

Sustainability Report 2024

Green Solutions



Foreword

Since 2024, sustainability has officially become part of Green Solutions' strategy. This means we have started to systematically map out our impact, ambitions, and responsibilities in the areas of the environment, people, and society. This report marks our first step in sustainability reporting, a process that is new to us but one we embrace with conviction.

As a wholesaler of garden and house plants, we work with living products that are highly dependent on natural conditions and reliable collaboration throughout the supply chain. That's precisely why we believe it's important to take responsibility — not only towards our customers and suppliers, but also towards future generations.

For this report, we chose the voluntary VSME standard, specifically developed for SMEs. We immediately started with both the Basic and Comprehensive Module. We do this to provide an honest picture of where we currently stand and where we still aim to improve.

Much is still in development. We have taken steps in data collection, in the dialogue around sustainability, and in formulating our ambitions. At the same time, there are still clear challenges, such as measuring scope 3 emissions and establishing formal policies on human rights and governance.

My thanks go out to all colleagues who contributed to this report, and to the partners who encourage us to keep learning and improving. Together, we are building an organization and a supply chain in which sustainability becomes second nature, step by step.

Mart-Jan Roos
CEO



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Introduction and Context

Basis for Reporting

This consolidated sustainability report for 2024 has been prepared based on the voluntary sustainability reporting standard for non-listed SMEs, as published by EFRAG on December 17, 2024. The report is based on the two modules defined by the reporting standard: the Basic Module and the Comprehensive Module. The report has been prepared for Green Solutions B.V. and its affiliated companies (hereinafter: Green Solutions).

Overview of Consolidated Companies

Legal entity	Place of Establishment
Green Solutions B.V.	Boskoop, The Netherlands
Green Solutions Sp. Z o.o.	Kraków, Poland
Green Solutions England Limited	London, United Kingdom

Green Solutions is physically located at the following address:

Location	Address	Postal code	City	Country	Coordinates
Office	Insteek 82	2771 AB	Boskoop	The Netherlands	52° 05' 23" N 4° 41' 57" E

As of December 31, 2024, a total of 79 people (71.29 FTE) were employed at Green Solutions.

Activities of Green Solutions:

The activities of the companies fall under NACE code 46.22: Wholesale of flowers and plants. The balance sheet total and revenue for the reporting year 2024 are not explicitly disclosed in this report, as Green Solutions considers this information to be confidential. In accordance with paragraph 19 of the VSME standard, it has been decided not to make this information public in this report. However, these figures are available through the annual financial statements filed with the Chamber of Commerce and can be requested by interested parties.



Strategy and Materiality

Green Solutions offers a wide range of garden and house plants. In addition, we provide data-driven advice on sales forecasting, inventory management, and market trends to support our customers in optimizing purchasing and product placement. We operate in the B2B market, supplying our products to DIY stores, supermarkets, garden centers, and discount retailers across the EU and the UK. We serve our customers through direct sales channels, including direct contact via our sales teams and sales through our web shop.

To supply these customers, we collaborate with a network of approximately 550 suppliers, the majority of whom are based in the Netherlands. Other suppliers are located in Belgium, Germany, Denmark, Spain, Italy, and other EU countries.

Since 2024, sustainability has been an integral part of our strategy. In May 2024, we began a thorough assessment of our environmental impact (E). Based on this, we are developing a strategy to reduce CO₂ emissions in our supply chain and promote the use of circular materials. In addition to environmental aspects, we are also advancing our Social (S) and Governance (G) strategies. This includes improving working conditions, enhancing transparency and ethical business practices, and implementing guidelines for responsible sourcing.

In 2024, Green Solutions underwent a SMETA 4-pillar audit conducted by DNV. This audit assessed our practices in the areas of labor, health and safety, environment, and ethics. The audit revealed several areas for improvement, but no critical findings were reported.

The value creation model below illustrates how Green Solutions currently creates value and how it aims to create additional value within its supply chain. The model combines elements of our current operations with our ambitions for the coming years and provides insight into the key resources, activities, and value propositions that are central to our approach.





