



2025

CSR annual report



We are proud to present Vogel's fourth annual CSR report. In this report, we show what steps we have taken in 2025 and how sustainability explicitly guides our choices. For us, sustainable business is not an isolated issue, but an integral part of our strategy and daily practice.

As a family-run business, quality, reliability and innovation have been at the heart of everything we do for more than 50 years. Sustainability reinforces these values and is structurally embedded in our product development, processes and collaborations. We study the full life cycle of our products and continuously look for ways to use materials smarter, reduce our footprint and work more transparently.

The progress we are making is due to the commitment of our staff and collaboration with partners who share our ambition. Together, we build solutions that are not only functional and innovative, but also contribute to a future-proof world. I invite everyone to discover how we translate responsibility into specific actions and how we continue to work step by step towards sustainable impact - for today and tomorrow.

Best regards,

Gerdi Vogels
CEO

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People

Planet

Future

WE ARE VOGEL'S

Our vision

For both consumers and professionals, media consumption and connectivity play an increasingly important role. Vogel's is a prominent player in expanding the practical use and a positive user experience.

Our mission

Let's enhance the positive user experience. To do that, we create the better product and service solutions for users of Audio-Video equipment & Computer devices.

How to achieve this? By having a healthy and inspiring working environment. And simultaneously creating products and services which leaves a minimum footprint on our world. Evidently, in keeping the design and quality we stand for.



Core values



Exploring - *Sparks the brain*

Discover new opportunities. We believe there is always room for improvement. Curious as we are, we are always looking for new opportunities and possibilities. Don't wait, just do it. Only then will we remain at the forefront.



Positive - *Gets you going*

Positive thinking and action. We look at the world constructively and above all, see opportunities. We look for solutions to problems and challenges. Sometimes this requires changing something, and that is easier if you approach it with optimism. This is how we move forward.



Accessible - *Helps you understand*

Open and empathetic. Customer, colleague or partner: we like to make it easy for you. Our products are easy to understand and use. This is best achieved if we are open and try to see things from others' perspectives.



Vogel's is a B Corp: making an impact with AV placement solutions

Vogel's is officially a B Corporation, or B Corp. The 'B' stands for Benefit for all—a certification that demonstrates our commitment to having a positive impact on all our stakeholders: employees, our community, customers and the planet.

Proud of our B Corp status

As B Corp, we are part of a global movement of companies that meet the highest standards of social and environmental performance.

Why B Corp?

Our goal is to make a greater impact with our solutions within the AV industry. B Corp certification helps us make this ambition measurable across all business units and is in line with our forward-thinking view of innovation as an A-brand. It also provides a clear guideline to keep improving structurally.

Our impact score

For the certification, we went through an intensive process.

Only companies with at least **80 points** in the **B Corp Impact Assessment (BIA)** are certified. Vogel's scored 80.6 points.

The assessment is based on five pillars:

- Board
- Environment
- Employees
- Customers
- Community

With B Corp as our compass, we continue to build high-quality AV solutions with respect for people and the environment.



- 80.6 Vogel's overall B Impact Score
- 80 Minimum score for B Corp certification
- 50.9 Median score of regular companies

Vogel's and EcoVadis: transparent and measurable work on sustainability

EcoVadis is an international assessment platform that rates companies on their sustainability policies and performance. The goal of EcoVadis is to make sustainability measurable, comparable and transparent-both for companies themselves and for their customers and partners.

Why EcoVadis?

For Vogel's, EcoVadis is an important tool to strengthen and provide insight into our sustainability approach. Many organisations use EcoVadis as a standard in their procurement and supplier evaluation. By being judged on this, we show that we take sustainability seriously and that we work continuously to improve.

Assessment on four themes

EcoVadis assesses companies based on documentation, policies, actions and results within four main themes:

- Environment
- Labour and human rights
- Ethics
- Sustainable procurement

Continuous improvement

The EcoVadis rating helps us clearly identify strengths and opportunities for improvement. It gives direction to our priorities and supports us in further professionalising our sustainability processes.

