

BOMA

everything for
cleaning & hygiene

Working on a clean future

BOMA's sustainability report

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BOMA's Sustainability Report

Day in and day out, we work with our customers to make cleaning **simple. smart.** and **fun.** With our 50-year commitment to knowledge and innovation, you will enjoy a 'spotless' experience resulting in optimum hygiene. We make sure you have everything you need to achieve the perfect cleaning result, from cleaning materials to products and machines.

As an innovative company, we are moving towards a circular approach. We call this ambition **OneZero**. An ambition for permanent development with the ultimate goal of becoming the chosen facility provider for our customers with **ONE solution** and **ZERO impact**.

This document sets out how we are taking steps towards a **circular approach** every day, and what actions we are taking to achieve our sustainability goals.



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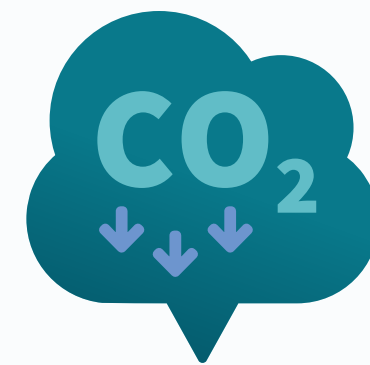
Our goals

Working on a clean future is smart.

Today's cleaning should not create tomorrow's pollution. Therefore, as an innovative company, we strive to be circular: **OneZero**. With this ambition, we help you increase your positive impact on the environment and the working environment.

It is no secret that the human burden on planet Earth is much too great. Right now, we would need 1.7 planets to maintain our current lifestyle. More people are added every day, so it is up to us to make sure we reduce our environmental impact.

We have translated our ambition into 3 goals:



CO₂ reduction: Net Zero operations by 2050

BOMA wants to be a Net Zero enterprise by 2050, which is why we have opted for **environmentally friendly business operations** and **more sustainable transport**. In recent years, we have already taken numerous steps to reduce our carbon emissions and carbon footprint.



Circular concepts: Managing raw materials and water responsibly

BOMA does not want to be part of a throwaway society, which is why we resolutely support a **circular economy**. We use raw materials and water as efficiently as possible, avoid waste and recycle materials to the utmost extent - into new, high-quality products.



Community impact: A positive contribution for people & society

We don't just make an impact with our products and services. We are also focusing on strong commitments to our **employees**, a safe and inclusive working environment and a procurement policy that focuses on **positive impact throughout the chain**.

Our impact in 2025 summarised

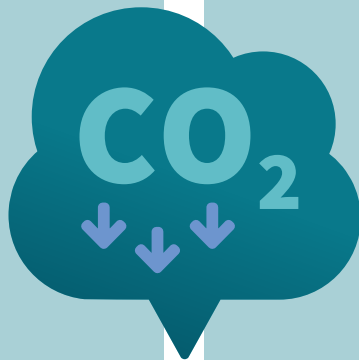
Achieved in 2025

2030 target

CO₂ reduction

- 14%

compared to 2021



- 50%

compared to 2021 in order to
achieve a 90% reduction
by 2050

Circular concepts

56.7%

A+, A & B products



65%

A+, A & B products

Community impact

85%

Responsibly sourced
products



95%

Responsibly sourced
products

2025

2030

Kgs of CO ₂ emissions from fleet (kgs CO ₂ / M€ vs 2021)	-30%	-50%
Fleet: electric or hybrid	40%	100%
Waste: kgs of residual waste reduction vs 2022	-23%	-25%
Turnover of certified products	39%	50%
Kgs of recycled materials sold	57%	70%
H₃PO₄ Phosphoric acid saved by alternative Forcid Evo	6,555 l	12,000 l
Kgs of rubbish bags made from recycled material	90%	95%
Leased equipment	18%	25%
Number of people reached through external training	3,188	> 3,500
Average number of training hours per employee	f: 10.25 hrs m: 5.36 hrs	5 hrs
Number of trees planted with GoForest	21,596	70,000
Litres of water invested per year in Made Blue	12,843,000 l	> 15,000,000 l

CO₂ reduction

Net Zero operations by 2050

We have measured the carbon footprint of our entire business operations since 2021.

We use this to draw up a **concrete action plan** to reduce our emissions year on year.

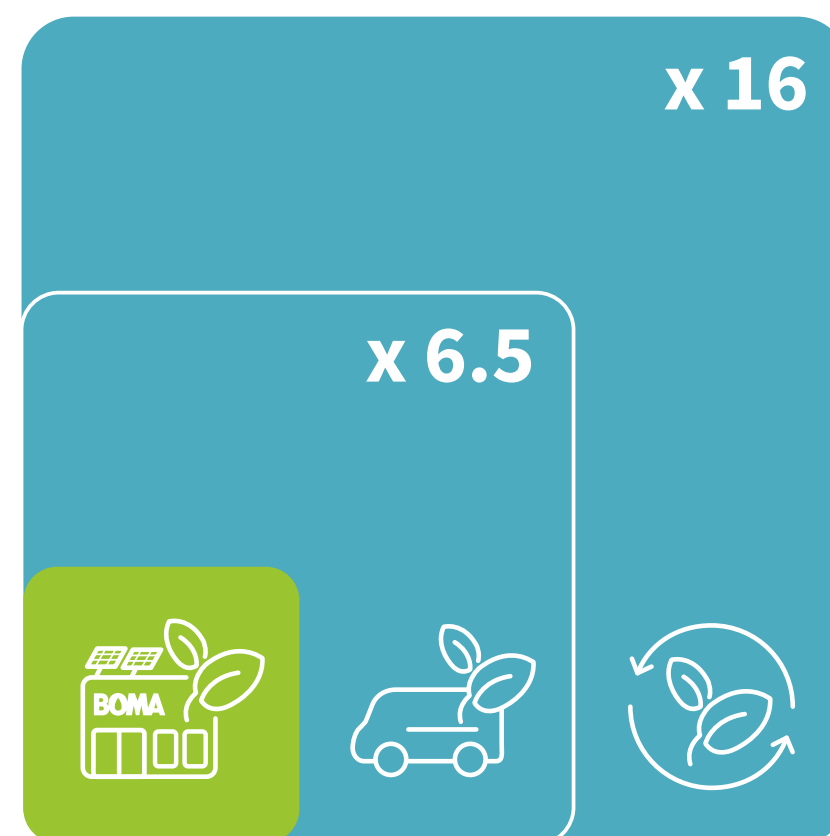
Our goal? Net Zero **operations by 2050**, fully in line with the Paris Climate Agreement. Specifically, we want our net emissions to be **reduced by 90%** by then, compared to 2021.



CO₂ reduction | Here's how we do it.

Despite our strong growth, we managed to reduce our organisation's carbon emissions (scope 1 & 2) by **14% in 2025 compared to 2021**: a step in the right direction.

To achieve this reduction in carbon emissions, with as much as an 8% reduction in 2024, we divided our emission sources into **three scopes**:

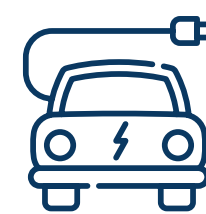


Scope 1 Emissions from own operations (building management & own fleet)

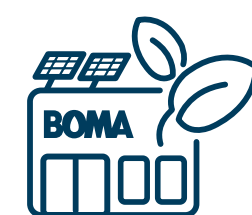
Scope 2 Energy consumption (electricity & gas)

Scope 3 Impact of our products, transport of goods: all emissions outside the organisation

BOMA is committed to three clear areas of action to reduce scope 1 & 2 carbon emissions:



(A) Mobility: The vehicle fleet is heavily electrified and more efficiently deployed, with the aim of halving emissions by 2030; in 2025, 40% of cars were already electric or hybrid.



