

WESTWING Our *Sustainability Journey*

Sustainability Report 2025

A Message From Our CEO

2025 was a year of strong expansion for Westwing, as we entered ten additional European markets, bringing our presence to 22 countries, and opened seven new stores and store-in-stores. Expanding both physically and digitally has allowed us to connect with more customers, share our vision more widely, and make beautiful design accessible to more homes.

As our business starts to grow again, maintaining responsible and consistent ways of operating across markets becomes increasingly important. In 2025, Westwing built on years of focused sustainability work and delivered measurable progress across key priorities. We achieved or advanced many of the targets we set for ourselves, a result reflected in strong external ratings and assessments. This progress is the outcome of sustained efforts across teams, suppliers, and partners.

For me, what set 2025 apart was the depth of execution. We strengthened collaboration with suppliers on climate targets and social standards, further reduced packaging impacts through operational improvements, and expanded the sustainability offer within our Westwing Collection. At the same time, we improved transparency and traceability across key products and materials. These efforts were supported by investments in data and systems,

allowing us to manage sustainability more consistently.

These priorities were reflected in day-to-day decisions throughout the year. Packaging remained a focus area, with further reductions in plastic use per item shipped, increased recycled content, and continued progress in eliminating or replacing foams and unnecessary single-use plastic components. At the same time, we reinforced responsible sourcing practices by improving documentation and traceability for priority raw materials. For customers, this progress translated into better product information and a broader sustainability offer within the Westwing Collection, supporting more informed choices.

As Westwing expands into additional European countries and retail locations, maintaining common sustainability standards becomes increasingly important. The foundations built in 2025 enable us to scale responsibly, supported by more comparable data, clearer product information, and aligned requirements across markets.

The progress achieved reflects the commitment of our leadership, our teams and the constructive collaboration with suppliers and partners across our value chain. Their expertise and willingness to engage have



been essential in embedding sustainability more firmly into how we operate and develop our products, while meeting rising customer expectations for transparency and responsible design.

Looking ahead to 2026, the focus will shift toward further delivery at scale. This includes working with a broader group of suppliers to further reduce emissions across our supply chain, continuing improvements in packaging, and ensuring readiness for upcoming sustainability regulations. We will also advance innovation within the Westwing Collection, including increased use of recycled content to further reduce the environmental impact of our products.

Sustainability at Westwing is about consistent progress. The work completed in 2025 provides a strong foundation for moving forward while staying true to our commitment to design, quality and sustainability.

Sincerely,

DR. ANDREAS HOERNING
Chief Executive Officer
Westwing Group SE

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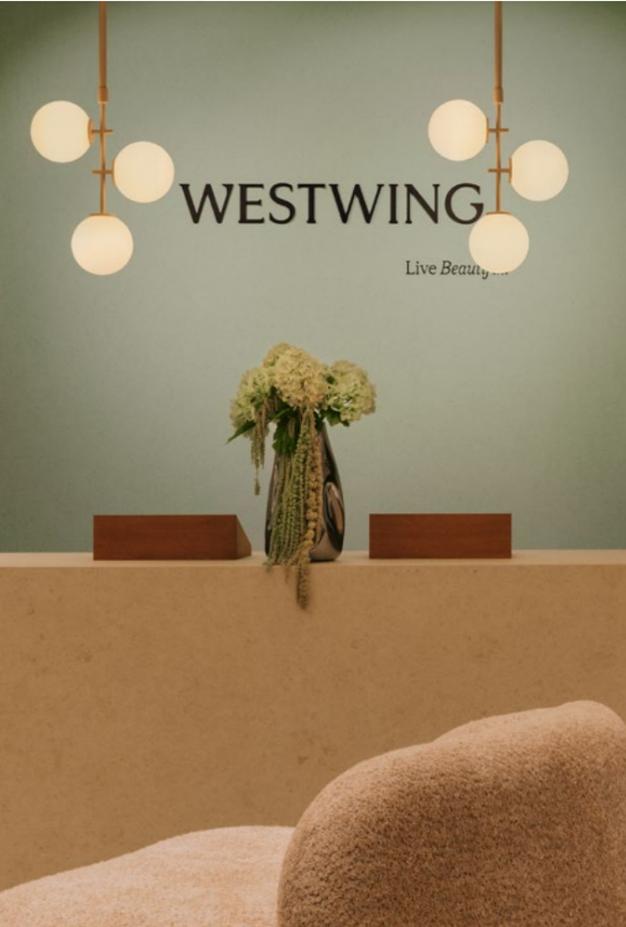
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Our Company



About Westwing

As Europe's number one in Beautiful Living e-commerce, our mission since our launch in 2011 has been to inspire customers every day. Our carefully curated selection of Home & Living design products and premium content makes it easy to discover and order favourite items.

We are a one-stop destination with thoughtfully chosen products spanning all Home & Living categories and exceptional services — an approach that differentiates Westwing from traditional search-based e-commerce models. Our 8.6 million Instagram followers reflect the relevance of our product assortment and content for our customers.

Our distinctive brand experience gives customers countless reasons to return to our online shop. We combine our own Westwing Collection with a curated selection of third-party design brands and services such as our Westwing Design Service or the Westwing Delivery Service.

Our nine retail stores and store-in-stores — seven across Germany, as well as in Paris and Copenhagen — allow customers to experience Westwing in person and engage directly with our products and brand in an inspiring environment.



Our business model



Shop	Westwing is the one-stop destination for Design Lovers, featuring its beautiful Westwing Collection alongside third-party design brands in an online shop tailor-made for Design Lovers.
Retail Campaigns	Westwing offers daily inspiration with themed shopping on its website and app, announced each morning in an engaging newsletter and additional digital channels.
Stores & Store-In-Stores	The real-life Westwing experience that seamlessly blends the digital and physical worlds.
Westwing Business	Westwing is expanding its B2B business, offering comprehensive, end-to-end solutions for project planning, delivery, assembly as well as personalised support.
Design Service	The Westwing Design Service connects customers with expert designers who craft personalised concepts and curated selections to bring out the full beauty of customers' homes.
Westwing Collection	The Westwing Collection – Westwing's exclusive brand – is known for its exceptional quality and design. It reflects Westwing's commitment to elevated design standards, blending aesthetics with functionality while staying at the forefront of the latest trends. Beyond timeless style, Westwing embraces sustainability and a dedication to quality, creating products that make a lasting impact on its customers' lives.
Brand Partners	We strive to ensure that our brand partners uphold similar high ethical and social standards as Westwing. Our brand lineup seamlessly blends renowned interior brands with emerging niche providers. This curated mix includes both timeless design classics and the latest trendsetting pieces, enabling customers to create unique, personalised spaces. Our third-party brand selection empowers customers to craft a home that reflects their individual style and enhances their living experience.