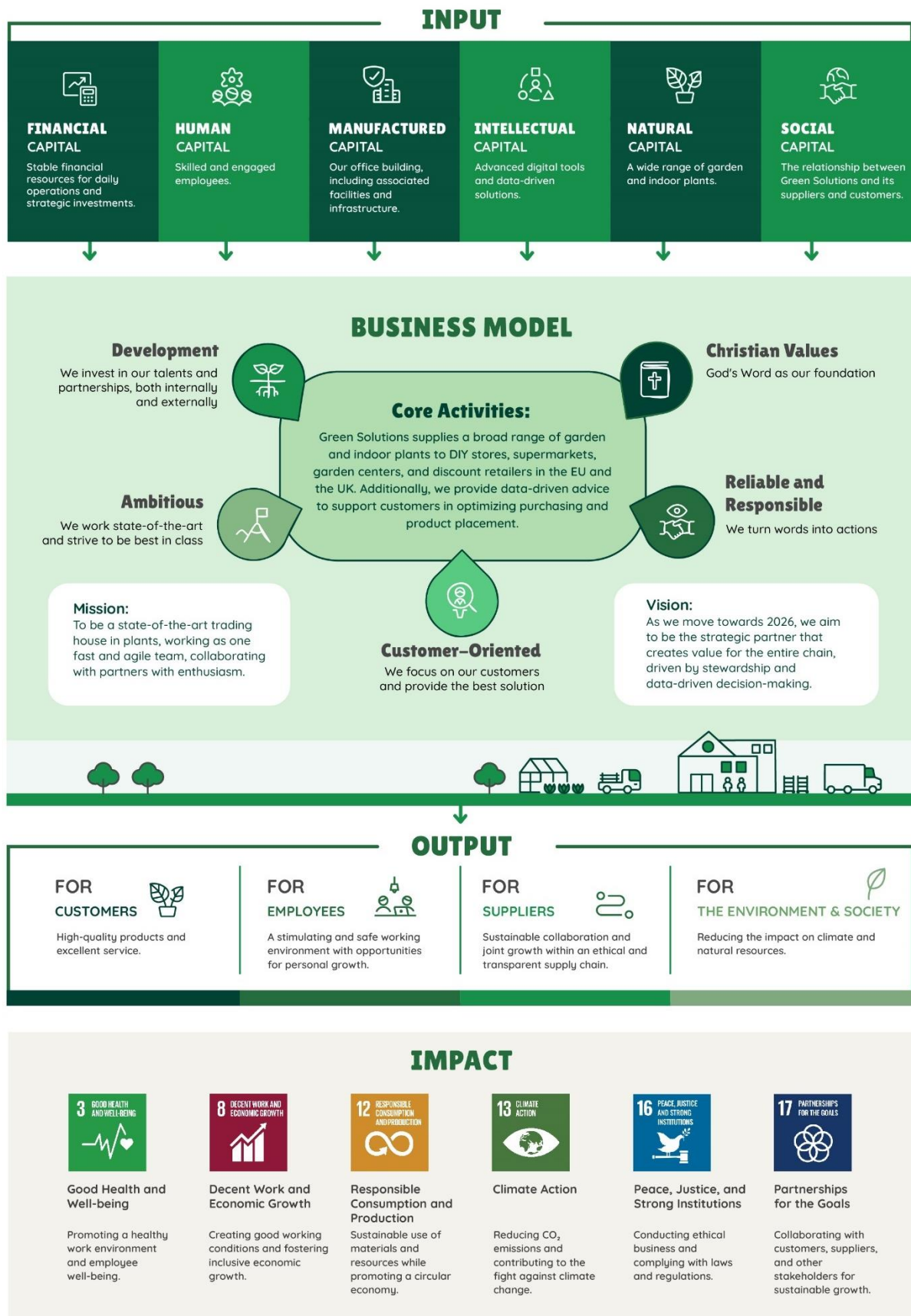


Figure 1, Green Solutions Value Creation Model



Policies and Future Initiatives

In 2024, Green Solutions had not yet established formal sustainability measures, policy documents, or measurable objectives. This applied to the topics of climate change, pollution, water and marine resources, biodiversity and ecosystems, circular economy, workers in the value chain, affected communities, consumers and end users, and ethical business conduct. These topics were, however, part of the broader internal orientation toward sustainability and are being explored as potential focus areas for future policy development.

For the topic of 'own personnel', an internal policy was in place in 2024. This policy focused on fair compensation, safe and healthy working conditions, and the professional development of employees. The policy was available internally but did not yet include formally defined long-term objectives or initiatives. In practice, actions were already being taken, such as offering training opportunities through the Green Solutions Academy and providing space for personal development. The People and Culture Officer was responsible for the implementation and execution of this policy in 2024.