(B) Site management: Reduce gas consumption. Energy consumption has been reduced by phasing out gas and switching to energy-efficient warehouses with heat pumps, which has already led to an 80% reduction in the Netherlands.

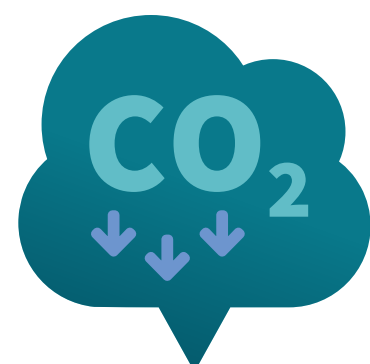
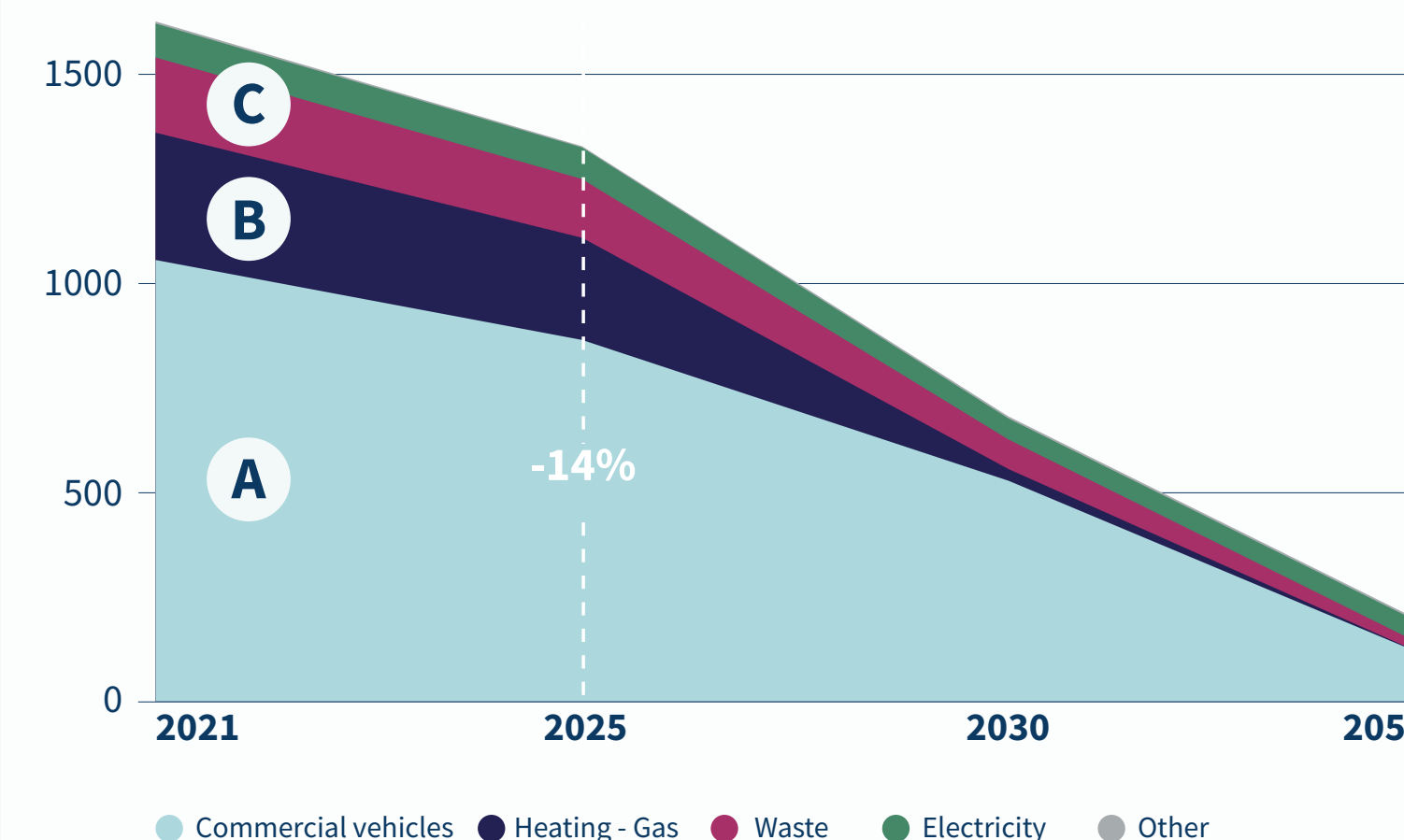


(C) Waste reduction: BOMA focuses on waste reduction through recycling, efficient waste separation and the use of sustainable, recycled transport packaging.

In addition, we continue to work on scope 3: decarbonisation of the supply chain. For **scope 1 and 2**, we have fully mapped our emissions. For **scope 3**, we are further refining our data with our transporters and suppliers. In 2025, we worked with very closely transporters and suppliers to measure and improve the data more accurately. After all: **Bigger impact is achieved together.**

Our goal? **Net Zero operations by 2050.** This means our net emissions at that point will be reduced by 90% compared to 2021.

The route to Net-Zero (scopes 1 & 2)



Mobility

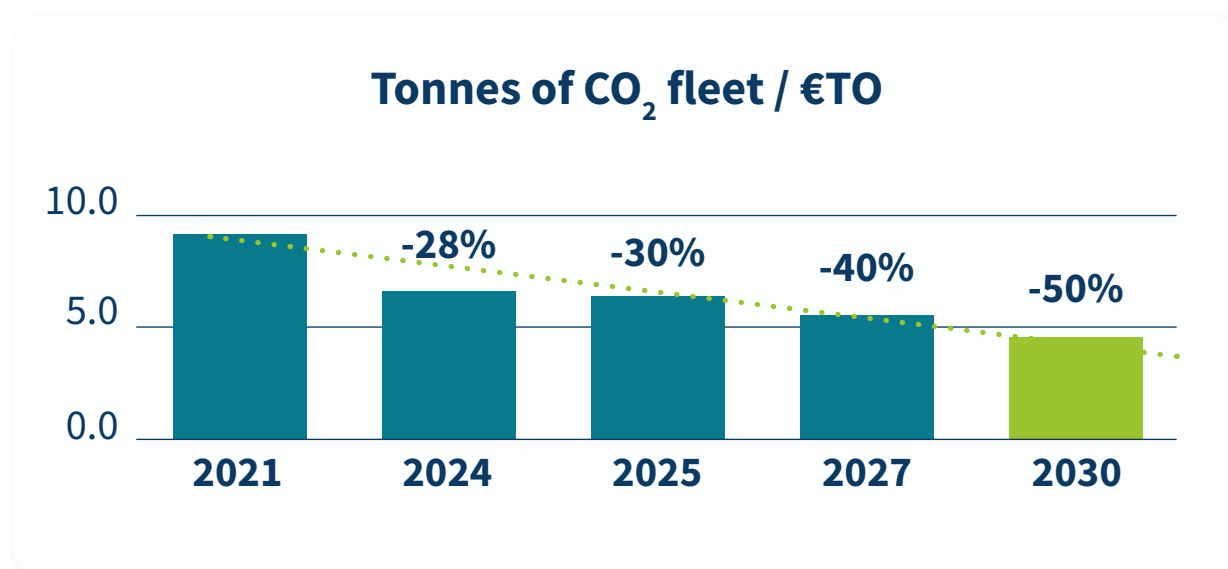
Mobility is an issue: there are simply too many cars on the road. That is why we try to keep the number of BOMA cars as low as possible. We encourage our employees to use a bicycle and we design our own transport in an energy-efficient way.

Within the theme of mobility, we are taking the following actions:

1. Smart driving, big impact



Our vehicle fleet makes up more than 65% of our carbon emissions. This is why we are switching to electric and hybrid vehicles, as well as planning journeys cleverly to limit the kilometres to be driven. We aim to **halve emissions from our vehicle fleet** by 2030. In 2025, we achieved our target of reducing emissions by 30%.