42/100 overall score

Improvements in operations

The insights from our B Corp and EcoVadis processes have led to concrete improvements in our operations. For example, we expanded our waste separation to include glass, two sites were merged into one and an Environmentally Preferable Purchasing Policy was established. It supports more conscious choices in office equipment and supplies, paper use and vehicle fleet, among others.

Our employees & social impact

Sustainable development, welfare and working conditions

Sustainability within our organisation means investing in people for the long term. We do this by paying attention to development, vitality, job satisfaction and attractive terms of employment. In this way, we create a working environment in which employees can remain healthy, motivated and can continue to work in a way that is future-proof.

Employee satisfaction and structural monitoring

We conduct an Employee Satisfaction Survey (ESS) once every two to three years. This provides insight into themes such as workload, leadership, cooperation and development opportunities.

In the intervening period, we monitor progress quarterly through the Vogel's Mood Monitor. These measurements provide insight into the areas of concern from the ESS and allow for timely adjustments. As a result, we combine structural evaluation with continuous feedback and improvement.

Communication, engagement and connection

We value transparency and dialogue. Among other things, this is why we organise monthly Townhall meetings, send out an internal newsletter 4 times a year and have the Vogel's Mood Monitor. Here, employees are informed (or questioned) about organisational results, developments and future plans. This strengthens engagement and ownership.

We also organise a monthly 'Ask me anything' coffee session, in which 5 to 8 colleagues engage in conversation with our CEO and can freely ask all kinds of questions.

Initiatives such as 'Build your Band lunches' and 'Chat & Connect moments' also contribute to mutual connection and an open work culture.

Two key themes are being worked on by HR:

- Better communication and cross-departmental collaboration
- Encouragement of personal development

We want to improve interdepartmental collaboration by organising consultation structures more effectively and strengthening the connection between teams.



Learning, development and future-proofing

To keep employees sustainably employable and make the organisation agile, we invest structurally in learning and development. In 2025, quarterly training courses have been organised, focusing on both technological and personal skills.

Examples include:

- (Offline/online) AI training, to support more efficient and future-oriented working
- Power BI training sessions organised, to strengthen data-driven decision-making
- Various skills training, including communication, collaboration and professional effectiveness

In addition, the Vogel's Online Academy supports continuous learning. Employees receive the weekly "Tip of the Week", which makes knowledge sharing a low-threshold part of daily work.

Vogel's Online Academy

The Vogel's Online Academy has been frequently visited this year. Many colleagues have successfully completed training courses, actively increasing their knowledge and skills. There is visible investment in quality and professionalism.

This commitment keeps us focused, knowledgeable and ready for the next step both as individuals and as an organisation. It is great to see colleagues using the Online Academy to develop themselves and strengthen their expertise - exactly where it makes a difference in practice.

Sustainable generations under one roof

At Vogel's, multiple generations work together towards one common ambition. Our staff structure is stable: 70% of colleagues are aged between 30 and 59. Generation X, at 34.4%, has a slightly higher representation than the Dutch national average (30%), while Generation Z, at 14.8%, is slightly lower than the national average (20%).

This composition ensures a solid foundation of experience, professionalism and continuity. This is in line with our objective: a strong brand starts with committed employees who deliver quality every day and promote our brand values.

At the same time, it remains important to invest in the inflow and development of junior talent. By strengthening knowledge transfer, mentoring and development programmes, we ensure that experience and innovation go hand in hand.

Whistleblower scheme and confidential adviser

Vogel's is committed to integrity, transparency and a safe working environment. That is why we have a whistle-blower scheme and both an internal and external confidential advisor.

The confidants offer employees an accessible point of contact for questions or concerns about social safety and integrity. No reports were received in 2025.

The whistleblower scheme allows suspicions of serious wrongdoing, such as fraud or corruption, to be reported. No notifications were received through this scheme in 2025 either.

Both schemes remain available as an important part of our commitment to an open and safe organisational culture.

