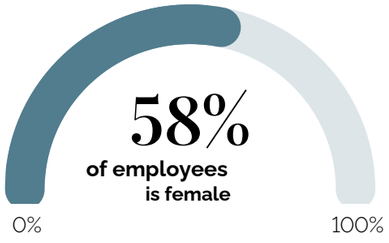
Suppliers are responsible for timely renewal; Vespo actively monitors validity and checks annually whether certifications have been renewed or added.

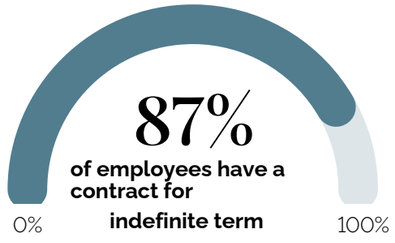
This overview forms the basis for risk-based selection and follow-up in the event of deviations

Outlook 2026

- Update the certification overview annually and extend it to all relevant suppliers.
- Targeted follow-up with suppliers without full RSL coverage or with expired certificates.
- Structurally record evidence of ETP connection and chemical management for wet processes.







7.5 People and organisation

Why this matters for Vespo

An engaged, well-trained and healthy team is the backbone of our organisation. Being a good employer, integrity and a safe working environment are not HR instruments for us but prerequisites for continuity. In 2025, employees clearly indicated a need for clear frameworks, room for development and reliable information to put sustainability targets into practice in their daily work.

Approach and policy

In 2025, the Code of Conduct was drawn up and signed by all employees and agency workers. The whistleblowing policy provides a reporting structure via a manager, confidential adviser, HR or the executive board. Reports are handled confidentially, without any detriment to the person reporting.

In 2025, development and training were linked more structurally to the appraisal cycle: conversations were held more frequently about career path, perspective and training needs. In addition, an employee satisfaction survey was conducted with attention to workload, work-life balance and mental vitality.

The staff turnover rate of 27% warrants attention as an indicator of sustainable employability and knowledge retention. The use of the employee satisfaction survey and the tightened appraisal cycle are aimed at strengthening engagement and better understanding turnover.

> 213 hours
>
> TOTAL TRAINING HOURS
>
> average 4.44 hours per employee

Results 2025

Indicator	2025	Explanation
Employees at year end (31-12-2025)	45 persons	01-01-2025: 51 persons
Average number of employees 2025	48 persons	Simple average: (51+45)/2
Total FTE (31-12-2025)	40.65 FTE	
Estimated average FTE 2025	~43.5 FTE	Approach based on start of year and end of year
Gender – male	19 (42%)	Of 45 employees at year-end
Gender – female	26 (58%)	Of 45 employees at year-end
Contract type – permanent	39 (87%)	
Contract type – fixed-term	6 (13%)	5 women, 1 man
Sick leave	5.17%	Average over the year
Staff turnover	27.08%	13 departures / avg. 48 employees (4 men, 9 women)
Total training hours	213 hours	First full registration 2025
Training hours per employee (avg.) of which internal of which external	4.44 hours 44 hours ~139 hours	213 hours / average 48 employees Estimate based on total minus internal
Work-related incidents / injuries	0	Incl. reporting of near misses
Management team – composition	7 persons	3 women (43%), 4 men (57%)
Code of Conduct signed	100%	All employees and agency/temporary workers
Reports under the whistleblowing policy	0	No reports recorded

Case study 2025 – Code of Conduct in practice

The Code of Conduct was not only drawn up but also discussed within teams and signed by everyone.

Managers have an explicit role model function in this: an open culture starts with how signals are received.

Zero reports in 2025 is a positive signal, but also a reason to further increase awareness of the reporting channels.

Outlook 2026

- Define HR definitions and KPIs more clearly for more consistent year-on-year comparison.
- Better insight into training hours, internal progression and sustainable employability measures.
- Assign responsibilities per CSR theme more sharply and strengthen communication towards employees.

7.6 Human rights in the supply chain

Why this matters for Vespo

We purchase textiles from countries with an elevated risk of labour and human rights violations, including Pakistan and Egypt. The risks mainly relate to labour rights, working hours, fair pay, freedom of association, discrimination and safe working conditions. Customers increasingly demand transparency about origin, audits and wage improvements. We regard human rights as a structural area of focus that requires ongoing due diligence.



"Production sites are assessed on fair pay, decent working hours, health, safety, the prohibition of child and forced labour, and freedom of association"

Approach and policy

Vespo uses amfori BSCI as the central instrument for the assessment and improvement of social risks in the supply chain. Production sites are assessed on 13 performance areas, including fair remuneration, decent working hours, health and safety, the prohibition of child and forced labour, and freedom of association. An A or B score is followed by a two-year monitoring cycle; a C score or lower is followed by a re-audit within one year. Findings are discussed and addressed with suppliers.

This approach aligns with the direction of the CSDDD, which expects companies to systematically identify, prevent, mitigate and follow up on human rights and environmental risks in the supply chain.