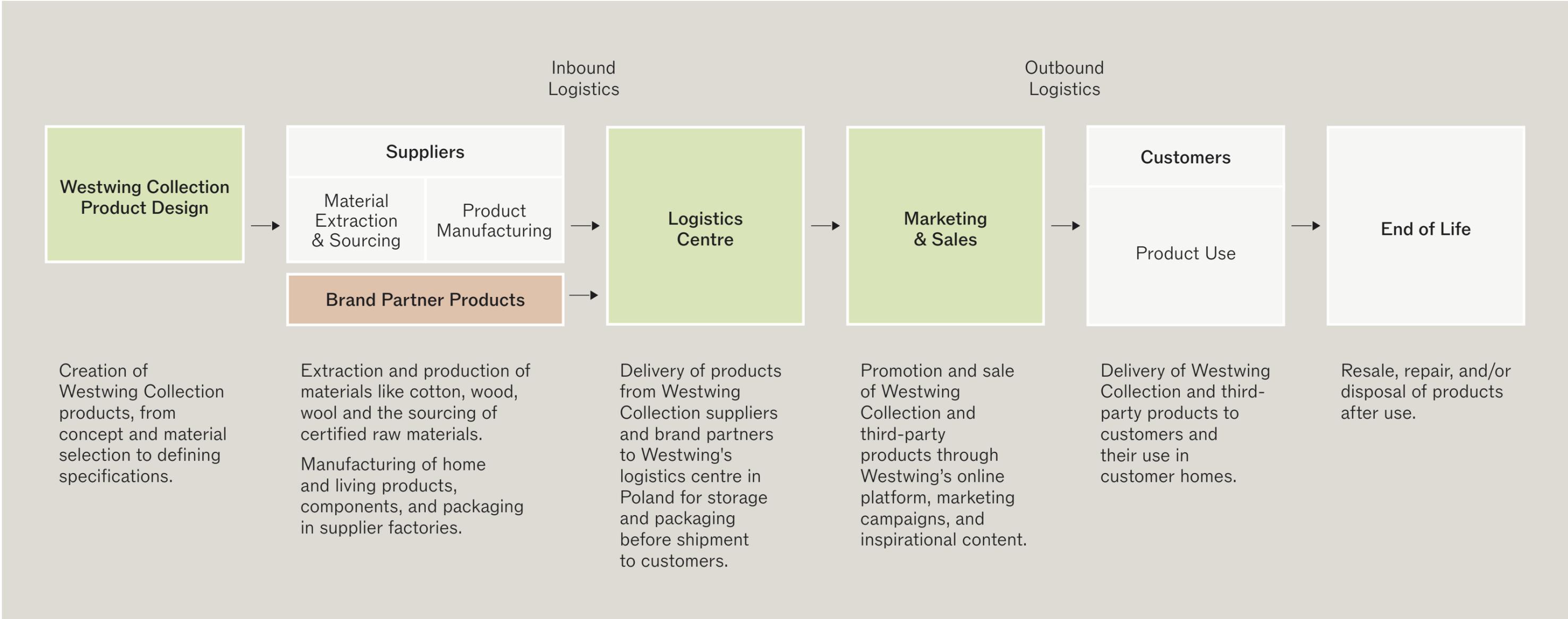


Westwing in 2025

- EUR 449.2m revenue
- 1,207 employees¹ representing more than 58 nationalities
- Presence in 22 countries across Europe
- More than 1.2m active customers
- 2.2m orders processed annually

¹ End of year value, total number of employees (full-time equivalent, FTE).