Green Solutions is currently exploring ways to further structure and expand its sustainability efforts in the future. This includes the development of formal policies and the definition of concrete objectives that contribute to a sustainable economy.



Environment

Energy and Climate Goals

In mid-2024, Green Solutions began mapping its energy mix and footprint. The energy mix was as follows:

Energy Source	Consumption (kWh)	Share	Type
<i>Nuclear</i>	141.364	45,02%	Non-renewable
<i>Gas</i>	127.928	40,74%	Fossil
<i>Wind</i>	39.713	12,65%	Renewable
<i>Water</i>	4.740	1,51%	Renewable
<i>Solar</i>	126	0,04%	Renewable
<i>Biomass</i>	63	0,02%	Renewable (Biogenic)
<i>Unknown</i>	104	0,03%	Unknown
Total	314.038		

Tabel 1, Energy mix 2024 Green Solutions

Biogenic emissions from the use of 63 kWh of biomass are not included in the footprint calculation, in accordance with the GHG Protocol.

In 2024, Green Solutions' total Scope 1 and 2 emissions amounted to 142.15 tons of CO₂e. These emissions were distributed across gas consumption (20%), electricity (34%), and fuel use (46%), as shown in Figure 1.

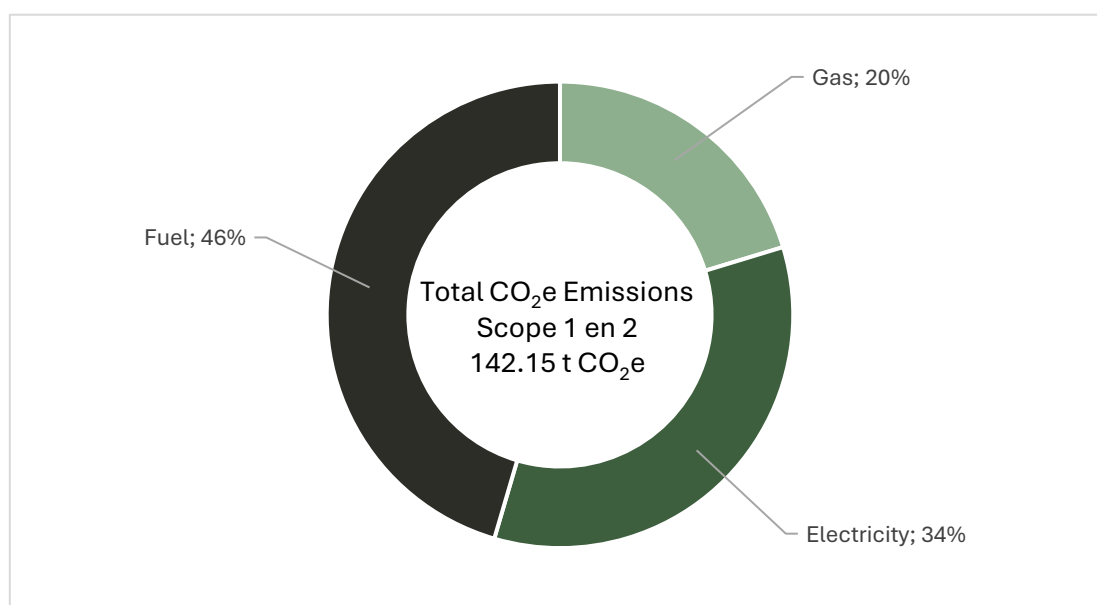


Figure 1, CO₂e-emissions 2024 Scope 1 en 2



Scope 1 includes all direct greenhouse gas emissions from sources owned or controlled by Green Solutions. This includes, for example, heating systems. Scope 2 covers indirect emissions resulting from the generation of purchased energy used by the company, such as the electricity we buy. The emission intensity (tCO₂e per euro of revenue) is not disclosed in this report, as it could indirectly lead to the traceability of confidential financial information.

As a wholesaler of flowers and plants (NACE 46.22), we fall into the category of companies with a relatively high climate impact. We believe it is important to contribute to the transition toward a more sustainable economy and are committed to taking our responsibility seriously.

In 2024, we did not yet have a climate transition plan. We were at the beginning of our sustainability journey and focused primarily on identifying what matters most to us through a double materiality assessment, and on collecting baseline information about our environmental impact. We plan to develop a climate transition plan in 2025. This plan will outline our goals for reducing greenhouse gas emissions and the steps we intend to take to achieve those goals.