Privacy and data breaches

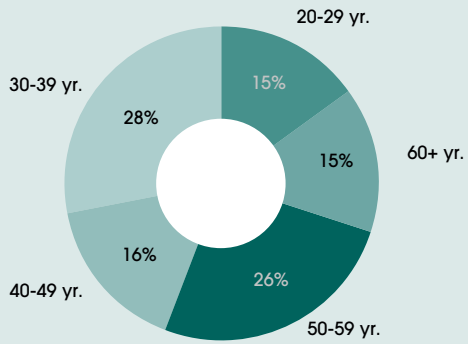
Vogel's sees privacy protection and information security as an important part of corporate responsibility and good governance. We operate in compliance with the requirements of the General Data Protection Regulation (GDPR) and have internal procedures for reporting, assessing and recording (suspected) data breaches.

In 2025, no reports or signals of data breaches have been recorded within the organisation.

Privacy and information security remain an ongoing focus within our governance and risk management.

Social commitment

We also take responsibility outside the organisation. Where possible, we source corporate gifts and collaborations from organisations that contribute (directly, indirectly) to charities. This is how we link our business operations to social impact.



Age diversity

Satisfaction Rate

88%

70.1

Net Promoter Score

126

employees use the training portal actively

476

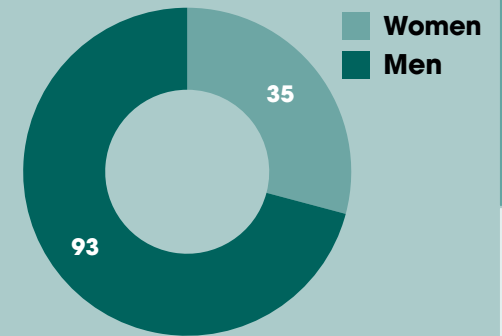
training courses opened

3.5%

absenteeism

2.5%

promotion to other positions



Number of employees in NL: 128 (including 2 trainees)

1 internal
1 external

confidential advisor

7.8

figure Employee Satisfaction Survey (ESS)

41

employees making use of the fitness allowance

11

employees making use of the bicycle plan

Vogel's

People

Planet

Future

Social initiatives

Good causes

We believe that, as a company, we can make a positive contribution to charities and initiatives.

Therefore, in 2025, we donated to the ReumaNederland, a fund dedicated to helping people living with rheumatism or osteoarthritis.



And to "Move for Parkinson's" an organisation dedicated, among other things, to raising funds for scientific research into this disease.



As in previous years, we sponsored the Eindhoven Pop Choir. We also supported the foundation "De hond kan de was doen", which funds the training of assistance dogs for children and adults with disabilities.



Sport & vitality

Also in 2025, Vogel's participated in the ASML Marathon Eindhoven and organised various sporting and connecting activities. Several Walking Speed Dates took place, for instance, where colleagues got active together outdoors and interacted with each other. National Vitality Week focused on themes such as energy, sleep, work attitude, employability and balance, with daily challenges for employees. We also organised an internal darts competition.

Health goes beyond exercise. That is why we offer various vitality programmes, focusing on both physical and mental health. These range from exercise and mental coaching to relaxation, such as workplace chair massages. This is how we support employees to stay physically and mentally fit, at and outside work.



Sustainability in product development

We are continuously working to reduce our footprint. For the new speaker wall mount range, which will replace existing products in 2026, this year EPS has been completely removed from the packaging and reinforced plastic has been used instead of steel or aluminium. With this, we achieve a footprint improvement of 17% to 36%.

We have been creating designs in accordance with Vogel's **Sustainable Design Manifesto** since 2023. In it, we commit to optimising new products and product improvements to ensure a long lifespan, minimal environmental impact, recycling and logistics.

We design for...



...tomorrow

Transparency about the environmental impact

In 2025, we have established Environmental Product Declarations (EPDs, type III) for the COMFORT, ELITE and QUICK Full Motion wall mounts.

The EPDs provide insight into environmental impacts over the full life cycle, from raw material extraction to end-of-life, including metrics such as Global Warming Potential (GWP) in kg CO₂ equivalents, energy use and emissions to air, water and soil.

These show the following:

- the materials we use;
- the impact of the product's life stages;
- how recyclable the product is.