At the headquarters in Antwerp, employees charge their **electric cars** with solar energy. In addition, a **smart tyre pump** ensures less tyre wear and 2 to 5% fuel savings. We also encourage carpooling.

2. We reduce emissions from our deliveries to you:



The BOMA **one-stop-shop model** helps reduce your overall carbon emissions. You order all your cleaning and hygiene supplies through one channel. **We plan deliveries along fixed routes as much as possible, with trucks cleverly loaded to capacity:** good for fewer transport movements and lower emissions per delivery.

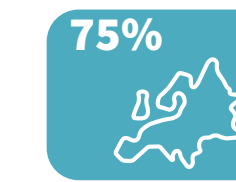


Our **digital tools**, such as the BOMA in the Pocket app and the DosDob ordering and management system, analyse your ordering behaviour and **suggest periodic orders** (POPs). By ordering less frequently, but in a way that is smarter and grouped, you save kilometres and carbon.



For **city deliveries**, we work with **low-emission transport partners**. We deliver to the outskirts of the city, where the goods are transferred to compact, ecological vehicles

3. We are cleverly organised



BOMA buys **local** as much as possible. More than 75% of purchased materials and resources are produced in Europe.



We are fully committed to **digitalisation**. Not only at our offices, but also in our warehouses. For example, our drivers and shops are equipped with tablets for digital signatures on delivery notes. As a result, **we save a lot of paper**.

4. We choose not to use a car



Employees can lease an **electric bicycle** at a favourable rate. As a result, numerous Bomitos leave their cars at home and make their way to the office in a healthy and green way. This way, a total of **96,743 kilometres** were cycled to work.



If possible, Bomitos also work **from home occasionally**. A very handy option when there are traffic jams, roadworks or extreme weather conditions. As BOMA has branches in four countries, many meetings between branches are conducted via video calls. This avoids unnecessary travel and keeps cooperation running smoothly.

Our fleet has consisted of 40% electric or hybrid cars since 2025.



Site management

Industry is often seen as a source of greenhouse gases, waste and deforestation. Therefore, we strive to minimise the impact of our sites on the environment and the ecosystem.

Within the site management theme, we are taking the following actions:

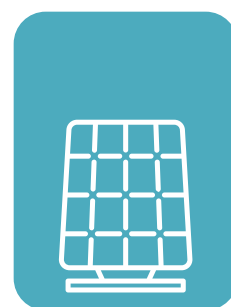
1. We are reducing our gas consumption



We are investing in energy-efficient warehouses so we consume less gas, and we are gradually switching to heat pumps. At BOMA Netherlands, we installed underfloor heating in the warehouse. **This reduced our gas consumption by 80%.** Our new warehouse in Roosendaal provides a perfect example of how we minimise our gas consumption.

2. We limit our energy & water consumption

With more than 400 employees, we consume quite a lot of energy and water. Fortunately, a large part of our offices and distribution centre is self-sufficient.



There are **solar panels** on the roofs of our branches in Antwerp, Hasselt, Herstal, and Roosendaal, allowing us to make big savings on energy consumption. We also buy in as much **green electricity** as we can.



Renewable energy should also be used sparingly. This is why we illuminate all our warehouses with **LED installations** which consume 85% less power than traditional lighting.



BOMA collects **rainwater for flushing toilets**. This is how we harness what nature gives us. The **smart sensor taps** in the toilets save 60 to 90% water.

3. We bring greenery and biodiversity to the office



If you visit BOMA Antwerp, you might meet some mini-Bomitos: in fact, our roof is home to a colony of **80,000 bees**. These little helpers play a big role in our food supply and ecosystem, allowing us to actively contribute to biodiversity and a sustainable environment.



We also choose green in and around our buildings. Our offices are **rich in plants** and the **green management** around the building and car park is outsourced to a social enterprise, which is our way of supporting people for whom a mainstream job is less obvious.

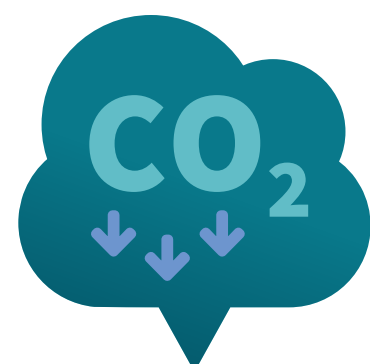
New in 2025

Roosendaal warehouse awarded BREEAM certificate

The new BOMA warehouse in Roosendaal exemplifies our ambition: a BREEAM Outstanding building that uses energy efficiently and minimises gas consumption.

With an impressive **BREEAM score of 88.82%** (Outstanding) and an **EPC score of A+++++**, we can live up to our sustainability ambitions. Thanks to excellent insulation, energy consumption for heating is minimal: offices are heated with a heat pump (HVAC) and the warehouse is heated using gas-powered space heaters. The warehouse has smart LED sensor lighting and we purchase 100% renewable electricity. We are focusing on advanced, automated infrastructure to make our processes even smarter.

The result? We expect a 25% reduction in the carbon footprint of every order, or a decrease of 0.39 kg of carbon per order. This way, we combine growth with clear responsibility for our planet.



Waste reduction

While waste is inevitable, we are taking steps to reduce our waste streams. We actively recycle in all departments at our sites and we minimise the amount of packaging we use.

Within the theme of waste reduction, we are taking the following actions:

1. We recycle



With more than 400 Bomitos, waste in the office is inevitable. Fortunately, we sort efficiently. By placing large, **central islands** instead of small rubbish bins at desks, we save more than 10,000 plastic rubbish bags a year.



We also handle a lot of waste in our 25,000 m² warehouse. We separate more than **six recycling streams** to minimise residual waste (which is incinerated).

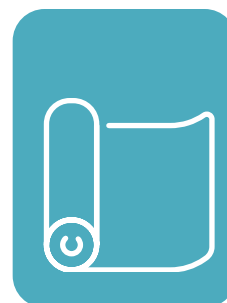


Our warehouse workers collect all cardboard and plastic film separately so that these streams can be collected separately and recycled. In doing so, one of our rubbish bag manufacturers collected **58 tonnes of plastic film** in 2025 and processed into recycled LDPE material.

2. We use sustainable transport packaging

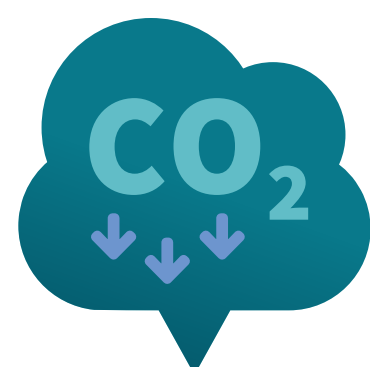


When it comes to transport packaging, we also look at sustainable solutions. By using recycled material and less material, we save raw materials and CO₂ impact. BOMA transport boxes consist of **100% recycled cardboard** and are **FSC-certified**. The transport boxes are filled to capacity. If necessary, we use air cushions made of recycled plastic to protect the products.



We use **Fiber Film** to wrap pallets. Thanks to the structure of this material, on average **40% less film** is used. What's more, Fiber Film is produced using renewable energy, resulting in **30% lower carbon emissions**.

*Thanks to recycling streams, residual waste (kg) in 2025 decreased by **23%** (vs. 2022).*



Circular concepts

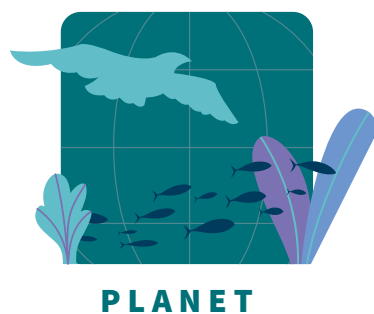
Managing raw materials and water responsibly

The (r)evolution from a linear to a **circular economy** has begun. BOMA is working towards a circular economy where raw materials are broken down naturally or reused in a new product of the same quality.