In addition, Scope 3 emissions (indirect emissions from the value chain) are not yet included in this report, as the necessary data was not fully available or reliable in 2024. Green Solutions conducted an initial exploration in 2024 and intends to take further steps in 2025 to map these emissions and include them in future reports and reduction targets.

Climate Risks

Our activities are closely connected to the ornamental horticulture sector and heavily reliant on timely deliveries, product quality, and reliable logistics. These factors are increasingly coming under pressure as a result of climate change and the ongoing transition.

1. Climate-related Risks

In 2024, we became more aware of the ways in which climate change can affect our operations. As a wholesaler of garden and house plants, we depend on a stable supply of fresh products, well-functioning logistics, and predictable market conditions. Physical climate risks such as extreme rainfall, heatwaves, or local flooding can disrupt that stability. Severe weather, for example, may cause delays in supply from growing locations or even temporary outages, while prolonged heat can affect product quality during transport or storage.



We are also seeing the emergence of so-called transition risks. Governments are introducing increasingly strict regulations, for example regarding packaging, carbon emissions, or product transparency. At the same time, customer expectations are rising. The market is clearly shifting toward more sustainable choices. Buyers are increasingly asking about origin, cultivation methods, and environmental impact. As an intermediary between growers and buyers, we are noticing that these requirements are no longer optional expectations, but factors that directly influence customer relationships and our competitive position.

2. Exposure and Sensitivity

Although we do not operate our own cultivation sites or transport vehicles, we are highly dependent on an extensive network of suppliers. With approximately 550 suppliers, we have the flexibility to adapt quickly within the supply chain. The majority of our products originate from the Netherlands. This country has a well-organized horticultural sector, but it is also highly sensitive to climate change. This sensitivity is due in part to its low-lying geography, dependence on freshwater supply from rivers, and the increasing likelihood of extreme weather events such as heavy rainfall and prolonged drought.

In addition, we source part of our products from Southern European countries such as Spain and Italy, where the impact of climate change is already clearly visible. Increasing drought, water scarcity, and heat stress are making cultivation conditions more challenging. As a result, our vulnerability lies not so much in our own operations, but primarily in our dependence on external links within the supply chain.

3. Time Horizons

The risks we observe vary in both impact and urgency. In the short term, the focus is primarily on operational issues, such as disruptions caused by extreme weather, rising energy costs, and increasing sustainability expectations from customers.

In the medium term (three to ten years), we expect that changing climate conditions, particularly in Southern and Eastern Europe, may affect the availability and pricing of certain plant species.

In the longer term, starting from a period of around ten years, we anticipate structural changes. These may include shifting seasons, changes in crop selection, and the relocation of production areas to different geographic regions. Such developments call for a reassessment of our sourcing strategy and the way we, as a wholesaler, can remain relevant within a supply chain that is constantly evolving.



4. Adaptation and Preparedness

To prepare for these developments, we began mapping environmental data within our supply chain in 2024. This serves as the foundation for future sustainability targets and reporting. In addition, we actively monitor European regulations, such as the directive on sustainable packaging and the broader obligations under the Corporate Sustainability Reporting Directive (CSRD).

5. Risk Assessment

Given our business structure and supplier profile, we currently assess the physical climate risks for our organization as low to moderate. Our focus on Dutch suppliers provides a certain degree of resilience, although the impact of extreme weather is increasing. We assess the transition risks as moderate and rapidly growing — driven both by regulatory developments and changing customer expectations.

We aim to respond proactively by improving our internal processes and strengthening collaboration with suppliers and customers. For us, sustainability and resilience are not end goals, but an ongoing process of adaptation and cooperation.



Pollution

Green Solutions does not yet report on air, water, or soil pollution that it may or may not cause, and is not legally required to do so. The company is not subject to any permit obligations or other legal frameworks that mandate reporting emissions to competent authorities. Additionally, Green Solutions does not currently operate under a certified environmental management system (such as EMAS or ISO 14001) that would require such reporting.

As a result, data on emissions is currently not available and is considered not applicable in this report.



Water

During the reporting period, Green Solutions withdrew a total of 496.3 m³ of water. All water was sourced from the public water supply network, as confirmed by invoices from the water supplier. No other sources, such as groundwater, surface water, or rainwater, were used.