In 2025, we have developed new ecosheets for:

- ELITE Fixed XL wall mounts
- MOMO Monitor mounts (updated)
- PFW 6410, PFW 6810 wall mounts Pro-AV
- Modular Sound, loudspeaker mounts

The assessment was carried out in accordance with NEN-EN 15804+A2 and, in the case of the Full-Motion TV mounts, validated by the accredited party Ecoreview.

Ecosheets are now routinely integrated into all new product development projects.

We have also completed Life Cycle Assessment (LCA) calculations for our RISE motorised display solutions.



News

Specific improvements & cooperation

In 2025, we structurally integrated sustainability into product development projects via a sustainable concept and by including sustainability as standard in the Business Case template.

We have also achieved additional LCA-based environmental claims, including Climate Pledge Friendly certification and a Brix zero partnership with AVEX for our PFW 6410 & PFW 6810 wall mounts.

To continue assuring product quality, we have organised targeted workshops and training courses for R&D, such as Functional sizing & technical specification and Sheet metal fabrication, construction and prototyping.

At Vogel's HQ, Vogel's The Lab has been set up as a new working and testing environment for product development. Safety Instructions R&D & visitors have been drawn up for this purpose.



Sustainability in Sourcing & Supply Chain

Centralisation of activities

In 2025, Vogel's centralised office operations in the Netherlands in Eindhoven. Bringing teams together under one roof strengthens cooperation and allows more efficient use of available office space. Centralisation also helps reduce our environmental impact. Reducing the number of office locations reduces energy consumption for heating, cooling, lighting and facilities, among other things.

Steps have also been taken within the logistics operation. Assembly activities are brought together in the same location as warehousing and distribution. As a result, processes are better aligned, the number of transport movements decreases and the flow of goods can be organised more efficiently. This helps to further reduce the CO₂ impact of our logistics operations.

Value added services (VAS)

In 2025, a specialised 'Value Added Services' (VAS) team has been set up within Vogel's. Among other things, this department handles customer-specific product configurations, pre-assembly, quality control, kitting and packaging optimisation.

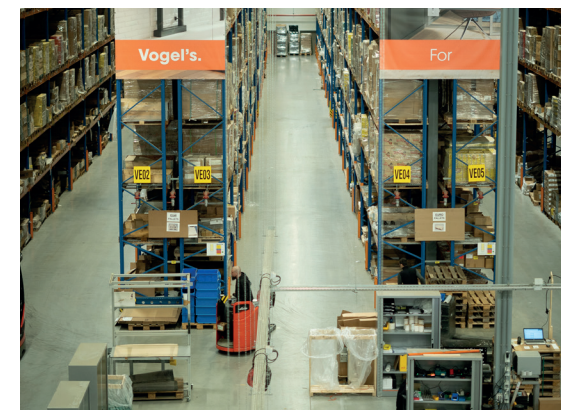
Integrating these activities at our central warehouse partner brings together several logistics steps in one location. This reduces re-handling, transport movements and material use. At the same time, processes can be designed more efficiently, contributing to both operational efficiency and reducing environmental impact.

Sustainable logistics partners

Sustainability plays an important role in the selection of logistics partners within Vogel's supply chain. When choosing partners for warehousing, transport

and operational handling, energy efficiency, sustainable transport solutions and innovative logistics processes are explicitly considered.

By working with partners investing in, among other things, electrification of transport and energy-efficient warehouse processes, we encourage further sustainability in the chain. This cooperation helps us to reduce the overall CO₂ impact of our logistics activities step by step.



Our vision for 2026

Making an impact together

In 2025, we continued to reduce our impact on people and the environment, including by merging locations and thereby reducing work traffic. Sustainability is structurally integrated into the product development process. And of course, we continue to actively work on raising our B Corp and EcoVadis scores.

Looking ahead to 2026

The challenges are not getting smaller, and our ambition is growing with them. In 2026, we will take further steps to better understand where and how we can make an impact and reduce it in measurable terms.

Sustainability is an ongoing process that we shape together with employees, customers and partners. This is how we work towards a future where quality, innovation and sustainability go hand in hand.

Vogel's. For Sure.