Westwing's Value Chain



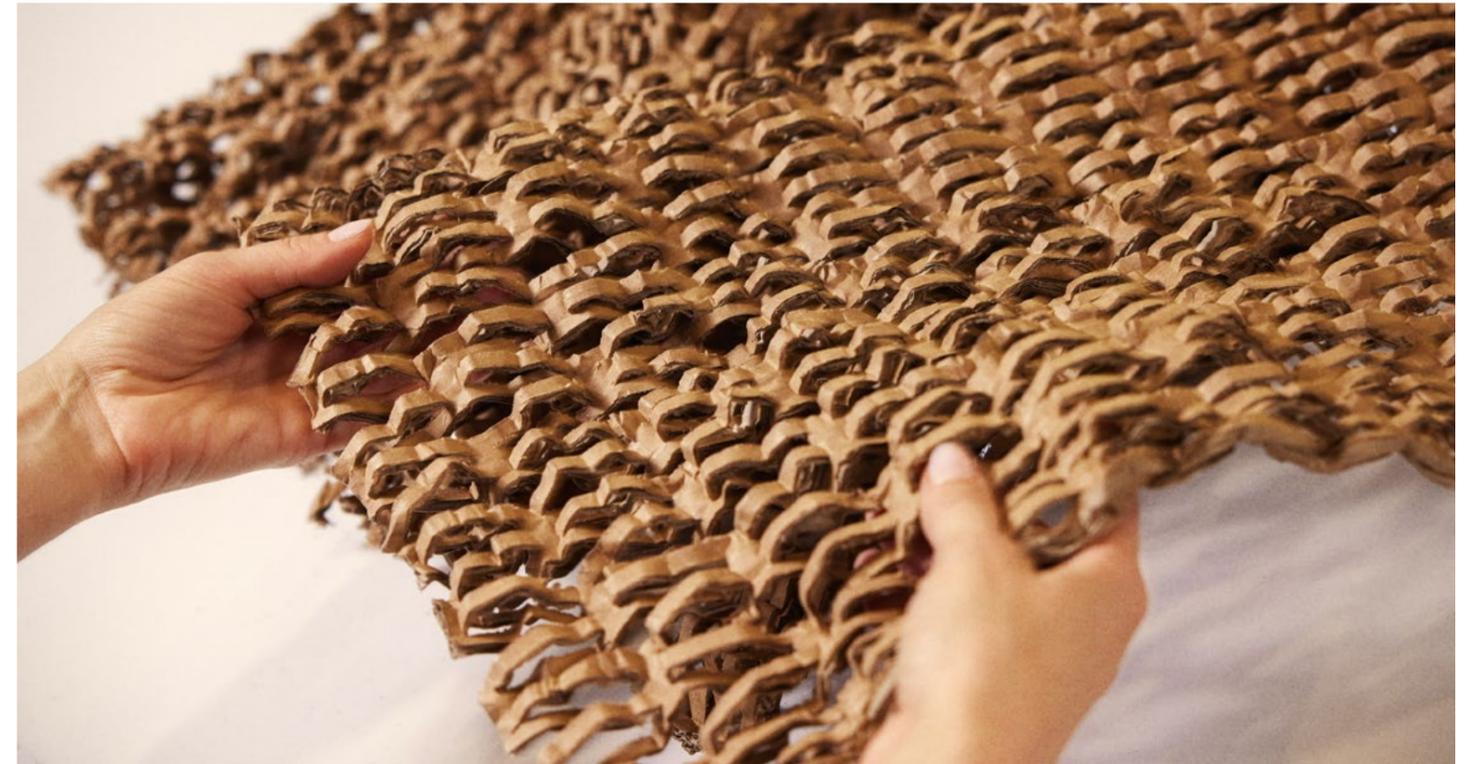
Our Sustainability Commitment

At Westwing, we believe that there is a *sustainable way to Live Beautiful*. We are here to create it by designing honest products and inspiring our customers to lead, live, and enjoy a more sustainable lifestyle: *to shape the future of our homes and those of next generations*.

Now well into our Sustainability Strategy 2030, our commitment to embedding sustainability at the core of Westwing remains firm. Developed in 2021, the strategy reflects our firm belief that *Beautiful Living* can be achieved in a way that respects people and the planet through responsible product choices, reliable customer information, and close collaboration with partners. At the same time, we recognise that environmental, social and governance topics are increasingly interlinked, from climate change and resource pressures to working conditions in global supply chains and rising expectations for transparency.

As these dynamics accelerate, the need for clear priorities, credible data, and consistent action becomes more pressing both to drive meaningful progress and to meet the expectations of our stakeholders.

In line with this vision, our strategy is structured around three pillars – WE CARE for our Products, WE CARE for the Planet, and WE CARE for People. Together, they define our focus areas and set clear goals across all aspects of our business. They provide strategic direction for our efforts, ensuring that we address the most material sustainability topics with a clear and structured approach.



2025 marked the conclusion of the initial phase in our sustainability journey. Over the past years, we focused on strengthening the essentials for scalable progress: improving packaging standards and processes to reduce unnecessary materials and shifting to better alternatives; enhancing data quality and governance for product and material claims; and deepening supplier engagement, particularly on climate action and responsible sourcing, including preparation for upcoming regulatory requirements. In parallel, we verified and further consolidated our carbon calculation approach and continued advancing our SBTi targets, with a growing

focus on decarbonising our supply chain.

As a premium one-stop destination for Design Lovers, we aim to inspire through a selection of products that reflects care for both people and the planet supporting our customers in creating beautiful homes shaped by responsible choices.

This report outlines how we translate our sustainability ambitions into concrete priorities and actions.

WE CARE for our Products

At Westwing, WE CARE for every product we offer, starting with our Westwing Collection and extending to third-party brands. From design to sourcing and packaging, we prioritise high-quality, timeless products while making responsible choices that reflect our commitment to sustainability.



Responsible material sourcing¹

- Increase the share of responsibly sourced materials in our products
- Increase the share of recycled plastics in our products
- Enhance traceability in material sourcing

Packaging²

- Reduce the amount of packaging used
- Increase the use of recycled materials
- Eliminate single-use plastics
- Introduce recyclable or compostable packaging
- Eliminate the use of hazardous materials
- Reuse, recover, or recycle packaging waste generated at our own sites

WE CARE for the Planet

Our planet faces significant challenges, with climate change being one of the most pressing. To reduce our footprint, we focus on addressing climate impacts across our value chain and collaborating with suppliers to drive improvements.



Climate

- Avoid and reduce GHG emissions across our value chain



WE CARE for People

People are at the heart of everything we do. From our dedicated suppliers and employees to the customers who trust us, we are committed to their well-being.



Supplier impacts

- Enhance the social and environmental performance of our suppliers
- Ensure brand partners are aligned with our sustainability standards

Employee well-being and development

- Promote employee well-being, health and safety
- Attract, develop and retain best talent

Customer engagement and safety

- Increase the share of products labelled as WE CARE
- Eliminate hazardous substances and avoid the use of toxic chemicals

¹Covers Westwing Collection products. ²Includes packaging used for Westwing Collection products sent from suppliers to our logistics centre, as well as packaging used for all products shipped from our logistics centre.

2025 Highlights

WE CARE for our Products	>98% of wood products in the Westwing Collection are FSC® or PEFC certified	97% of Westwing Collection suppliers eliminated or replaced single-use plastic components in packaging	50% reduction in plastic packaging per item shipped	99% recycled paper in packaging	10-year warranty for Westwing Collection furniture launched	
	WE CARE for People	99% Westwing Collection suppliers by POV ¹ audited for social and environmental topics	62% of key and strategic suppliers completed training on social and environmental topics	71% of WE CARE products in the Westwing Collection	67% of women in management positions	
WE CARE for the Planet		82% reduction in total Scope 1 and 2 emissions ² compared to 2022	100% renewable electricity sourced in our logistics centre	46.5% of suppliers, brand partners and logistics carriers by spend committed to setting SBTs ²		

¹Purchase Order Volume. ²Market-based emissions. ³Suppliers committed include SMEs whose registration is approved on the Science Based Targets initiative (SBTi) platform; SMEs and non-SMEs with targets currently under evaluation by the SBTi; non-SMEs with an SBTi commitment publicly available; and SMEs and non-SMEs with science-based targets validated by the SBTi.

Our 2025 Performance in Sustainability Ratings



Westwing received a rating of AAA (on a scale of AAA-CCC), in the MSCI ESG Ratings assessment.



We scored 55 (out of 100) in the 2025 S&P Global Corporate Sustainability Assessment (score date: 7/11/2025) and performed in the 94 percentile in the RTS Retailing industry, meaning 94% of companies reached an equal or lower ESG Score.



In ISS ESG Corporate Rating we received a C score, placing us in the top 2 decile rank.



We submitted our response for the CDP Climate, Forest and Water modules and received a C score for 2025.



WE CARE
for our Products





At Westwing, sustainability begins long before a product reaches our customers' homes. It starts with the materials we choose, how products are developed and designed, and the packaging that protects them. Across the value chain, we integrate responsible material sourcing, durability, circular design principles, repair and refurbishment, and packaging improvements. Building on the foundations established in previous years, 2025 marked a shift toward the systematic and consistent application of our strategic requirements across the Westwing Collection at scale.