Impact is achieved together, with the customer

Working on a clean future together is **smart**. Yes, we have solar panels and bees on our roof, but the biggest impact we achieve is together with you! Our smart, innovative cleaning solutions help you make a difference to people and planet. We do this by way of **Let's rethink cleaning**: a campaign that allows us to make a step-by-step positive impact.



PLANET

Using the right cleaning method automatically means saving water, cleaning products and materials. Together, we can come up with an approach that suits your cleaning challenges. The right approach helps to **avoid unnecessary waste, reduce your carbon emissions, reduce your water consumption** and **reduce your impact on the environment**.



PEOPLE

How do we do it? Together, we look at your range with the help of our **eco dashboard** and the **eco scores** of products. We can also optimise your ordering process with **smart ordering tools**. And we support you with **advice and training**, both digitally and in the workplace.



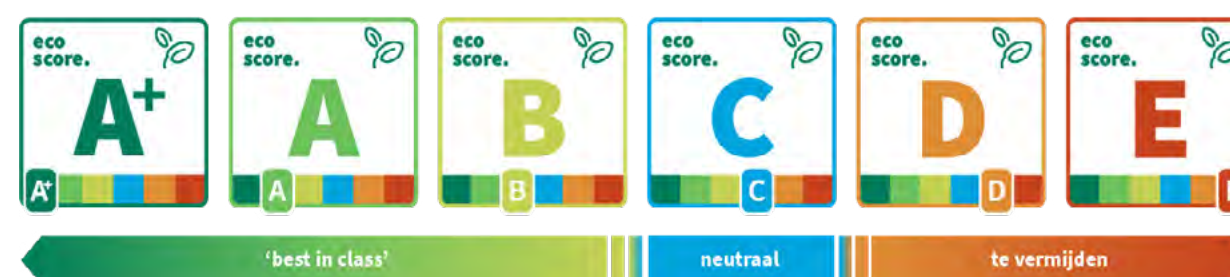
PROFIT

The BOMA eco score as improvement objective

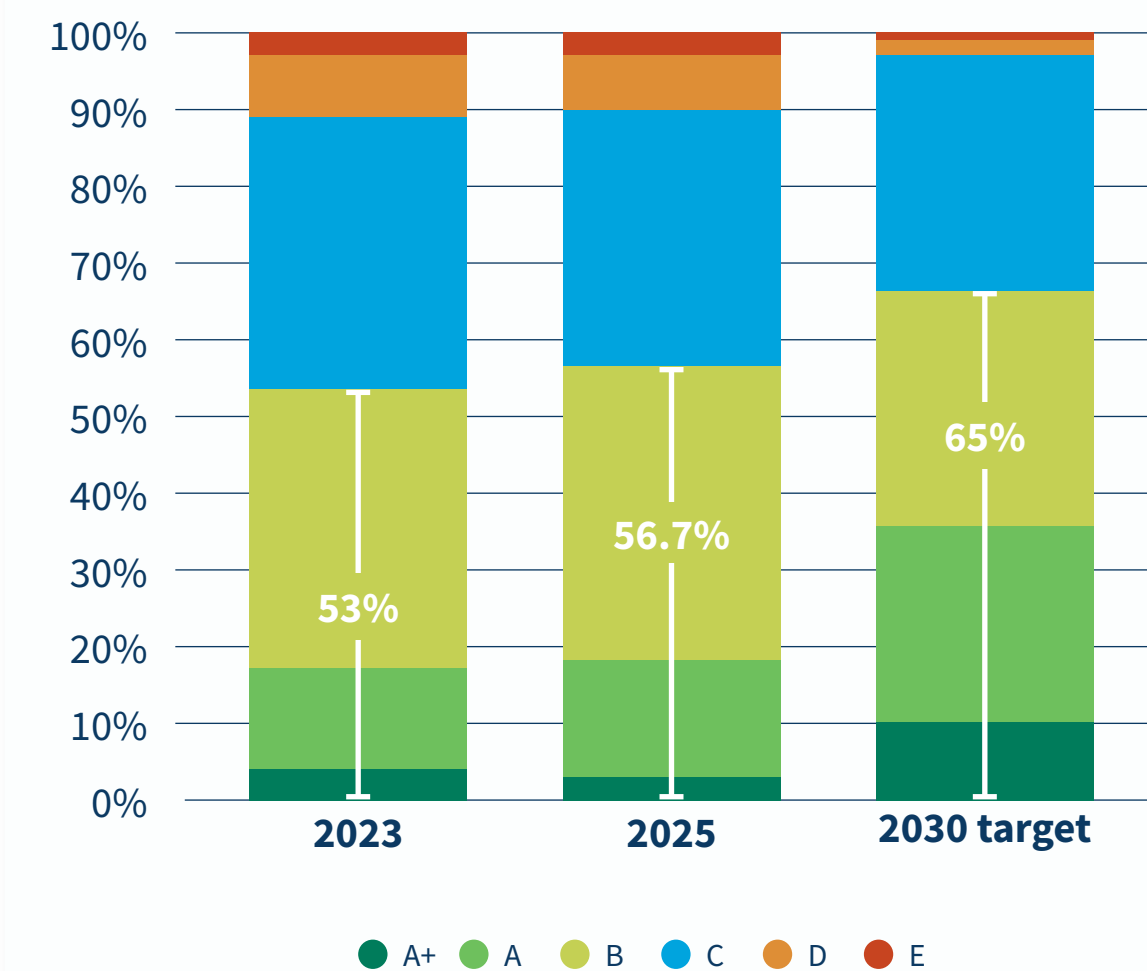
The **BOMA eco score** explains at a glance how sustainable a product or material is. It is our way of helping you choose transparently. Ratings range from **A+** (best in class) to **E** (best avoided). Products score better when they meet sustainability criteria, such as **recognised certifications**, **recycled** or **renewable materials** and a design that supports **reuse** and **circularity**. Products with hazardous substances or a pronounced disposable character receive a lower score.

In addition, the eco score is an important KPI we use to steer and continue to improve the BOMA range in a targeted way. Our goal is to **achieve more than 65% of sales from A+, A and B products by 2030**. At the same time, we want to reduce the share of D products to no more than 2%, and E products to less than 1%.

In 2025, we set to work on two of our best-selling non-certified products. We want to halve the share of E products by offering **more sustainable alternatives**. **The result speaks for itself**: In 2025, **more sustainable products** already make up **56.7%** of our sales.



Eco score of BOMA's product range
% A+, A & B-products



We achieved our target in 2025, with 56.7% A+, A & B products



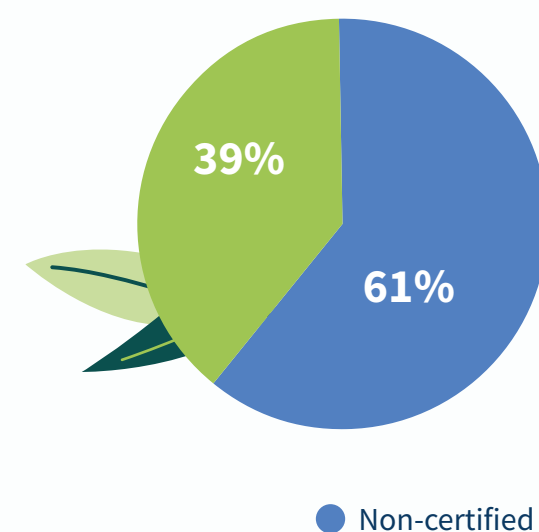
Circular innovations

BOMA is actively working to enable a circular economy. We do this not only with a responsible choice of products, but also by enabling various innovations.