Results 2025

Based on the amfori BSCI overview 2025, 29 of the 40 assessed sites achieve an A or B score (72.5%). There are no D or E scores. Of the 11 C scores, five come from suppliers in China — all Chinese sites in our records score C. In Pakistan, fourteen of the twenty-six sites score a B and seven an A; five sites have a C. In Egypt, five of the seven sites achieve an A score.

72.5%

OF THE ASSESSED SITES HAS A A OR B SCORE

29 of the 40 sites



amfori BSCI score result 2025	Number of sites	Share	Notes
A score (good)	13	32.5%	Egypt (5), Pakistan (7), India (1)
B score (sufficient)	16	40.0%	Pakistan (14), Egypt (1), India (1)
A+B combined	29	72.5%	Monitoring biennial target was 85%
C score (areas for improvement)	11	27.5%	China (5), Pakistan (5), Egypt (1) re-audit within 1 year
D and E score (concerning)	0	0%	Not in place in 2025

Additional information was received in 2025 from a production site in Egypt: working hours are recorded digitally, overtime is voluntary and compensated in accordance with local legislation, and employees can submit a complaint anonymously via a complaints box. The site holds amfori BSCI, amfori BEPI, ISO 14001, ISO 45001 and Oeko-Tex/GOTS-related certifications.

Case study 2025 – Social compliance in Egypt

A production site in Egypt completed an additional questionnaire on working conditions on its own initiative.

This shows that complaints registration has been structurally organised via an employee representative.

This kind of proactive transparency from suppliers is taken into account by Vespo in its supplier assessment.

Outlook 2026

- Follow up audit findings more consistently, and for themes such as living wage and social dialogue, record more clearly what information is available, what improvement points exist and how these are followed up with business partners.

7.7 Integrity and good business conduct

Why this matters for Vespo

Integrity and good business conduct are, for us, the foundation on which all our other sustainability efforts rest. Not because the rules demand it, but because sustainable business relationships can only be built on honesty, transparency and accountability — towards customers, suppliers and employees. In 2025 this was further concretised in policy, structures and standards of conduct.

Approach and policy

In 2025, the Code of Conduct was adopted and signed by all employees and agency workers. The Code of Conduct sets out expectations regarding respectful collaboration, careful handling of company assets and information, conduct, gifts and events, and the reporting of wrongdoing.

In addition, a broader policy framework for business conduct has been drawn up: Vespo acts with integrity and fairness, prevents conflicts of interest, rejects bribery and improper influence, and handles confidential information with care. Within this, entrepreneurship and commercial freedom are of great importance — but always combined with professional judgement and accountability.

Results 2025

Indicator	Status 2025
Code of Conduct adopted and signed	Yes — all employees and agency workers
Business conduct policy framework	Adopted in 2025
Whistleblowing policy operational	Yes — 4 reporting channels available
Reports received	0 reports registered
Fines / convictions for corruption or bribery	0
Confidential adviser appointed	Yes





"Entrepreneurship and commercial freedom are of great importance - but always combined with professional judgement and accountability"

Reports can be made to the line manager, the confidential adviser, HR or a member of the Management Board. Any report made in good faith is treated confidentially and must in no way disadvantage the person reporting it. The Management Board bears ultimate responsibility for safeguarding this policy.

Case study 2025 – From rules to culture

In 2025, the Code of Conduct was not only issued but also explained through onboarding, internal communication and targeted briefings.

The aim: integrity is not a document but a habit. That requires repetition, dialogue and managers who lead by example.

In 2026, awareness will be further built up through training and concrete, actionable guidance per job group.

Outlook 2026

- Strengthen awareness through training and role-specific communication on codes of conduct.
- Increase awareness of the whistleblowing policy and reporting channels, lowering the threshold for reporting.
- Update the integrity policy based on new legislation or internal insights.
- Embed governance safeguarding in the conversation cycle and internal audit processes.



2025 was about further structuring and embedding. 2026 is about execution. The direction has been set, the foundation has been laid — now it is about taking concrete steps that are noticeable in our operations, in the supply chain and in the quality of our reporting. Five priorities guide this.

8.1 Top 5 priorities for 2026

	Priority	Concrete implementation	Theme
1	Making sites and mobility more sustainable	Fully activate heat pumps at Parklaan 81; install charging infrastructure for electric cars in preparation for the zero-emission zone from 2030 and changing mobility regulations.	E Climate
2	Data in order & ERP migration	Use the migration to the new ERP system as an opportunity for better data quality; carry out a VSME gap analysis; set up a central data structure for KPI monitoring.	G Data
3	Climate: scope 3 & SBTi start	Determine scope 3 hotspots based on purchasing spend and supplier categories; prepare SBTi registration; formulate reduction targets that are demonstrable and achievable.	E Climate
4	Chain: chain transparency & CSDDD preparation	ETP coverage to 80% in 2026 (growth path to 90% in 2028); amfori BSCI A/B score to 85%; work out living wage as a case study at one supplier; strengthen the supplier code of conduct; start B Corp self-assessment.	S Chain
5	Organisation & product agenda	Revised organisation chart following the Santino sale; translating PPWR requirements into packaging strategy; integrating possible brand acquisitions into the CSR framework; starting DPP phase 1.	G/E Organisation

8.2 Data and improvement agenda: what we will demonstrate

A recurring signal from 2025 — from the management team, customers and the materiality assessment — is the need for more reliable, more consistent data. In 2026 we are addressing this concretely. The overview below shows, per theme, what we want to improve, what this delivers and when we expect to see results.