Products Crafted to Last

Creating products that last starts at the design stage. For the Westwing Collection, this means selecting materials that support long-term performance, applying design solutions that enhance durability and resource efficiency, and integrating innovations to reduce material use and extend product lifespans. Over a product's lifetime, we support longevity through long-term warranty coverage and our repair, refurbishment, and responsible resale programme, ensuring products remain in use for longer. This reflects our focus on durability and longevity as the primary levers for reducing resource use and

environmental impact, particularly for furniture and long-lasting homeware.

Below we outline how these principles come to life — from the materials we rely on, to innovations in product development, and the measures that keep products in use for longer, with a focus on progress achieved in 2025 and priorities for the next phase of implementation. In 2025, this focus translated into concrete actions across materials, product development, and after-sales services, with an emphasis on operational consistency and supplier collaboration.



2025 Highlights

- Increased the share of responsibly sourced materials for wood (FSC®, PEFC) to >98%
- Introduced a 10-year warranty for Westwing Collection furniture
- Launched the Danilo tables and stools, made with a veneer from recycled textiles

Future Focus

- Align cotton sourcing practices with the updated Better Cotton Initiative requirements
- Ensure regulatory readiness for the EmpCo Directive ('green claims') and the Digital Product Passport
- Roll out spare parts programme to support repair and service efficiency

Westwing Collection Materials

Materials shape both product quality and environmental impact. Building on previous progress, in 2025, we further strengthened our approach to responsibly sourced and certified materials. We focused on consolidating and operationalising our existing certification approach, introduced the Recycled Claim Standard (RCS) for recycled materials, and further increased the share of FSC®-certified wood through supplier collaboration.

Close supplier collaboration remained essential to further advancing the share of certified raw materials in our Westwing Collection portfolio. This approach delivered tangible results, such as the progress achieved with one of our main textile suppliers in China, which obtained the OEKO-TEX® Made in Green labelling across its portfolio following a structured, multi-year

engagement process. Limited availability of certified materials and ongoing certification transitions continue to require flexibility in sourcing and implementation, particularly for selected material categories and supplier regions.

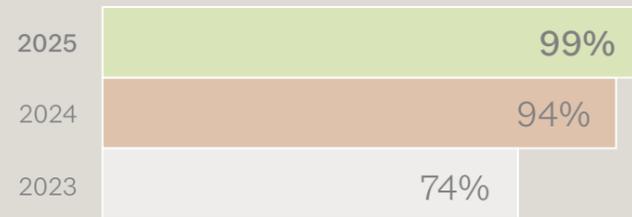
Looking ahead, we will continue strengthening supplier collaboration, further embedding our certification requirements into product development and sourcing decisions, and identifying innovative material options to ensure the continuation of our responsible sourcing approach.

The figures on the next page reflect the share of responsibly sourced or certified materials within the Westwing Collection and illustrate our progress over time, alongside areas where further stabilisation and scaling are required.



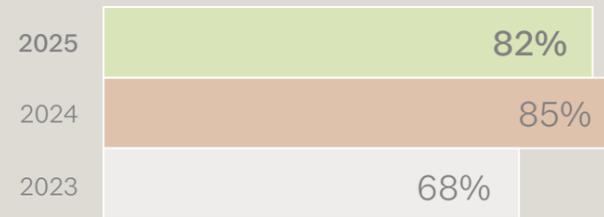
Westwing Collection Materials

Share of Westwing Collection products containing sustainable sourced materials out of all Westwing Collection products



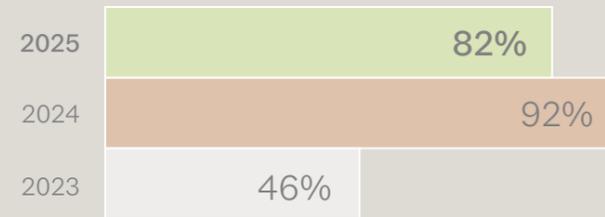
Wood

Forest Stewardship Council (FSC®) or the Programme for the Endorsement of Forest Certification (PEFC) promote responsible forest management worldwide through standards that are supported by environmental, social, and economic stakeholders. Wood remains the most relevant raw material category and a focus of our responsible sourcing efforts.



Cotton

Cotton production carries significant environmental and social impacts, from high water consumption to risks of poor working conditions. We prioritise sourcing organic, recycled, or responsibly produced cotton, like the Better Cotton Initiative and the Global Organic Textile Standard (GOTS). Year-on-year fluctuations reflect product mix and supplier certification status, not a shift in sourcing criteria.



Animal by-products

We use animal by-products like wool, leather, and down, prioritising standards such as Downpass and Responsible Wool Standard to ensure animal welfare and traceability. The lower share in 2025 reflects changes in portfolio composition and certification transitions at supplier level.



Recycled plastics

We are increasing the use of certified recycled plastics, expanding post-consumer recycled content under recognised certifications such as the Global Recycled Standard (GRS) and the Recycled Claim Standard (RCS), focusing on applications that maintain product performance and safety.



Advancing Circularity Through Innovation and Collaboration

Innovation plays a central role in strengthening durability, reducing impacts and integrating more circular design principles. Together with our suppliers, we explore new materials and develop alternatives that meet our standards for quality, safety and design.

Supplier collaboration is a key enabler for translating design intent into practical, scalable solutions at production level.

In 2025, this work focused primarily on product durability, material efficiency and selected applications of recycled inputs, rather than fundamental changes to product use models.

Key innovations in 2025 included the launch of the Danilo tables and stools, featuring veneer made from recycled fabrics, and the introduction of the first Claire chairs produced with plastic recyclates.

Danilo — From Recycled Textiles to Timeless Design

Designed in-house by Westwing and developed with Rezipn® — specialists in high-quality recycled materials — Danilo features a distinctive veneer crafted from recycled textiles such as denim and tailored fabrics. These fibres are bound using a biodegradable potato-starch-based binder, resulting in a durable surface with a distinct aesthetic. By transforming textile waste into long-lasting furniture, Danilo reflects our commitment to combining responsible material use with defined design and quality standards. This project illustrates how material innovation can be integrated selectively into the Westwing Collection while maintaining design integrity and performance requirements.



At Westwing, we take responsibility for exploring opportunities to make our products more sustainable throughout every stage of the product development process. While we are passionate about design, we question decisions involving irresponsible choices and prioritise longevity as a core quality criterion. This careful evaluation often results in meaningful improvements, creating products that combine aesthetic appeal with premium quality.