Our location at Insteek 82, Boskoop, is not situated in a water-stressed area. This is confirmed by the Water Risk Atlas, which assessed our location as having a Low Overall Water Risk (0–1). Therefore, a breakdown of water withdrawal by such areas is not applicable.

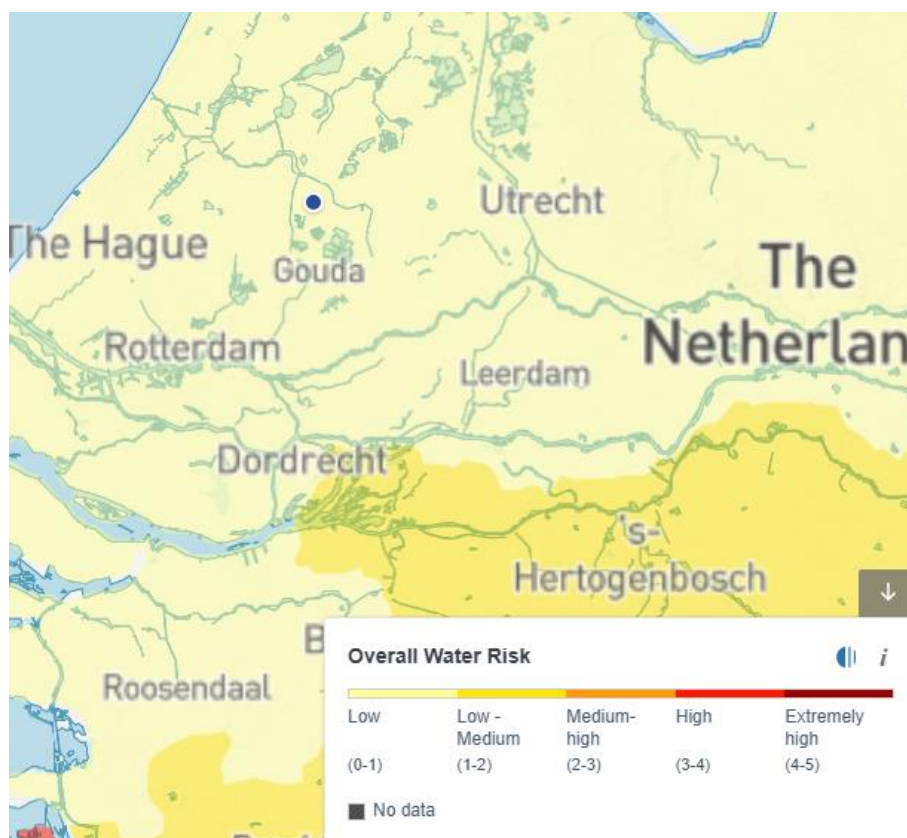


Figure 2, Water Risk Green Solutions (Water Risk Atlas (2025))

Green Solutions does not carry out any production activities. The vast majority of the water withdrawn is discharged back into the public sewage system after use. Water consumption, defined as the difference between water withdrawn and discharged, is therefore negligible and is not reported separately in this document. This approach is in line with applicable reporting guidelines..