Theme	Improvement / action 2026	Intended result	KPI target 2026
Climate & energy	Determine scope 3 hotspots; request warehouse energy data from the LSP	Initial scope 3 picture available; chain energy consumption mapped	Scope 3 reporting started
Materials & packaging	Structurally record packaging weights and categories; PPWR impact analysis	Measurable basis for packaging reporting	% sustainable packaging measurable
Water & ETP	Scale up ETP coverage; actively follow up with suppliers without a plan	80% of relevant suppliers with demonstrable ETP coverage by 2026	80% ETP coverage (growth path)
Human rights supply chain	BSCI improvement programmes at C-rated sites; living wage case at one supplier	85% A/B score; first living wage baseline	85% A/B score
Materials	Link recycled cotton to assortment decisions for own brands	Measurable insight per product group	% recycled cotton measurable per brand
Materials	Expand KPI to % certified more sustainable cotton (BCI + recycled/GRS + GOTS)	Full picture of sustainable cotton, own brands	% certified cotton as primary indicator
Materials	Expand KPI to total % certified more sustainable cotton (BCI + recycled/GRS + GOTS)	Full picture of sustainable cotton, own brands	% certified cotton as primary indicator
HR & training	Systematically record training hours; establish unambiguous definitions	Comparable HR KPIs for next reporting year	Employee satisfaction survey repeat; training hours per FTE
Governance & data	VSME gap analysis; leverage ERP migration as a data opportunity	Central data structure; less manual work; better comparability	Gap analysis completed Q2 2026

What makes 2026 different from 2025

In 2025, the framework was put in place: policy, structures, and a first measurement of most KPIs. In 2026 the focus shifts to demonstrability: not only reporting what we do, but also proving that it works.

That requires better data — and this is central to all five priorities.

Progress on the targets in this chapter will be reported in the Impact Report for 2026.



APPENDICES

Appendix 9a

VSME Factsheet 2025 – Vespo Groep B.V.

VSME B1 – General basic information about the undertaking | Reporting year 2025

ORGANISATION & REPORTING BASIS

Name of organisation	**Vespo Groep B.V.**
Reporting year	**1 January 2025 – 31 December 2025**
Reporting entity	**Vespo B.V. (operating company)**
Out of scope	**Santino B.V. (sold early January 2026)**
Sites in scope	**Parklaan 81, Eindhoven Philitelaan 57–101 (Donna), Eindhoven**
Logistics partners	**Multiple external parties**
Sector	**Household and home textiles – wholesaler, brand owner, chain director**
Reporting standard	**VSME (Voluntary SME Sustainability Reporting Standard) – Basic Module B**
Comparison year	**2024 (adjusted for Santino exclusion)**

MATERIAL TOPICS (DMA) – VSME B2

Cat.	Theme	VSME	Chapter	Key metric 2025
E	CO2 & climate	B3	H7.1	63.0 tCO2e (scope 1+2 full)
E	Environmental pollution	B4/B5	H7.4	46 of 50 suppliers Oeko-Tex S100
E	Water & wastewater	B6	H7.3	71% ETP coverage supply chain (17/24 suppliers)
E	Raw materials & waste	B7	H7.2	39% recycled cotton; 1.86 tonnes of waste
S	Terms of employ. & soc. protection	B8–B10	H7.5	5.17% sick leave · 213 hours training total · 4.44 hours/employee
S	Human rights supply chain	C5/C6	H7.6	72.5% BSCI A/B (29/40 sites)
G	Integrity & whistleblowing	B11/C7	H7.7	CoC 100%; 0 reports; 0 fines



GOVERNANCE, STAKEHOLDERS & PRIORITIES 2026

Governance

- **Ultimately responsible**
  managing director
- **Coordination**
  CSR Coordinator
- **Employees at year end**
  45 (19M / 26F)
- **MT**
  7 persons (43% F / 57% M)
- **Code of Conduct**
  100% signed Integrity incidents: 0

Stakeholder dialogue 2025

- **8 internal managers**
  (questionnaire)
- **Customer**
  large retail partner (questionnaire)
- **Logistics service providers**
  (multiple external parties)
- **Supplier**
  production site Egypt (questionnaire)

Top 5 priorities 2026

1. **Making sites & mobility more sustainable**
2. **Data in order & ERP migration**
3. **Climate: scope 3 & SBTi start**
4. **Chain: ETP 80% (growth path), BSCI 85% A/B**
5. **Org.: PPWR, DPP phase 1, acquisitions**

Appendix 9b

VSME index – Vespo Groep B.V.