ALEXANDRA TOBLER
VP & Creative Director Westwing Collection



Giving Products a Second Life

Beyond warranty, repair and refurbishment play a central role in extending product lifespans and supporting circularity within our operations. At our logistics centre, a dedicated team restores products that arrive with defects or signs of wear, ensuring they meet our quality standards before being repurposed, reused or resold.

In 2025, we scaled up this programme with a broader scope of repairs, moving beyond cosmetic fixes to include component replacements such as drawer runners, fittings and chair pegs. Investments in specialised equipment, including a drying chamber, adjustable upholstery tables, precision tools and an expanded stock of paints and spare parts, have increased repair efficiency and improved output quality.

Looking ahead, improved data management will further support repair decisions by helping identify items with higher value and strong potential for refurbishment. Together, these enhancements strengthen our circularity approach by increasing the share of products returned to first-quality condition.

Warranty for Westwing Collection Furniture

As part of our focus on long-lasting products, we also stand behind their quality through a long-term warranty. The 10-year warranty reflects our confidence in the durability and material quality of the Westwing Collection. Every piece is developed with precision, produced by experienced manufacturers and tested according to defined quality and safety standards to ensure stability, safety and long-term performance.

The extended warranty applies to all Westwing Collection furniture. Any defects that occur within the warranty period will be repaired or the item will be replaced. By promoting repair over replacement and ensuring that products stay in use for longer, the warranty supports our circularity ambitions by extending product lifespans.

7,020
Number of items repaired in 2025

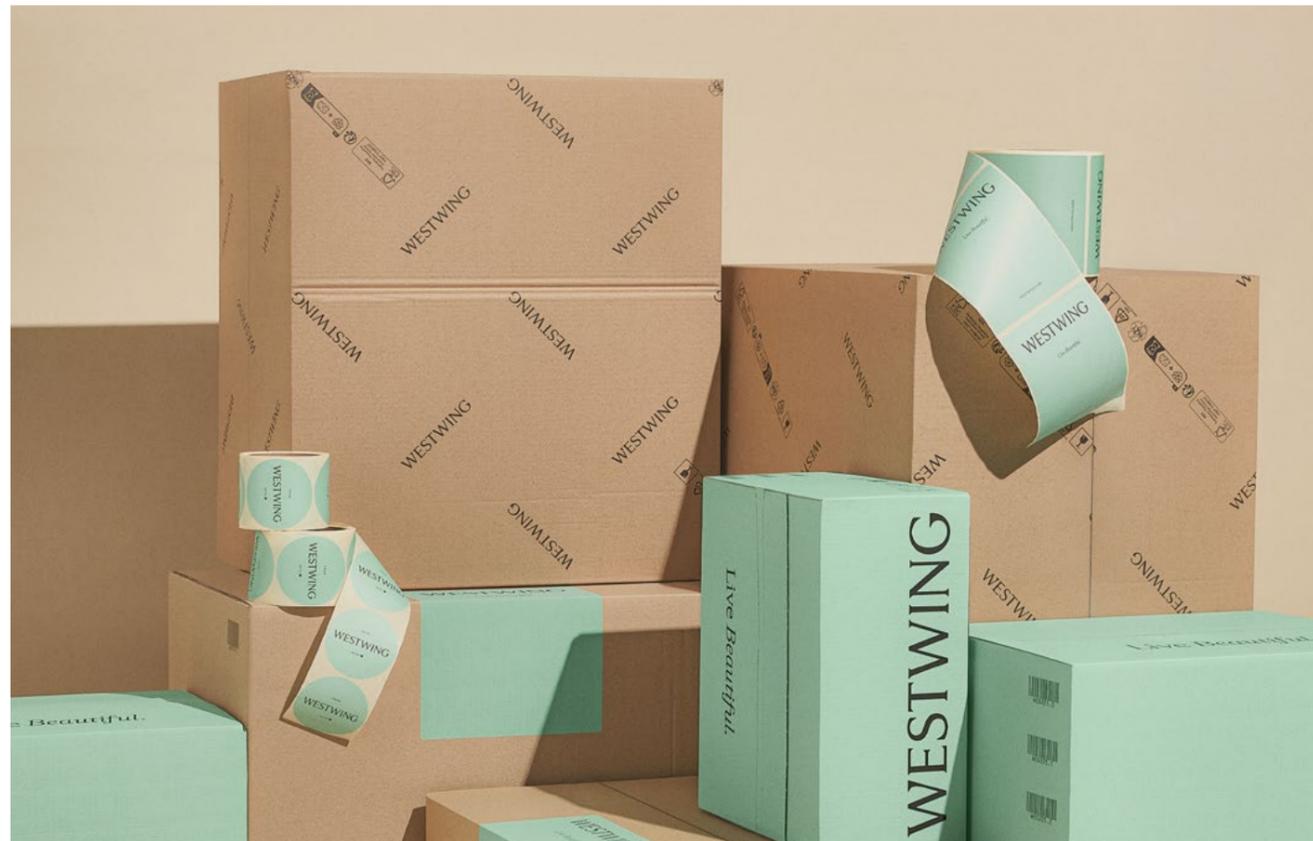
3.8%
NPP salvaged out of all NPP returned¹

¹Share of the total Net Purchase Price value of returned products that we recover through our salvage process by repairing or refurbishing items back to first quality for resale.

Packaging With Purpose — Care in Every Layer

Alongside product design and material choices, packaging remains a critical lever for reducing resource use and environmental impact across the value chain. It protects items throughout transport while shaping their environmental footprint. Our approach focuses on reducing material use, eliminating unnecessary components,

integrating more sustainable inputs and ensuring consistent quality from suppliers to the logistics centre. By improving packaging both upstream and downstream, we strengthen resource efficiency across the product journey and reduce the need for additional handling and repacking.