Biodiversity

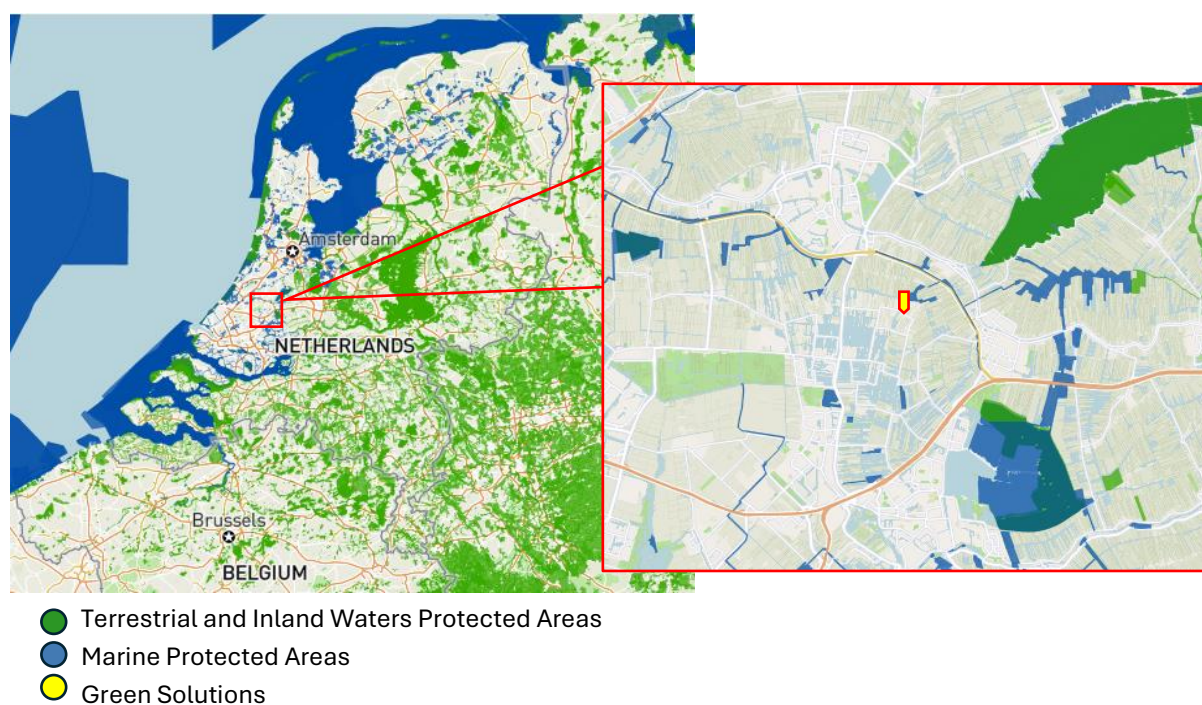


Figure 3, Location of Green Solutions in Relation to Nature Areas (UNEP-WCMC (2025))

The location of Green Solutions in Boskoop has been assessed in relation to surrounding nature areas based on data from the World Database on Protected Areas (UNEP-WCMC, 2025). This assessment shows that our site is not located within or directly adjacent to a biodiversity-sensitive area. While there are some protected nature areas in the broader vicinity, they are situated at a distance from our premises.

Green Solutions does not operate any sites that fall within or directly next to such areas. As a result, the total surface area within these zones amounts to 0 hectares.

Our premises consist partly of paved surfaces (such as office buildings, parking areas, and roads) and partly of green landscaping. In 2024, approximately 10.2% of the total site was designated as nature-oriented or green space.

	2024	
	m ²	%
Total Paved Surface	22.079	89.8%
Total Nature-oriented Surface	2.513	10.2%
Total Land Area	24.592	



Circular Economy and Waste

Application of Circular Economy Principles

As a wholesaler without production and with limited packaging activities, we apply circular economy principles primarily through our waste management and logistics processes. We aim to reduce waste by reusing transport materials and organizing our logistics chain efficiently. For example, we actively use reusable transport equipment such as Danish trolleys, which are systematically returned and reused. In addition, packaging materials such as cardboard and plastic are separated within our operations and offered for recycling.

Information on Waste and Material Flows

In the reporting year, a total of 438 m³ of waste was collected according to the statement from the waste processor, with a total weight of 39,180 kg. All waste was classified as non-hazardous. There was no hazardous or radioactive waste. The breakdown is as follows:

Waste type	Quantity (m ³)
LDPE-foil transparent (clean)	211
Commercial waste	146
Cardboard	75
Organic waste	3
PP foil contaminated (flower foil)	3
Bottle glass mixed colors	0
Total	438

In the reporting year, a total of 438 m³ of waste was collected according to the statement from the waste processor, with a total weight of 39,180 kg. All waste was non-hazardous. There was no hazardous or radioactive waste. The processing was as follows:

Processing Method	Amount (kg)	Percentage
Recycling	14.486	37%
Other Beneficial Uses	24.694	63%
Total Beneficial uses	39.180	100%

Through these applications, we have avoided approximately 23 tons of CO₂ emissions. These avoided emissions have not been deducted from our footprint but are mentioned here as additional information.

Our company is a wholesaler without its own production activities. We do not process significant quantities of materials or raw materials, and we only add limited packaging materials ourselves. Therefore, there are no relevant material flows to report under this section.



Social

Workforce Characteristics

As of the reference date, December 31, 2024, Green Solutions employed a total of 79 staff members. Of these employees, 10 had a temporary contract and 69 had a permanent employment contract. Together, they represented a total of 71.29 full-time equivalents (FTE). During the reporting year, the turnover rate was 9.5%, indicating a relatively stable staffing level within the organization.