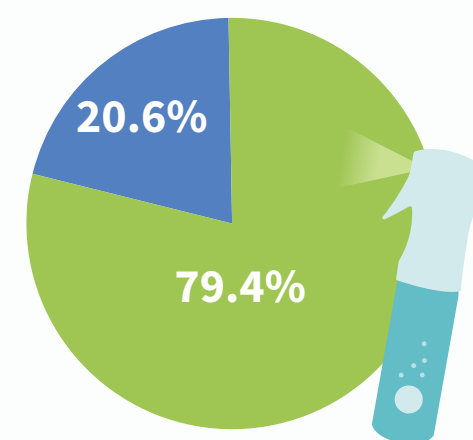
A greener range in 2025

We are working on a **greener product range** by expanding the number of items with recognised certification, such as the EU Ecolabel, Nordic Swan Ecolabel, Cradle to Cradle, Ecocert, Plastic Second Life and FSC.

Sales of certified products:



Daily cleaners:



● Non-certified ● Certified

Low-chemistry or even chemical-free cleaning

BOMA promotes energy-efficient equipment with low water consumption. By focusing on equipment and robots, **cleaning can be low-chemistry or even chemical-free.**

Cleaning products

We opt for innovative solutions, such as the **Trebio** and **Probio ranges** developed by **Greenspeed**. These products contain **100% natural micro-organisms** that break down organic dirt deep into the surface. If they end up in nature after use, they even actively contribute to water purification and maintaining a natural microbial balance. In 2025, we introduced **Forcid EVO**, a powerful descaler without phosphoric acid.

Greener packaging

Packaging

We package the vast majority of our cleaning products in bottles made from **at least 50% recycled plastic**. By using concentrated products in combination with **dosing equipment**, we minimise the use of packaging materials and reduce waste through overdosing. In addition to this, we also focus on developing cleaning agents in **tablet form**. With this we can make very **big gains in terms of CO₂ reduction through transport, packaging and storage**. This eliminates the return flow of empty packaging for recycling.

Dosy Grip

Our new 1-litre dosing bottle, **Dosy Grip**, is made of recycled material. This bottle features a convenient and accurate dispensing system. This prevents overdosing so you never use more product than strictly necessary. This way, we make cleaning not only easier, but also a lot more responsible.



New in 2025

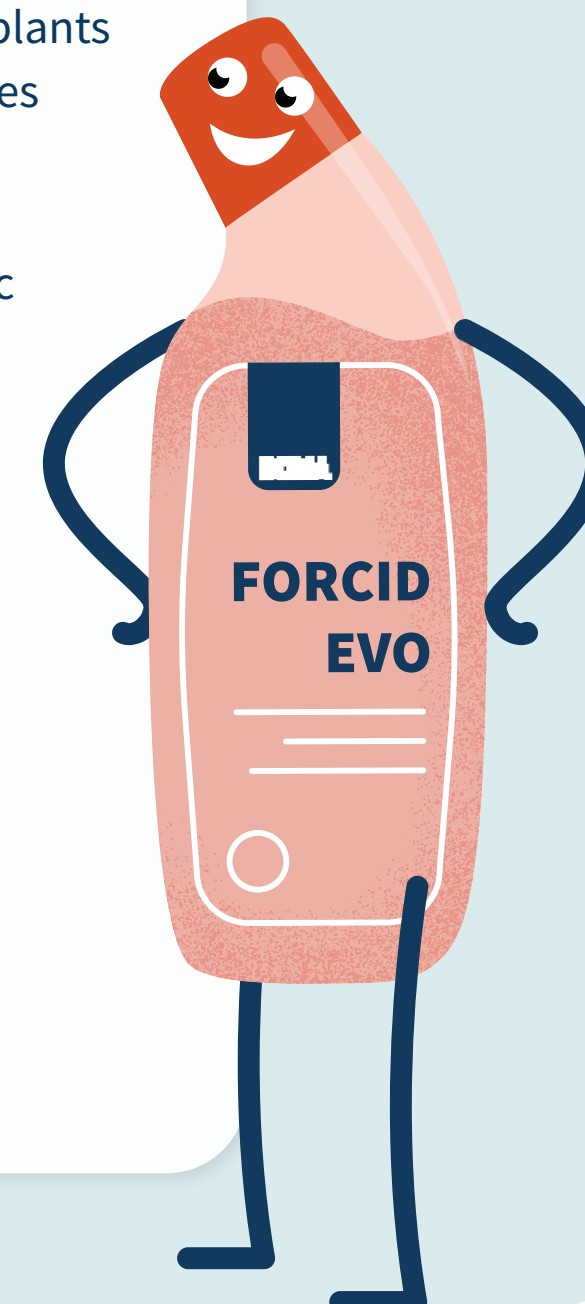
Forcid becomes Forcid EVO

Forcid EVO is an evolution of descaling, now better for the environment. The product made a strong start: 25% of Forcid litres sold have already been converted to Forcid evo.

This delivered immediate tangible savings in 2025:

- **9.197 L phosphoric acid per year**
Phosphoric acid is a source of phosphates, which feed algae. Excess phosphates can cause eutrophication: extreme algal growth. This removes oxygen from the water and can kill off aquatic plants and animals. What's more, removing phosphates from wastewater is very energy-intensive for wastewater treatment plants. Therefore, it is smarter to start at the source: avoid phosphoric acid wherever possible.
- **2.788 kg virgin plastic**
Forcid EVO's bottle consists of 100% recycled plastic. As a result, we avoid producing new (virgin) plastic and achieve a **carbon saving of 3.717 kg**.

***Calculation with Mobius software based on Ecoinvent database 3.10.*

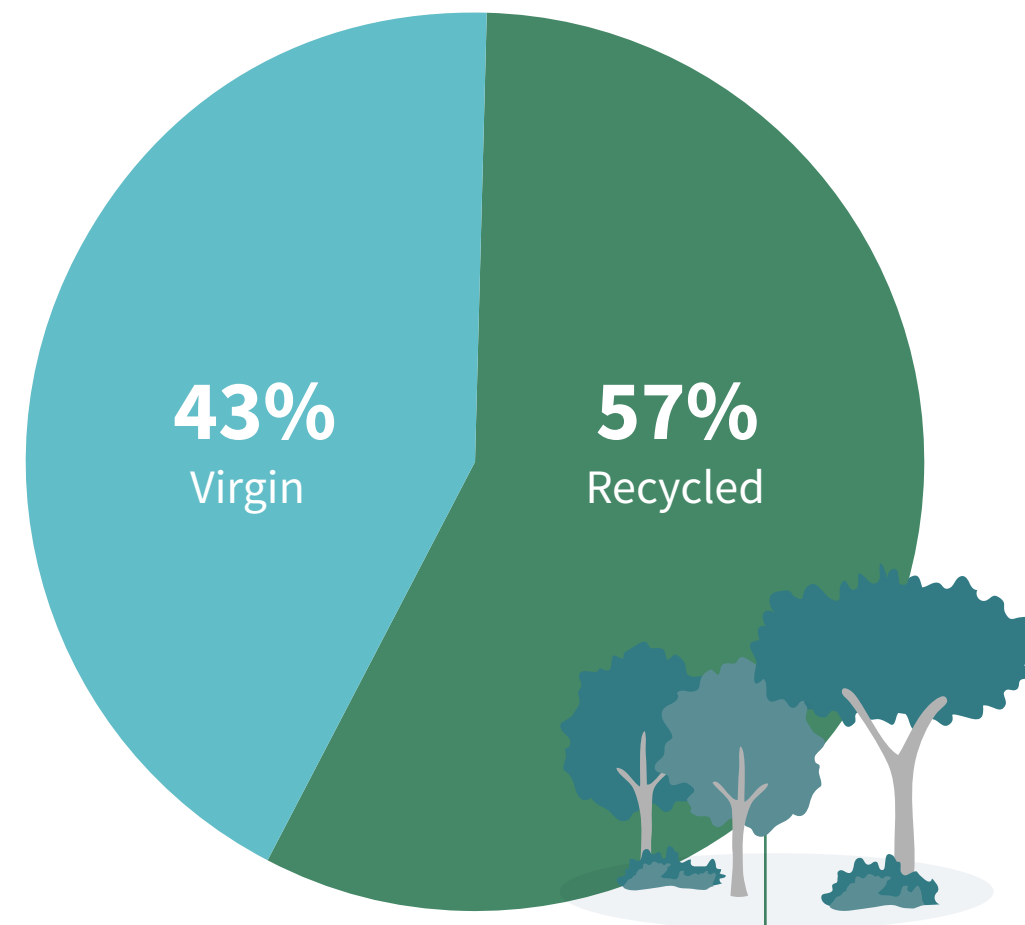


Circular innovations

Recycled raw materials

We look into using recycled raw materials where possible to produce new mats and other materials. For example, **90% of the rubbish bag range consists of recycled material.**