Cross-reference table: VSME code – location in this report | Reporting year 2025

This index shows, for each VSME requirement (baseline B and relevant C items), where the information can be found in this report, what the coverage status is, and which key metric or key fact summarises the performance. The index is intended as a navigation aid — for readers who want to search for specific information, and for internal assessment of the completeness of the reporting.

VSME BASIC MODULE B – Mandatory elements

Code	Topic	Location in report	Status	Key figure / key fact
B1	General company information	H2 | H4.3 | 9A Factsheet	Complete	Vespo B.V. · 2 sites · 7+ production countries
B2	Material topics (DMA)	H5 | H4.3 Stakeholders	Complete	7 material topics · double materiality
B3	Energy & greenhouse gases (scope 1+2)	H7.1 | 9C.4	Complete	63.0 tCO2e · −53% vs 2024 · intensity 0.9509
B4	Environmental pollution – chemicals	H7.4 | 9C.5	Complete	46/50 suppliers Oeko-Tex S100 · RSL Modint
B5	Water and marine resources	H7.3 | 9C.5	Complete	71% ETP coverage supply chain · ~998 m^3 water consumption own locations (Parklaan 81 + Donna)
B6	Biodiversity & ecosystems	Not material for Vespo	N/A	–
B7	Raw materials & circular economy	H7.2 | 9C.6	Partial	10,194,983 kg total material · 39% recycled cotton (own brands) · 1.86 tonnes of waste
B8	Own employees – terms of employment	H7.5 | 9C.7	Complete	45 employees at year-end · 48 avg. · 42% M / 58% F · 5.17% sick leave
B9	Own employees – health & safety	H7.5 | 9C.7	Complete	0 incidents · LTIFR = 0 · 0 injuries
B10	Own employees – training & development	H7.5 | 9C.7	Partial	213 hours total · 4.44 hours/employee · Employee satisfaction survey conducted
B11	Business conduct – integrity	H7.7 | 9C.9	Complete	0 reports · 0 fines · 0 incidents

VSME COMPREHENSIVE MODULE C – Additional / voluntary elements (relevant selection)

Code	Topic	Location in report	Status	Key figure / key fact
C1	Climate risks – physical	H5.4 Risks & opportunities	Complete	Physical climate risks elaborated per sourcing country (Pakistan, Egypt, China)
C2	Climate risks – transition	H5.4 | H8	Complete	Transition risks (PPWR, CSDDD, SBTi, Ecodesign) described; concrete actions in Chapter 8
C3	Energy – additional detail	H7.1 | 9C.4	Partial	Scope 1+2 complete (incl. vehicle fleet) · scope 3 hotspot analysis started in 2026
C4	Pollution – additional	H7.4 | 9C.5	Complete	RSL Modint · 92% Oeko-Tex · 83% BEPI · chemical management described
C5	Employees in the value chain	H7.6 | 9C.8	Complete	72.5% BSCI A/B · 40 sites assessed
C6	Affected communities	H3 | H7.5	Complete	Community involvement: €2,000 donation to a local charity in 2025
C7	Business conduct – corruption/bribery	H7.7 | 9C.9	Complete	0 fines · 0 convictions
C8	Additional governance information	H4.2 Governance	Complete	Overall responsibility: director · CSR Coordinator · 5 workstreams · weekly follow-up structure
C9	Additional social information	H7.5 | H4.3	Complete	HR figures complete · Employee satisfaction survey (MTO) conducted · internal stakeholder dialogue with 8 managers

Status legend: Complete = information fully included · Partial = addressed qualitatively, quantification in progress · N/A = not material for Vespo



Appendix 9C

VSME Metrics Tables 2025 – Vespo Groep B.V.

VSME B3–B11 + relevant C items | Reporting year 2025 | Reporting entity: Vespo B.V. (excl. Santino B.V.)

This overview contains the quantitative indicators associated with Vespo Groep's material topics. For cells without a value, data collection will be taken up in 2026; this is explicitly stated in Appendix 9C.10 (data quality). Comparative figures for 2024 are — unless stated otherwise — based on Vespo B.V. excluding Santino, in line with the reporting boundary of this report.

9C.3 GENERAL COMPANY INFORMATION (VSME B1)

Indicator	2025	2024	Explanation
Reporting entity	Vespo Groep B.V.	Vespo Groep B.V.	Operational: Vespo B.V.
Own-managed operational sites	2	1	Parklaan 81 + Donna (Philitelaan) Eindhoven
Logistics site (external partner)	1	1	Multiple external logistics partners
Number of core suppliers (certification scope)	50	–	See certification overview 2025
Relevant suppliers water/ETP	24	–	Suppliers with wet processes
Production countries	7+	–	Pakistan, Egypt, China, India, Portugal, Germany, NL
Management team	7 pers.	–	3 women (43%), 4 men (57%)



9C.4 ENVIRONMENT – Climate and energy (VSME B3)

Note: 2024 comparison figure for Vespo B.V. (excl. Santino) = 135.2 tCO2e. The 2024 group total including Santino was 173.2 tCO2e.