The workforce consisted of 50 men and 29 women. Of the 79 employees, 78 had a Dutch employment contract. One employee was employed under a UK employment contract and worked from the United Kingdom.

Over the reporting year, Green Solutions had a total of 7 employees at management level (the level directly below the executive board). Of these, 6 were men and 1 was a woman. This results in a gender ratio of 0.17 (female to male), calculated as the number of female managers divided by the number of male managers.

In 2024, Green Solutions made use of the services of 5 self-employed individuals (freelancers). None of these freelancers worked exclusively for Green Solutions. This is in line with the guidelines of the Dutch Tax and Customs Administration to prevent false self-employment. In cases of long-term, exclusive cooperation with a single client, there is a risk that the working relationship may be classified as disguised employment, with fiscal and labor law consequences for both the client and the freelancer. Green Solutions therefore applies the principle that freelancers must have multiple clients and operate as truly independent entrepreneurs.

During the peak season, which runs from the end of February to the end of May, the company uses temporary workers through employment agencies. As this deployment fluctuates and was not centrally recorded during the reporting year, it is currently not possible to reliably determine the exact number of temporary workers who worked for the company during the reporting period. Green Solutions is exploring ways to systematically record this information in the future in order to further improve transparency in reporting.



Health & Safety

In the reporting year 2024, there were no reports of occupational accidents that met the definition of a recordable work-related incident. The number and percentage of recordable work-related incidents is therefore zero (0). Likewise, no fatalities were reported in 2024 as a result of work-related injuries or work-related health issues.

Remuneration and Training

Green Solutions ensures that all employees receive a wage that is at least equal to the statutory minimum wage in the Netherlands, as determined by the government. Of the 79 employees, 8 fall under the collective labor agreement (CLA) for the Wholesale in Flowers and Plants sector. This means that 10.1% of the employees are covered by this CLA. The CLA is relevant for positions within job groups I through VI, as defined in the CLA's job classification system.

The employees concerned are correctly classified according to the CLA and receive a wage that generally exceeds the statutory minimum wage. For the remaining employees who are not covered by the CLA, Green Solutions also ensures remuneration that not only meets but typically exceeds the legal minimum.

This approach reflects Green Solutions' commitment to decent working conditions within the organization.

Given the size of the workforce, it is permitted not to report information on the pay gap between female and male employees. Green Solutions makes use of this exemption.

To encourage development, Green Solutions provides employees with time and space to follow training or education. The offerings within the Green Solutions Academy are determined by the development points and needs of employees and are not fixed. Green Solutions considers it important to provide tailored development opportunities to those who need or desire them. In 2024, a total of 2,188.06 hours of training and education took place. This amounts to an average of 27.7 training hours per employee per year. The average applies to the entire workforce. Green Solutions aligns development opportunities with individual needs and offers equal access to training for all employees.



Human Rights

In 2024, Green Solutions did not yet have a formal human rights policy. The topics considered relevant under the VSME standard for such a policy — including the prohibition of child labor, forced labor and human trafficking, the right to non-discrimination, safe and healthy working conditions, freedom of association and collective bargaining, fair remuneration, and the right to privacy — are not currently explicitly laid down in policies or procedures.

In 2024, however, a complaints procedure was available for employees who wished to confidentially report undesirable behavior, suspected misconduct, or other concerns. Employees could contact their supervisor or an internal contact person. Reports are handled carefully and confidentially, with protection of the reporter against retaliation.

Although some of these principles are partly reflected in our company culture or practical approach, there is not yet a systematic or formal safeguard in place. Green Solutions intends to develop a code of conduct and human rights policy in 2025 in which these principles will be embedded.

In 2024, no confirmed incidents were identified within Green Solutions related to child labor, forced labor, human trafficking, discrimination, or other forms of human rights violations. Green Solutions is also not aware of any confirmed incidents in these areas among workers in the value chain, within affected communities, or among consumers and end users.



Governance

Corruption and Fines

Business ethics are central to the way we conduct business. We believe that honesty, transparency, and integrity form the foundation for sustainable relationships with customers, suppliers, and other partners in the chain. We apply a zero-tolerance policy toward corruption and bribery and promote an open corporate culture in which ethical conduct is the norm. In the reporting year, there were no convictions or fines related to corruption or bribery.