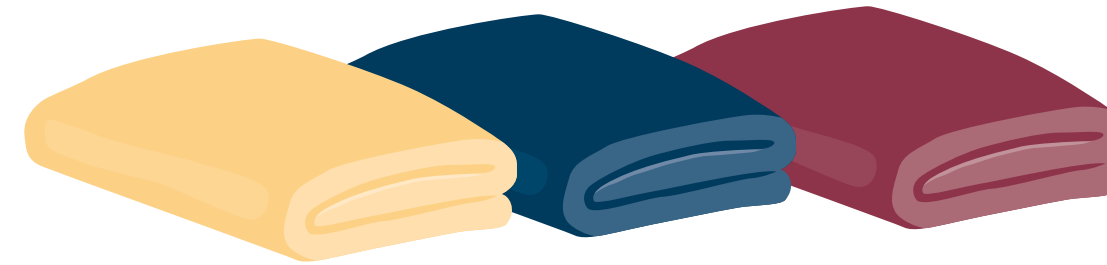
57% of BOMA's total weight of products sold is made from recycled materials:



We support the circular economy by choosing packaging and products made from recycled or renewable materials. 90% of BOMA's rubbish bags are already made of recycled material.

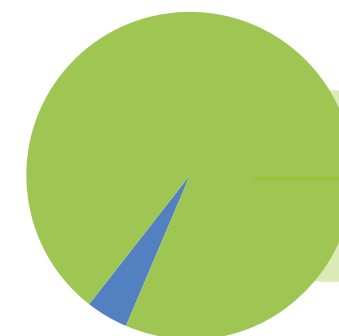
Microfibre

Not only detergent, but also cleaning materials can be more sustainable. As such, BOMA promotes the use of **microfibre products**. The capillary action of the microfibres drastically reduces the consumption of chemicals. Our microfibre cloths have a '**Nordic Swan Ecolabel**'. BOMA also introduced the **Greenspeed Re-belle cloth**. This cloth **consists of 100% recycled material** and is also **recyclable**.



Sustainability in washrooms

Sanitary and hygiene areas can also be sustainable. With intelligent dispensers, we ensure that not a sheet of paper, drop of soap or any packaging is wasted. We are exploring ecological solutions for both paper and the raw materials for the dispensers. We offer a wide range of **hygiene paper with FSC and EU Ecolabel certification**. In addition to recycled paper, we also offer paper made of **bamboo**. This FSC-certified bamboo paper combines sustainability with luxury and softness. We use **recycled ABS** in our Admire dispenser line, which reduces the carbon footprint. If you want to close the loop, we have partners to collect paper towels and process them into new raw materials.



96% of BOMA's hygienic paper (in kg) has a certificate.



Service life optimisation

Preventive maintenance and repairs optimise the life span of equipment. With our **Flex Fleet scheme**, you can hire a machine so you can make the most of it exactly when you need it. When you return the machine to us, it is '**refurbished**' and redeployed or sold second-hand.

Product-as-a-Service

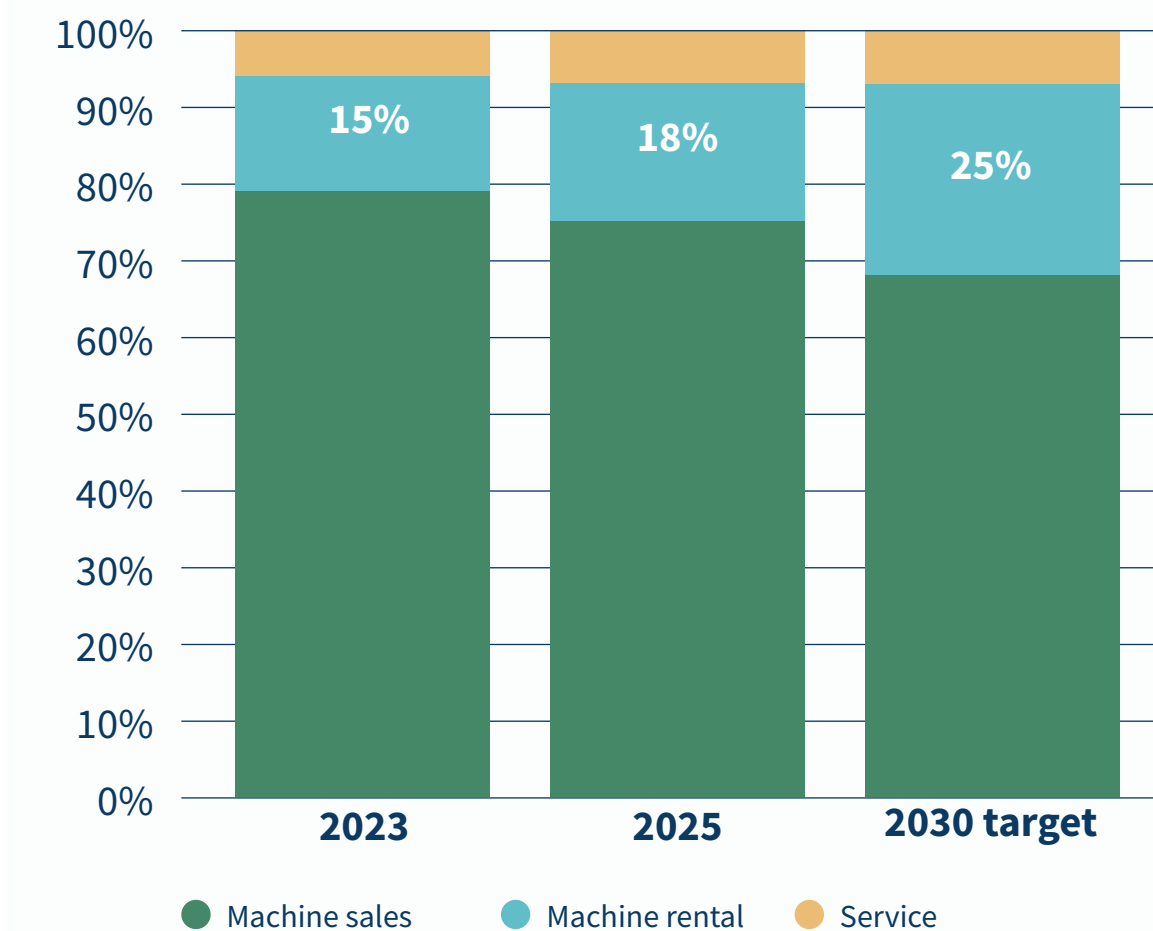
At BOMA, we embrace the **Product-as-a-Service (PaaS)** model by leasing cleaning machines instead of selling them. This approach allows machines to be reused more efficiently, delivering maximum value throughout their life cycle.