Indicator	Unit	2025	2024	Explanation
Scope 1 – natural gas	tonnes CO2e	9.2	72.7	4,301 m^3 natural gas Parklaan 81; emission factor 2.136 kg CO2/m^3
Scope 1 – vehicle fleet petrol	tonnes CO2e	46.9	48.7	Fossil petrol consumption of vehicle fleet
Scope 1 – vehicle fleet diesel	tonnes CO2e	0.6	3.8	Fleet diesel consumption
Scope 1 TOTAL	tonnes CO2e	56.6	125.2	-
Scope 2 – EV vehicles (MoveMove / MultiTankcard)	tonnes CO2e	3.6	7.7	Charging power for electric vehicles, public network
Scope 2 – EV vehicles (Tesla SuC)	tonnes CO2e	0.8	0.7	Tesla Supercharger sessions
Scope 2 – heat supply to buildings	tonnes CO2e	1.9	1.6	Heat supply Donna/Parklaan (average heat networks)
Scope 2 TOTAL	tonnes CO2e	6.3	10.0	-
TOTAL scope 1 + 2	tonnes CO2e	63.0	135.2	2024 = Vespo B.V. excl. Santino; comparison basis consistent
GHG intensity (scope 1+2 / revenue)	tCO2e/€	0.9509	1.2473	2025 target: max. 1.2473 — achieved; 2024 baseline excl. Santino
Natural gas consumption Parklaan 81	m^3	4,301	–	Annual statement 2025
Electricity consumption Parklaan 81	kWh	46,018	–	Annual statement 2025
Electricity consumption Donna (Philitelaan)	kWh	8,646	–	First year of registration
Total electricity consumption own sites	kWh	54,664	–	Sum of Parklaan 81 + Donna
Scope 3 – supply chain emissions	tonnes CO2e	unknown	unknown	Hotspot analysis started in 2026
Fuel consumption company fleet – fossil	litre	15,873	–	Euro 95 (96%), Diesel, Super plus, Special petrol, Super
Vehicle fleet scope 1 CO2	tonnes CO2e	47.4	52.5	Petrol 46.9 + diesel 0.6 tCO2e (2025); petrol 48.7 + diesel 3.8 (2024)
Vehicle fleet scope 2 (charging electricity kWh)	kWh	15,278	–	MultiTankcard (MoveMove) + Tesla SuC; included in scope 2 above
Electric/hybrid vehicles in fleet	number	8 of 16	–	50% of the vehicle fleet electric or hybrid; 50% fossil (petrol)

9C.5 ENVIRONMENT – Pollution, water and chemicals (VSME B4 / B5 / B6)

Indicator	2025	2024	Explanation
Suppliers affiliated with amfori BEPI	83% (20/24)	–	Of 24 suppliers with wet processes
Suppliers with their own ETP	29% (7/24)	–	Own wastewater treatment plant
Suppliers with ETP via subcontractor	42% (10/24)	–	Off-site or via chain partner
Total with demonstrable ETP coverage	71% (17/24)	–	2025 target: 90% — not achieved (71%); 2026 target revised to 80%
ETP planned	4% (1/24)	–	–
No demonstrable ETP coverage	25% (6/24)	–	Active follow-up process started
Suppliers with Oeko-Tex Standard 100 or equivalent	92% (46/50)	–	Certification overview 2025
Suppliers with Oeko-Tex STeP or equivalent	30% (15/50)	–	–
Suppliers with an RSL/MRSL approach	unknown	–	Part of BEPI/amfori; individual measurement under development
Water consumption Parklaan 81 (estimate, calendar year 2025)	~968 m^3	102	Invoice data Brabant Water; increase compared to 102 m^3 (2024) due to the building being taken into use plus watering of a newly landscaped garden; normalisation expected in 2026
Water consumption Donna (pro-rata 2025, 3 units)	~30 m^3	–	First year of use; 3 units (101/103/105) treated as one location
Total water consumption own sites 2025	~998 m^3	–	Source: Brabant Water annual statements
Number of locations with measured water consumption	2	–	Parklaan 81 + Donna (Philitelaan 57-101/103/105)

9C.6 ENVIRONMENT – Raw materials, packaging and waste (VSME B7)