Gender in the Governing Body

The governing body of Green Solutions, consisting of two director-major shareholders (DMSs), the Operations & Finance Director, and the Commercial Director, had a total of 4 members as of December 31, 2024. At that time, all members were male. There was therefore no female representation within the governing body.

Exclusions & Benchmarks

Green Solutions operates as a wholesaler in flowers and plants and falls under NACE code 46.22. In 2024, the company did not generate any revenue from sectors identified by the VSME standard as sensitive or high-risk, such as the production or trade of controversial weapons, the cultivation and production of tobacco, the fossil fuel sector (including coal, oil, and gas). None of these activities are part of Green Solutions' operations or supply chain.

In addition, Green Solutions is not excluded from any EU reference benchmarks aligned with the Paris Agreement. The company does not generate revenue from activities that fall under the exclusion criteria of Regulation (EU) 2020/1818, such as the extraction or refining of coal, oil, or gas, or electricity generation with high emission intensity. As such, Green Solutions is not subject to exclusion from benchmarks aligned with the European Union's climate goals.



Closing

Explanation of Methodology

For the preparation of this sustainability report, various internal and external sources were consulted. The basic information on energy consumption was obtained from energy supplier invoices and the digital consumption dashboard of our facilities department. Water consumption was determined based on annual overviews from the water supplier. Waste data was taken from the annual report provided by our waste collection partner.

The calculation of CO₂e emissions was carried out in accordance with the Greenhouse Gas (GHG) Protocol, using emission factors published by the Dutch government (co2emissiefactoren.nl). The calculation includes Scope 1 (direct emissions from the company's own use of natural gas) and Scope 2 (indirect emissions from purchased electricity).

In cases where the origin of electricity was not precisely known, an average Dutch energy mix was applied based on co2emissiefactoren.nl. Uncertainties due to missing data were minimized as much as possible by using conservative assumptions, with transparency about what was and was not included in the calculation. Biogenic emissions from biomass were excluded in accordance with the GHG Protocol.

Definitions and Abbreviations

Biogenic – Originating from biological (non-fossil) sources, such as biomass or organic waste. Biogenic CO₂ is emitted during combustion but is reported separately in international standards (such as the GHG Protocol) because it is part of the natural carbon cycle.

CO₂e – Carbon dioxide equivalent: a unit used to express the climate impact of various greenhouse gases in a single, uniform measure.

CSRD – Corporate Sustainability Reporting Directive: European legislation that mandates sustainability reporting for an increasing number of companies.

DMS – Director-major shareholder: a person who is both a statutory director and a shareholder of a company.

DNV – Det Norske Veritas: certification body that conducted the SMETA audit at Green Solutions in 2024.

EFFRAG – European Financial Reporting Advisory Group: organization that develops European standards for financial and sustainability reporting.



FTE – Full-time equivalent: a unit of measurement to express the labor capacity of employees, where 1.0 FTE represents a full-time position.

Freelancer – Self-employed individual without employees who performs temporary assignments without being in paid employment.

GHG – Greenhouse Gas: a collective term for gases that contribute to the greenhouse effect, including CO₂, methane (CH₄), and nitrous oxide (N₂O).

GHG Protocol – International standard for calculating and reporting greenhouse gas emissions.

LDPE – Low-Density Polyethylene: a light and flexible plastic material used in transparent films (e.g., for packaging plants).

NACE code – Nomenclature of Economic Activities: European system for classifying economic activities (Green Solutions falls under code 46.22: wholesale of flowers and plants).

PP film – Polypropylene film: plastic packaging material commonly used for flowers, plants, and other horticultural products.

Scope 1 – Direct greenhouse gas emissions from owned sources, such as heating or company-owned vehicles.

Scope 2 – Indirect emissions from the consumption of purchased electricity, heat, or steam.

Scope 3 – Indirect emissions occurring elsewhere in the value chain, such as from suppliers or transporters.

SMETA – Sedex Members Ethical Trade Audit: audit methodology focused on labor, health and safety, environment, and ethics.

UNEP-WCMC – United Nations Environment Programme – World Conservation Monitoring Centre: data source for protected nature areas, used in biodiversity analysis.

VSME – Voluntary Standard for Sustainability Reporting by Small and Medium-sized Enterprises: voluntary sustainability reporting standard for non-listed SMEs, developed by EFRAG.



Responsibility and Contact

This report was prepared internally by the Compliance Officer, in collaboration with the management.

For questions about this report or about Green Solutions' sustainability approach, please contact:

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