With PaaS, customers benefit from:

- **Optimal use across its entire lifetime**
Machines stay in circulation for longer. This avoids premature discarding, reduces waste and extends usability.
- **Faster access to innovation**
Leasing allows customers to transition easily to new, more efficient technology that reduces water and energy consumption.
- **Predictable costs**
Customers pay only for what they need at a fixed rate. BOMA provides maintenance, service and replacement where necessary.
- **Positive impact on sustainability**
By using products for longer while focusing on the latest more sustainable solutions, we strengthen the circular economy and reduce environmental impact.

This formula reflects BOMA's commitment to sustainable innovation: making cleaning **simple**, **smart** and **fun**.

% Machine Rental



*In 2025,
18% of our
machines are
under lease.
(vs 15% in 2023)*



A second life Closing the loop

Is your machine, work trolley or cleaning equipment at the end of its (first) service life? We can offer several options to reuse this equipment, give it a second life or recycle it.



Modular trolleys

Our work trolleys are **modular**. This makes them easy to disassemble, repair and refurbish, extending their lifespan. We are also taking strides in the choice of materials: the plastic parts of the **BOMA Concept Car**, **System Car** and the **Greenspeed C-Shuttle** are made from recycled plastic granulate. The metal parts are then given a **Rilsan® coating based on orange peel**, which helps prevent corrosion.

Second-hand sales

BOMA has branches with shops. Here, we periodically organise **sales days for second-hand equipment** (from work trolleys to equipment). This gives other organisations an opportunity to buy second-hand equipment at a great price.

Recycle your old materials and packaging

We think about what happens to your products after you no longer need them. With the help of our recycling partners, **we recycle old cleaning machines, batteries, dispensers and work trolleys for you**. This gives the raw materials your equipment is made from a second life. We can also return packaging if together we can manage it more efficiently than local solutions.

Modular work trolleys can be set up as you wish and adapted as your requirements change.

Case

BOMA System Car

Fully recyclable and modular: The BOMA System Car leads by example. When your wishes change, adapting this work trolley is effortless.

The **BOMA System Car** is **Plastic Second Life certified by IPPR** (Institute for Promotion of Recycled Plastics). The eco certificate "Plastic Second Life", or PSV (Plastica Seconda Vita), is a certificate that focuses on materials and products made from recycled plastic waste. The certificate guarantees the identification, traceability and percentage of recycled plastics from pre- and post-consumer plastic waste of manufactured products and their components. In addition, PSV introduces the concept of quality in plastic recycling.

- **No heavy metals are used** in the production of the components.
- The work trolley has a **long service life**: It passed quality tests according to EU Ecolabel standard, which demonstrates the strength, stability & durability of these work trolleys.
- **Designed for recycling**: The trolley is easy to dismantle (no screws) and is fully recyclable and sustainably manufactured.
- The factory operates in accordance with **ISO 14001** & **Ecovadis Silver** for sustainable supply chain.

Community impact

A positive contribution for people & society

BOMA is a stable growth company with a family atmosphere, and positive, committed and hands-on culture. We **invest in the growth and well-being of our employees** and make sure our contact with customers and partners is personal and direct.

At the same time, we focus on **labour market opportunities** and support various initiatives that have an **impact** on a local as well as global scale.



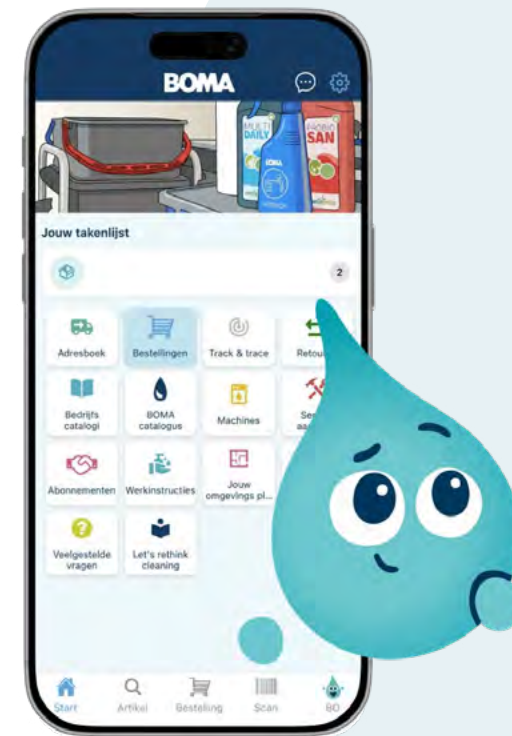
The impact of cleaners

The cleaning sector employs a wide range of people, including many practically skilled workers. BOMA aims to support these employees with an **adapted range of training opportunities**.

Training for the cleaning sector

By sharing our knowledge through **practical training courses** we help people grow in the labour market. It is our way of bringing the sometimes undervalued cleaning sector out of the shadows, and adding value. High-quality training not only provides more return on investment, but more importantly it creates **more motivation, commitment and self-confidence** among cleaners.

Every year, we look for product innovations, digital tools and training to strengthen our contribution:



1. All product and cleaning information at hand

With our smartphone app BiP, cleaners always have all our product information and safety data sheets (SDSs or VIBs) at their fingertips. You can scan products to read more information or order, or watch an instructional video with useful tips & tricks. With BiP, you have everything in your pocket!

BiP was complemented by AI assistant **BO** in 2026. Need practical advice? **BO** is your loyal knowledge partner that offers answers to every cleaning question at any hour of the day.

BiP was used to scan as many as 14,000 times by about 1,200 users in 2025.

(an increase of 28.6% vs. 2024)



2. Mechanisation for less monotonous or heavy work

BOMA thinks ahead and offers solutions for mechanisation and robotisation. This both physically relieves the cleaners and makes staff more sustainable. By leaving long and repetitive work to your cleaning robot, the cleaner can be used for more specialised activities, which increases the quality of cleaning work and can even reduce absenteeism.

We have already been able to replace heavy work with a robot on over 500 projects.



3. We develop accessible teaching materials

Practical and visual training is indispensable in the cleaning industry. It makes our courses more accessible so we can offer equal opportunities to all. This increases diversity and inclusion in the workplace. With **clear worksheets** and **visual training tools** such as icons, videos and on-the-job practical training, language barriers are reduced and employees learn the right techniques faster. This enhances both effectiveness and staff self-confidence.

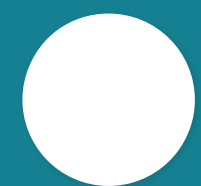
BOMA academy trained more than 3,188 people in 2025.



BOMA staff

Sustainability is not just about environmental impact, it is also about human impact. We aim to have this positive impact not only externally, but also internally on our colleagues. It is how we ensure that they can get to work and keep working in a sustainable way.

BOMA Employees



407

Number of employees



27%

Female employees



10%

Women in management positions



20%

Turnover (Including impact of moving main warehouse from Antwerp to Roosendaal)



13%

Gender pay gap



Learning & develop

We help our Bomitos to grow along with the company and to develop the necessary skills. To remain knowledge leaders, internal and external training courses are provided by our **BOMA Academy** and led by trainers who have extensive practical experience. Training courses can also be taken online, thanks to our extensive range of e-learning courses. We retrain our managers to become competent ‘coaches’. We also regularly offer internships during which students can gain practical experience.

BOMA employees have access to Goodhabitiz and numerous other training programmes. In total, more than 2,050 hours of training were attended this year.

*Average training hours per employee:
women: 10.25 h / men: 5.36 h*

Diversity

We believe in the added value of diversity. Our organisation also accommodates people who are somewhat removed from the labour market. At our distribution centre, we work in partnership with **Stroom Maatwerk**, a social enterprise that we regularly enlist to carry out accessible work. We pursue a gender-neutral policy and monitor our efforts in this regard within our social dialogue.