Indicator	Unit	2025	2023	Notes
Total material volume (all owners)	kg	10,195	–	Cotton 70.8% · polyester 29.2% · other <1%; source: raw materials table 2025
- of which cotton (all types)	kg	7,214	–	BCI 6,118 kg · recycled/GRS 651 kg · conventional 445 kg
- of which polyester (all types)	kg	2,979	–	Conventional 2,970 kg · recycled 9 kg
Total material volume (all owners)	kg	10,194,983	–	Cotton 71% · polyester 29% · other <1%; source: raw materials table 2025
- of which cotton (all types)	kg	7,214	–	BCI 6,118 kg · recycled/GRS 651 kg · conventional 445 kg
- of which polyester (all types)	kg	2,979	–	Conventional 2,970 kg · recycled 9 kg
Total material volume (all owners)	kg	10,195	–	Cotton 71% · polyester 29% · other <1%
- of which cotton total	kg	7,213,631	–	BCI 6,118,298 kg · recycled/GRS 650,542 kg · conventional 444,791 kg
- of which polyester total	kg	2,979,273	–	Conventional 2,969,737 kg · recycled 9,536 kg
Share of more sustainable cotton (total collection)	%	unknown	92%	Better Cotton + GRS/recycled; measurement in 2026 via purchasing data
Of which Better Cotton	%	unknown	79%	–
Of which GRS / recycled cotton (total collection)	%	unknown	13%	–
Share of recycled cotton in own brands	%	39%	–	2025 target: 50% — not achieved; scope for steering per product group
Remade/recycled cotton in own brands	%	70%	–	Extended to all designs in trend collections
UPV Textile — affiliated	yes/no	yes	yes	–
Waste at own site — total	ton	1.86	–	2024 incidentally higher due to relocation/archiving
Of which commercial waste	ton	1.43	–	–
Of which paper/cardboard	ton	0.44	–	–
Recycling percentage of own waste	%	31.7%	–	–
CO_2 avoided through recycling	kg CO_2e	333	–	–
Waste volume – warehouse (LSP)	ton	unknown	–	Not available from the LSP; 2026 on request
Plastic consumption packaging	kg/tonne	unknown	–	Definition and measurement in development
FSC cardboard/paper in packaging	%	unknown	–	Registration planned for 2026

9C.7 SOCIAL – Own employees (VSME B8 / B9 / B10)

Indicator	Unit	2025	2024	Notes
Employees at year end (31-12-2025)	persons	45	–	01-01-2025: 51 persons
Average number of employees 2025	persons	48	–	(51+45)/2; approximation
Total FTE (31-12-2025)	FTE	40.65	–	Sum of contractual FTE active employees
Estimated average FTE 2025	FTE	~43.5	–	Approach based on start-of-year and end-of-year position
Gender – male (31-12-2025)	%	42% (19)	–	
Gender – female (31-12-2025)	%	58% (26)	–	
Contract type – permanent	%	87% (39)	–	
Contract type – fixed-term	%	13% (6)	–	5 women, 1 man
Departures 2025	persons	13	–	4 men, 9 women
Joined in 2025	persons	5	–	All women, fixed-term contract
Sick leave	%	5.17%	–	Average over reporting year 2025
Staff turnover	%	27.08%	–	13 / avg. 48 employees × 100
LTIFR (Lost Time Injury Frequency Rate) per 200k h	0	–		0 incidents; formula: 0 / (40.65 FTE × 2,000h)=0
Management team – composition	persons	7	–	3 women (43%), 4 men (57%)
Total training hours	hours	213	–	First full registration
Training hours per employee (avg.)	hours/employee	4.44	–	213 / average 48 employees
Employees who completed training	number/%	unknown	–	Registration system in development
Employee satisfaction survey conducted	yes/no	yes	no	Areas of attention: workload, balance, vitality
Confidential adviser available yes/no		yes	yes	
Code of Conduct formally adopted yes/no		yes	no	Drawn up and signed by everyone in 2025
Work-related incidents/injuries	number	0	–	Incl. reporting of near misses

9C.8 SOCIAL – Human rights and working conditions in the supply chain (VSME C5 / C6)

Indicator	Unit	2025	2023	Explanation
Production sites assessed (amfori BSCI)	number	40	–	Scored amfori sites
A score (good)	%	32.5%	45%	13 of 40 sites
B score (sufficient)	%	40.0%	34%	16 of 40 sites
A + B combined	%	72.5%	79%	2025 target: 85% not achieved
C score (areas for improvement)	%	27.5%	17%	11 of 40 sites; China (5), Pakistan (5), Egypt (1)
D or E score (concerning)	%	0%	0%	Not in place in 2025
SA8000 or equivalent	%	2.5%	3%	1 site in India
Suppliers with an active improvement plan	number	unknown	–	Follow-up via the amfori platform; quantification in 2026
Serious findings or escalations	number	0	–	No D/E scores; no escalations recorded
Tier 1–2 mapping complete	%	100%	–	KPI achieved — see Chapter 6

9C.9 GOVERNANCE – Integrity and reporting structures (VSME B11 / C7)