2025 Highlights

Logistics centre packaging

- Introduction of updated packing standards focused on improving material efficiency
- Further reduction of plastic packaging volume (e.g., stretch foil, plastic cushioning)
- Expansion of the use of paper-based components in outbound packaging
- New packaging box design to achieve lower material and transport impact (e.g., additional creases)

Westwing Collection packaging

- Most Westwing Collection suppliers adopted improved packaging setups that eliminate single-use plastic components

Future Focus

Logistics centre packaging

- Increase recycled content in packaging components such as labels
- Explore paper-based alternatives for plastic shipping bags in additional dimensions, subject to protection and performance requirements
- Assess feasible options to transition from plastic to paper for remaining elements (e.g., plastic tape)

Westwing Collection packaging

- Further progress towards 100% FSC® certification of packaging materials

Advancing Sustainability in Westwing Collection Packaging

For the Westwing Collection, packaging improvements start where products are made, shaping both resource use and product protection from the beginning. Working closely with suppliers, we refine packaging design to reduce volume, phase-out single-use plastic components and increase the use of recycled and certified materials. Strengthening packaging at origin ensures that products arrive at our logistics centre with fewer components, less excess material and formats that align with our sustainability requirements. This reduces the need for repacking downstream and supports more efficient handling in our logistics operations.

Compliance is supported through supplier audits and inbound inspections, while packaging certificates are managed in our Product Lifecycle Management (PLM) system to improve data quality and traceability.

In 2025, most Westwing Collection suppliers eliminated single-use plastic components such as fitting bags, cable ties and silica bags. Packaging now relies primarily on paper-based and other defined alternative formats. We also continued transitioning from FSC®-mix to FSC® 100% recycled packaging, and supplier adoption

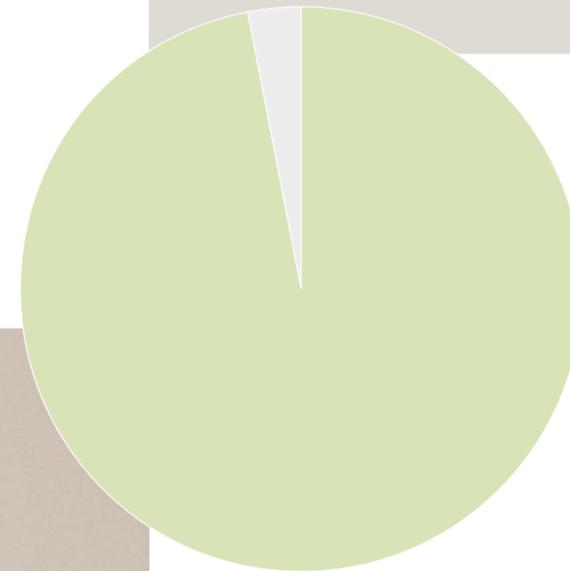
of our packaging guidelines became more consistent, reducing unnecessary materials and avoiding repacking downstream. This led to a more standardised packaging baseline across suppliers.

Some constraints remain. Certified paper materials are not always available in the quantities or formats needed, and expanding into new markets introduces additional labelling requirements. For certain delicate textiles, such as velvet, thin EPE foam is still required to prevent pressure marks where no suitable paper-based solution yet exists. These limitations are monitored and reassessed as alternative materials and formats become available.

Looking ahead, we will continue to increase the recycled content of our packaging materials, further strengthen supplier packaging requirements and work towards phasing out remaining single-use plastic components where performance allows. Ensuring smooth alignment between supplier packaging and logistics centre needs remains a key priority. This includes continued testing, supplier engagement and operational feedback loops.

What Single-Use Plastic Components are Used in our Packaging?

Our phase-out programme focuses on plastic tapes, cable ties, fitting bags and silica bags — components that are either non-recyclable or have very low recycling value. Replacing them with recyclable paper-based or reusable alternatives, where technically and operationally feasible, reduces environmental impact.



- 97% of Westwing Collection suppliers have eliminated single-use plastic packaging components



Optimising our Logistics Centre Packaging

At our logistics centre, the focus shifts to preparing products for delivery with packaging that keeps them safe while using as few resources as possible. This complements upstream packaging improvements at supplier level.

In 2025, updated packing guidelines clarified preparation requirements for storage and shipment, streamlining processes and reducing material use. Quality and operations teams ensured consistent application, while supplier improvements at origin, such as reduced packaging volume and fewer components, lowered repacking needs. As a result, material use per item shipped was further reduced.

Material efficiency also improved as foam was replaced with shredded cardboard, optimised box designs reduced airspace and improved

transport efficiency, and paper shipping bags for small textiles were introduced. Better alignment with supplier packaging further simplified operations and reduced material use.

Certain challenges remain. Some products still require specific protection where paper-based alternatives are not yet technically suitable. Consistent implementation of updated guidelines across a broad product range requires ongoing coordination and training.

Looking ahead, we will continue testing paper-based alternatives, increase recycled content where feasible and gradually phase out remaining plastic formats. Strengthening the link between packaging design at origin and the requirements of the logistics centre will remain central to improve overall resource efficiency.



Key Initiatives Driving More Sustainable Logistics Packaging

Updated outbound *packing standards*

Clear standards and joint training enabled packers to reduce material use without compromising product protection.

Reducing *stretch foil* use

Improved pallet loading and new wrapping practices lowered stretch-foil consumption.

Eliminating *single-use plastic components* in inbound flows

Plastic labels on inbound small-unit boxes were removed and replaced with recyclable alternatives.

Creased box designs

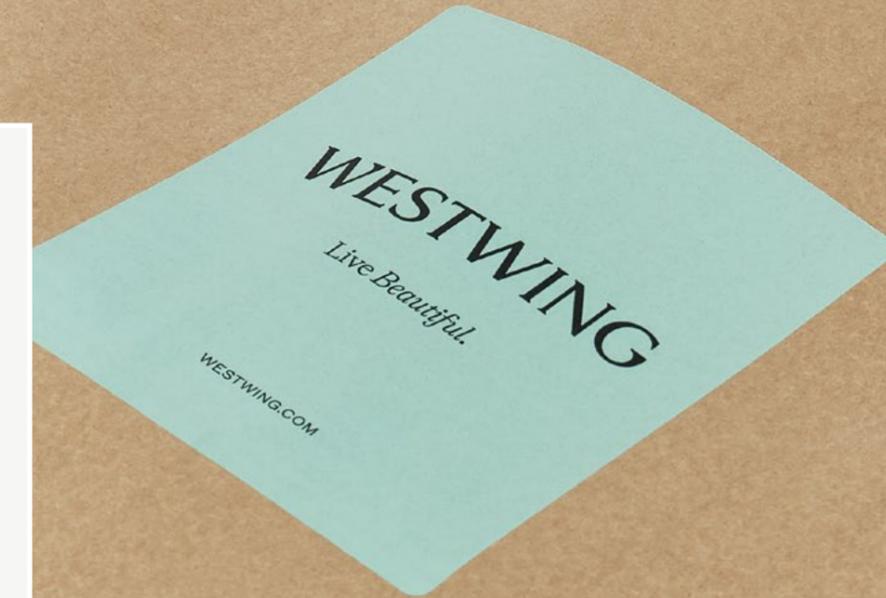
Multi-crease designs in boxes¹ allow better size adjustment, reducing air shipped and simplifying packing decisions.