Healthy workplace

BOMA is committed to being a healthy workplace with a focus on both physical and mental well-being. **BOMActive** is an internal work group that promotes and safeguards the working atmosphere. They organise sports challenges, provide healthy eating tips and advice on workplace ergonomics.

Safety & integrity

BOMA attaches great importance to an open, respectful and honest working environment. Employees should feel safe to report concerns, undesirable behaviour or possible breaches. To this end, we provide a **confidential advisor** who employees can turn to for a listening ear, advice and guidance in complete discretion. In addition, BOMA has a **whistleblower scheme** which allows suspected wrongdoing to be reported in a safe and confidential manner, without risk of negative consequences. It is how we encourage transparency, integrity and accountability within our organisation.

And, as early as the first working day, **safety and prevention** are front and centre. We ensure high safety standards by actively managing risks, providing training and continuous improvement.

*Number of work-related accidents recorded: 3
Number of fatal accidents: 0*

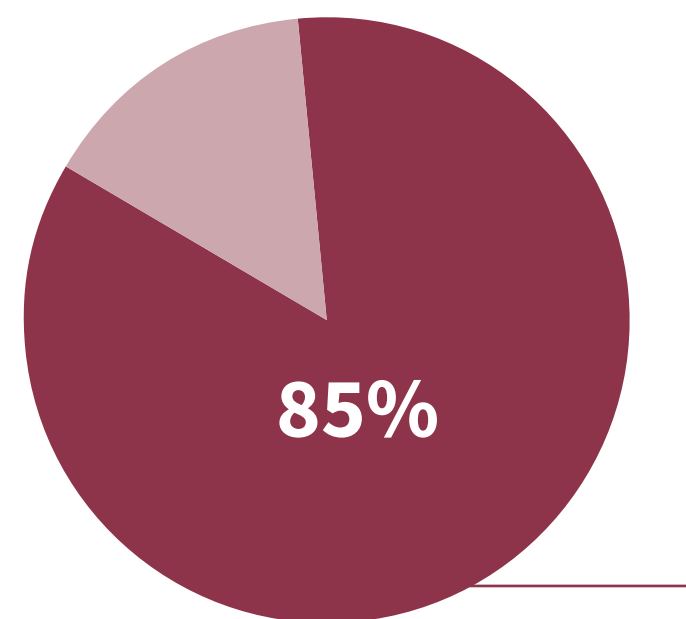
Every year, BOMActive organises a dozen activities.



BOMA's supply chain as an impact driver

At BOMA, we continuously work to improve our processes and make the best use of raw materials and energy. We do this within the themes of People, Planet and Profit. We also demand this commitment from our suppliers, which is why we have drawn up a supplier code of conduct. Currently, **85% of purchased products come from suppliers that have been audited and signed the code of conduct**. The ambition is to grow this percentage to 95% next year.

We apply strict **minimum requirements** for all our suppliers, with the aim of embedding '**procurement as a force for positive impact**'. Through conscious purchasing we aim to positively influence our environmental and social footprint and encourage chain-wide responsibility. **Read more about the requirements within our code of conduct here.**



In 2025, 85% of our products came from suppliers who signed the Code of Conduct.

1. Health & safety are guaranteed

We ensure health and safety for all workers in the supply chain. Suppliers must actively manage risks, implement prevention measures and ensure adequate safety training. A robust occupational safety management system is mandatory.

2. Fundamental rights are fully respected

We expect our suppliers to ensure equal opportunities for all their employees. Discrimination, child labour and forced labour are prohibited, as are any form of violence, intimidation or exploitation. Suppliers must ensure correct remuneration in line with legal minimum wages, observe maximum working hours and comply with tax and social security obligations. Compliance with national legislation and respect for collective bargaining are also required.

3. No corruption

We have a zero-tolerance policy against corruption and bribery. Suppliers may not offer goods, services or invitations to BOMA employees without prior management approval.

4. Active contribution to sustainable innovation

We leverage procurement for positive environmental impact, which is why suppliers are expected to actively contribute to sustainable innovation. This can be done by developing products with a lower carbon footprint, by using renewable or recycled materials and by optimising end-of-life processes such as recycling or composting. Packaging should be reusable or recyclable wherever possible. Also, suppliers must comply with all relevant environmental standards and continuously reduce their ecological impact.

5. Spreading impact to own chain partners

We also require suppliers to extend these principles to their own supply chain partners.

In the context of **due diligence**, we keep all relevant certificates in our ERP system and request additional audits for production in high-risk countries according to Amfori guidelines. For non-conformities, an improvement plan must be drawn up and demonstrable progress must be achieved within six months. BOMA closely monitors certificates, eco-labels and audit results to ensure ongoing compliance.

Procurement as a force for impact

5 minimum requirements for BOMA suppliers



Health & safety are guaranteed



Fundamental rights are fully respected



No corruption



Active contribution to sustainable innovation



Spreading impact to own chain partners



Social responsibility

BOMA has a strong motivation to deliver a **positive impact**, not only with our resources and our services but also with **strong engagement**. That is why we partner with a number of impactful non-profit organisations, including **River Cleanup**, **Made Blue** and **GoForest**. Together with these organisations, we create awareness about environmental and climate-related issues and work **honestly** to restore and preserve nature.



Did you know that 8 billion kilograms of litter ends up in our oceans every year, and that up to 80% of that figure comes from our rivers?

That's why **BOMA** and **River Cleanup** have joined forces to protect our rivers from pollution. With a shared passion for a cleaner environment and expert knowledge in the field, we strive to preserve rivers and reduce plastic pollution. Raising **litter-prevention awareness** is the key to all of River Cleanup's actions. The initiative organises **clean-up campaigns**, for instance, in which companies and individuals can help clean up rivers. Since 2020, numerous BOMA employees have been lending a hand by taking part in an annual clean-up campaign on the Scheldt, where they pick up kilos of plastic and other types of waste.



Did you know that more than two billion people do not have consistent access to clean and safe drinking water? And that most of these people live in the Global South?

That is why we support **Made Blue**, a non-profit organisation that creates water supplies in developing countries. For example, for every litre of water used by an I-mop, we invests in wells, among other things, to offset this litre as clean drinking water. Made Blue installs water pumps and teaches locals how to maintain them, so that the water supply will be available in the long term. Together with our customers, we have now been able to provide more than 25 million litres of clean drinking water for people who really need it, and this is increasing every year.

In 2025, we realised an investment equivalent to **38,416,750 litres of water** by investing in water taps at the locations and **12,843,000 litres** of water together with our customers opting for i-mop.



Social responsibility

*At the end of 2025, the counter for number of trees planted in the BOMA forest stood at **21,596**.*



Did you know that trees are not only true climate champions, but also essential for biodiversity? And that seven of the 10 countries hardest hit by climate change are in the Global South?

That is why we support **GoForest**, a non-profit organisation that promotes natural reforestation projects worldwide by planting large numbers of trees. This organisation focuses on restoring ecosystems, raising environmental awareness and promoting sustainable development. By joining forces, we not only realise large-scale **reforestation initiatives**, but also engage **local communities** in the **conservation and management of valuable forests**.



BOMA supports the planting of a **BOMA forest** in **Madagascar**. Together with our customers, we plant a tree for every **€1,500 of from A+ and A products sold**. Every year, each customer receives a certificate for their contribution.

You too can support the project by switching to A+ and A products. This will allow us to plant additional trees every year and you will join us in contributing to **coastal protection** and **restoring biodiversity**. The local population of **Madagascar**, which is severely affected by the effects of climate change, is also supported by this project. It creates jobs and opportunities for local communities, benefiting not only nature but also people.



We will keep going!

Thanks for your attention. We are going to continue
to work on a clean future. Will you join us?