Indicator	Unit	2025	2024	Explanation
Code of Conduct formally adopted	yes/no	yes	no	Prepared and signed in 2025
Code of Conduct signed by employees	%	100%	–	All employees and agency/temporary workers
Whistleblowing policy in place	yes/no	yes	no	4 reporting channels available
Confidential adviser appointed	yes/no	yes	yes	
Reports via the reporting structure	number	0	–	No reports in 2025
Confirmed integrity incidents	number	0	–	
Fines / convictions for corruption/bribery	number	0	0	VSME B11
Employees informed about the Code of Conduct	yes/no/%	100%	–	Via onboarding and internal communication

9C.10 Data quality and areas for development

Topic	Status 2025	Development point 2026
Scope 1 and 2 emissions	Available – at site level	Further trend analysis; standardisation of calculation method
Scope 3 emissions	In preparation	Hotspot analysis; establish calculation method
Energy data own sites	Available via annual statements	Monthly monitoring; to be expanded with the vehicle fleet
Energy data warehouse (LSP)	Available on request (kWh/year)	Include structural data delivery in LSP agreements
Water data own sites	Partially available	More consistent registration; linked by site
ETP data — supply chain	71% covered – 25% still open	Scaling up to 80% in 2026; then 85% (2027) and 90% (2028); actively requesting evidence from remaining suppliers
Material and cotton data	Partial (39% recycled cotton)	Uniform definition; link purchasing data per product group
Packaging data	Not yet consistently measurable	Record weights, categories and FSC coverage
Warehouse waste data	Not available from logistics partners	Systematically request waste volumes from logistics partners
HR data – training hours	213 hours total · 4.44 hours/employee (avg. heading)	Central registration internally + externally; safeguard definition
HR data – FTE and turnover	Partially available	Clear definition of the term 'management'; measure staff progression
BSCI scores by region	Available (40 sites, 4 countries)	Quantification of active improvement plans per C-rated site
Governance and compliance data	Fully available for 2025	Expand training registration; formal follow-up reporting



Appendix 9D

Definitions and calculation methods – Vespo Groep B.V.

Transparency about what is and is not included, how figures are derived, and which assumptions have been applied.

This appendix sets out the definitions, boundaries and calculation methods used in this Impact Report. The information is intended as a reference for readers who want to understand how figures are constructed or how they relate to other reporting years. Where definitions or methods are tightened up in 2026, this will be stated in the next report.

9D.1 Reporting entity and scope

Element	Definition / explanation
Reporting entity	Vespo Groep B.V. — operating exclusively through Vespo B.V. Santino B.V. was sold at the start of January 2026 and falls outside the reporting boundary of this report.
Reporting year	1 January 2025 – 31 December 2025.
Comparison year	2024 figures are — unless stated otherwise — based on Vespo B.V. excluding Santino. The reported group total for scope 1+2 for 2024 (including Santino) was 173.2 tCO2e; the comparable basis excluding Santino is 135.2 tCO2e.
Sites in scope 2025	Parklaan 81, Eindhoven (head office) and Philitelaan 57–101 / Donna, Eindhoven. Logistics activities at external partners have been included qualitatively; energy data is available on request from the relevant parties.

9D.2 Key concepts

Term	Definition
ESG	Environment, Social, Governance — the three perspectives used to structure sustainability information in this report.
VSME	Voluntary SME Sustainability Reporting Standard — the voluntary reporting standard for smaller enterprises on which this report is based (baseline B).
CSRD	Corporate Sustainability Reporting Directive — European reporting obligation for larger companies. Vespo follows the direction of this framework in preparation for future requirements.
ESRS	European Sustainability Reporting Standards — the detailed standards underpinning the CSRD. Material topics in this report are partly based on the ESRS topic classification.
Double materiality	Assessment of sustainability topics along two axes: (1) the impact of the company on people and the environment (inside-out), and (2) the financial influence of ESG risks and opportunities on the company itself (outside-in).