Paper shipping bags

The replacement of plastic shipping bags by paper bags for small textile items reduced the grams of plastic used per item shipped. In 2026, we will focus on extending this solution to additional sizes.

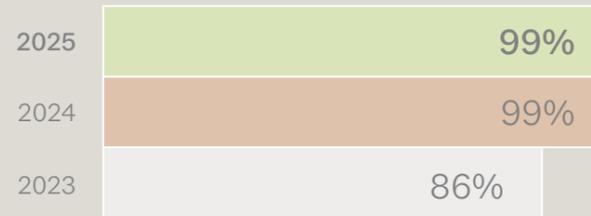
Reducing *repacking* needs

Collaboration with suppliers resulted in only a small share of items requiring additional handling and repacking.



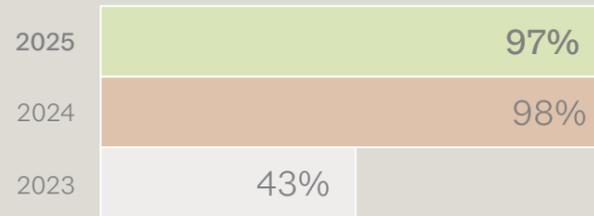
¹A multi-crease box is a carton with pre-scored lines that enable height adjustment for different product sizes.

Packaging Performance at a Glance



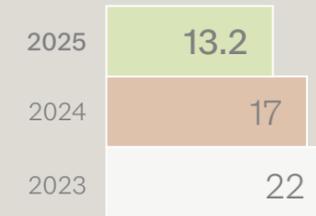
99%
Recycled paper use in packaging

We consolidated our progress in the use of recycled paper across our logistics centre. Remaining gaps are linked to the limited availability of technically suitable recycled alternatives for specific items such as labels, paper tape, and paper shipping bags. These constraints are primarily technical rather than policy-related.



97%
Plastic packaging with more than 60% recycled content

All stretch film and outbound foil bags now contain more than 60% recycled content. Further increases of the share of recycled content depend on the availability of materials that meet required performance standards and regulatory requirements.

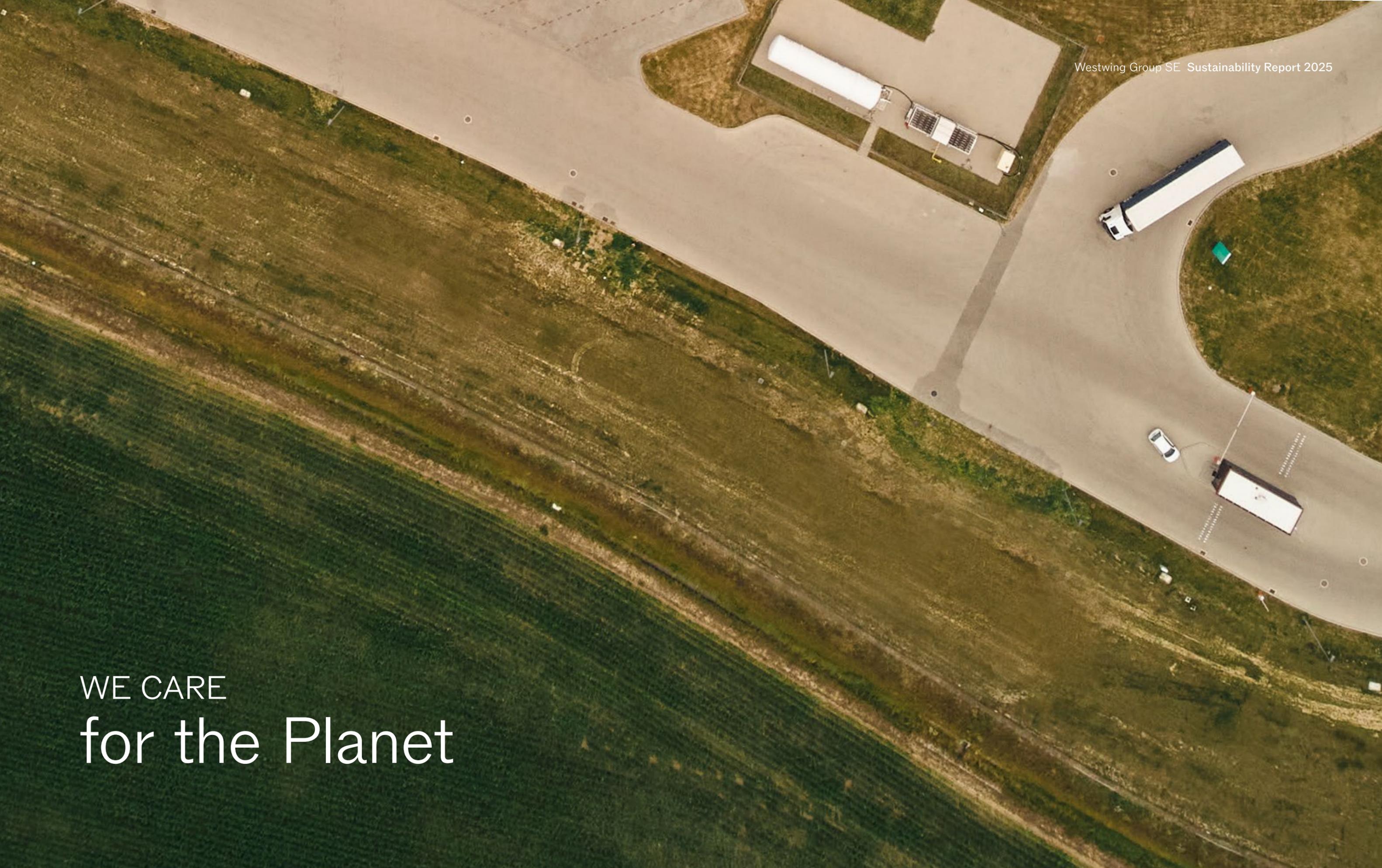


13.2g
Amount of plastic packaging per item shipped

Reductions in cushioning material, the elimination of foam, and pilots such as paper shipping bags contributed to a continued decrease in plastic used per item shipped. Further optimisation and upstream collaboration will remain key priorities in 2026. This includes continued alignment between supplier packaging and logistics centre requirements.