Term	Definition
topic	An ESG topic that is relevant to Vespo on the basis of the double materiality assessment described above, stakeholder input and sector analysis.
Scope 1	Direct greenhouse gas emissions from sources owned or controlled by the organisation (e.g. natural gas, own vehicles).
Scope 2	Indirect emissions from the generation of purchased electricity, heat or steam.
Scope 3	All other indirect emissions in the value chain, both upstream (e.g. production, transport of purchased goods) and downstream (e.g. use of products). Scope 3 is material for Vespo but measurement is still being developed.
ETP	Effluent Treatment Plant — a facility for treating wastewater at production sites. Vespo uses ETP coverage as an indicator for wastewater management in the chain.
amfori BSCI	Business Social Compliance Initiative (amfori) — the audit and improvement programme for social compliance in the supply chain. Scores range from A (best) to E.
amfori BEPI	Business Environmental Performance Initiative (amfori) — the environmental counterpart to BSCI for supplier environmental performance.
RSL / MRSL	Restricted Substances List / Manufacturing RSL — lists of substances that are banned or restricted in finished products (RSL) and production processes (MRSL) respectively. Vespo uses the Modint RSL as its baseline.
GRS	Global Recycled Standard — a certification that verifies the presence and proportion of recycled materials in a product or supply chain.
Better Cotton	Cotton produced through the Better Cotton programme, aimed at water savings, reduced pesticide use and improved working conditions in cultivation.
Certified more sustainable cotton	Cotton bearing a recognised sustainability label. Vespo currently applies BCI, GRS and GOTS as recognised standards. The list is updated annually based on market standards and customer agreements.
UPV Textile	Extended Producer Responsibility for textiles (UPV) — Dutch legislation that requires producers and importers to contribute to the collection and processing of textile waste.
PPWR	Packaging and Packaging Waste Regulation — European regulation aimed at reducing, reusing, and improving the recyclability and material reporting of packaging.
DPP	Digital Product Passport — a European instrument (arising from the Ecodesign for Sustainable Products Regulation) for the digital disclosure of product data on materials, origin and repairability.
SBTi	Science Based Targets initiative — international initiative through which companies set emission reduction targets in line with the 1.5°C objective of the Paris Climate Agreement.
CSDDD	Corporate Sustainability Due Diligence Directive — European directive requiring large companies to systematically identify, prevent, mitigate and report on human rights and environmental risks in their supply chain.

9D.3 Calculation methods per topic

Theme	Method and principles
CO2 scope 1 & 2	Activity data (m^3 natural gas, kWh electricity, litres of fuel) multiplied by conversion factors in line with standard emission factors (including CO2 emission factors for electricity). Result expressed in tonnes CO2e. Comparison with previous years requires correction for changes in scope (see 9D.1).
CO2 scope 3	Not yet fully available quantitatively. A hotspot analysis based on spend categories and supplier profile is planned for 2026. Methodology: spend-based or supplier-specific, depending on available data.
Energy consumption	Annual statements per site as the primary source. The sustainability scan as a supplement for analysis and improvement measures, not as a formal reporting source.
ETP coverage — supply chain	Numerator: suppliers with their own ETP or demonstrable ETP coverage via a subcontractor. Denominator: suppliers with wet processes in scope (2025: 24). Source: supplier questionnaires, amfori BEPI, own enquiries.
amfori BSCI scores	Percentages based on scored amfori sites (2025: 40). Source: amfori platform. Score classification: A (very good) – E (insufficient). Monitoring: A/B = 2 years; C and below = re-audit within 1 year.
Oeko-Tex/cert. coverage	Share of suppliers with valid certification, calculated over the relevant supplier base in the certification overview. Source: certification overview 2025 (50 suppliers).
Recycled cotton	Share of recycled cotton in own brands, based on purchasing data per product group. Calculation basis: own brands excluding private label (where the degree of influence differs). Definition of 'remade': at least 50% recycled cotton in the yarn.
Waste at own site	Weight per waste stream based on reporting by the waste partner. Recycling percentage calculated as recycled volume / total volume × 100. Avoided CO2: calculated by the waste partner based on a comparison of primary vs. secondary raw materials.
HR – sick leave	Average sick leave percentage over the reporting year, calculated in accordance with the common Dutch definition (sick days / available working days × 100).
HR – staff turnover	Number of departures in the reporting year divided by the average number of employees in that same year × 100.
HR – training hours	Recorded training and development hours per employee (FTE) based on available records. 2025 is the first year with explicit registration; the method will be further standardised in 2026.
Management team	The management team comprises the direct reporting layer under the board, as established in the internal organisational structure for 2025. The definition will be further specified in 2026 for consistent year-on-year comparison.

9D.4 Limitations, assumptions and comparability

For not all topics is the data fully and verifiably available. Where assumptions have been used, this is stated in the relevant chapters and in Appendix 9C (data quality table). The following limitations are relevant to the interpretation of this report:

Limitation	Impact on comparability / interpretation
Change in scope 2025 (Santino B.V. outside scope)	2025 figures are not directly comparable with previously reported group totals. See 9D.1 for an explanation per indicator.
Scope 3 not quantitative available	The greatest climate impact presumably lies in the supply chain. Scope 3 figures will only become available on a phased basis from 2026 onwards.
Chain transparency limited to Tier 1 / Tier 2	Information on suppliers upstream of the direct supplier is not yet structurally available.
HR definitions in development	Definitions for management categories, training hours and progression are not yet fully harmonised in 2025.
Packaging data not consistently measurable	Weights and categories per packaging type will be recorded in a standardised way in 2026.
Warehouse waste data not available	Logistics partners provide energy data on request; waste volumes are not yet available quantitatively in 2025.

9D.5 Further development of methodology

Vespo Groep regards this definitions chapter as a living document. In 2026, the following improvements will be implemented: harmonisation of HR definitions, documentation of the scope 3 calculation method, a VSME gap analysis to identify missing indicators, and a data structure that ensures consistent reporting per reporting year. Changes in methods or definitions will be explicitly stated in the next report so that trend comparisons remain transparent.




VESPO