WE CARE
for the Planet



Our Climate Transition Pathway

Climate change is reshaping the context of our business and the world we live in. At the same time, our operations and the products we sell also contribute to the environmental pressures behind this shift. Recognising this dual reality, our Climate Transition Plan, supported by SBTi-validated targets, provides the direction for Westwing’s low-carbon trajectory. We are reducing emissions in our operations while driving transformation across our value chain,

where most of our climate impact sits, in cooperation with our business partners. As with our product and packaging efforts, this pathway focuses on areas where Westwing has direct influence and on engaging partners where impact sits upstream. As we advance this work, we translate our climate ambition into concrete actions that inform strategic decisions and strengthen long-term business resilience.



2025 Highlights

- Expanded supplier engagement on Science Based Targets (SBTs) to support supply-chain decarbonisation
- Completed third-party verification of our Scope 3 calculation approach to strengthen the accuracy and reliability of our climate data
- Launched our first pick-up and drop-off (PUDO) points to help reduce last-mile emissions where operationally feasible

Future Focus

- Integrate supplier emissions data more systematically into our carbon footprint
- Expand the use of Product Carbon Footprints to strengthen product-level transparency and decision-making
- Reduce logistics emissions by improving long-haul utilisation and operational efficiency

Understanding Our Climate Impact

Reducing our greenhouse gas emissions requires a clear understanding of where they occur across our operations and value chain. Our footprint covers Scope 1 emissions from our own activities, Scope 2 emissions from purchased energy, and Scope 3 emissions across our wider value chain such as products and third-party logistics. Scope 3 is where the majority of our emissions lies, hence our enhanced focus on upstream impacts of products and packaging.

To address these emissions, we have set science-based targets (SBTs) for all three scopes. These SBTi-validated targets provide a science-based framework for prioritising decarbonisation measures and aligning our ambition with global climate goals. Westwing's Climate Transition Plan translates these commitments into concrete action by defining priority levers and sequencing implementation over time. It defines the key levers for achieving a 75% reduction in Scope 1 and 2 emissions by 2030 and for scaling supplier engagement for SBT adoption by 2027.

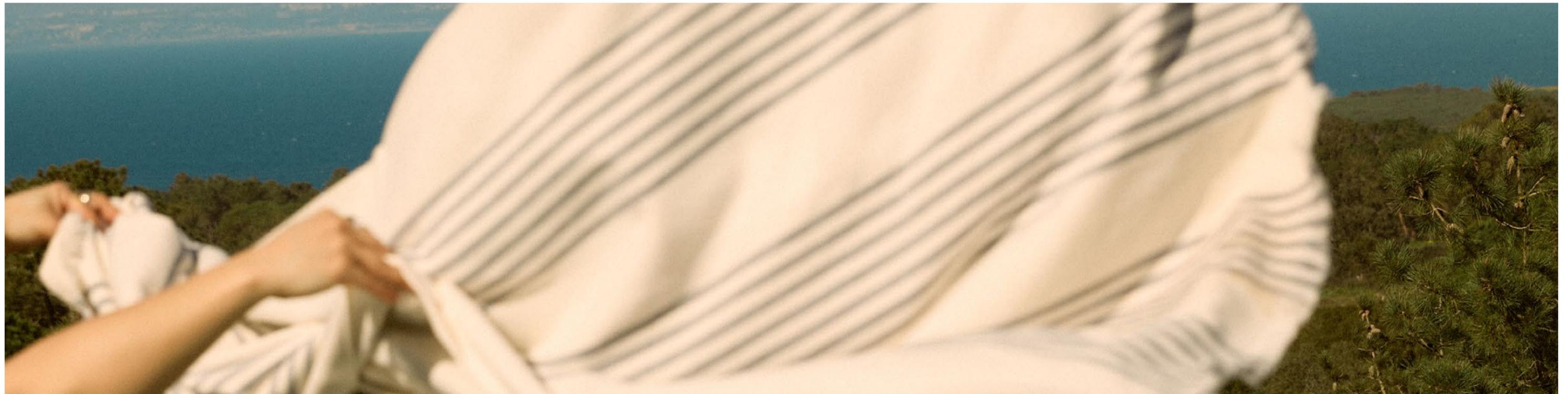
A reliable climate strategy requires robust data. This year, we strengthened the quality and consistency of our emissions data by streamlining data collection from different business units,

increasing supplier engagement to obtain more primary data, and refining our calculation methodology in line with the GHG Protocol. These improvements support more consistent internal decision-making and clearer alignment across teams.

We also conducted a third-party verification of our Scope 3 calculation approach, which assessed the completeness and accuracy of our methods, identified optimisation opportunities across teams, and helped reinforce internal controls. This process further strengthened governance around our climate data.

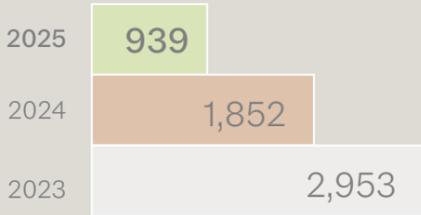
Looking ahead, we will expand product-level emissions data through Product Carbon Footprints (PCFs), supporting more informed decisions on materials, design and supplier selection to reduce product-related emissions. This complements our material and design choices under WE CARE for our Products.

Delivering our climate transition pathway relies on close collaboration with our suppliers, logistics partners and employees across the organisation.

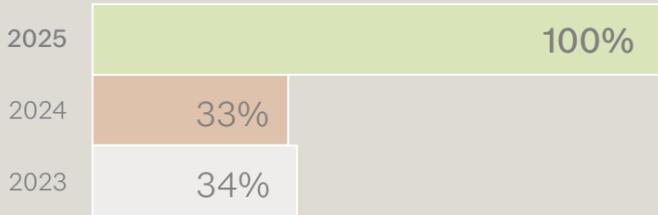


Our Climate Actions Across Scopes

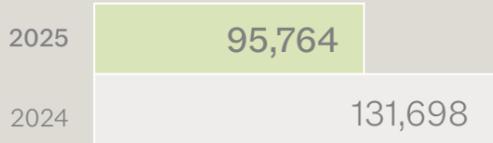
	Scope 1 and 2	Scope 3
Westwing-specific scope coverage	Represent a limited share of our total carbon footprint and relate primarily to heating, cooling, direct fuel use for company-owned and/or long-term leased vehicles, and purchased electricity across our operations.	Accounts for the vast majority of our emissions and includes upstream materials, manufacturing, transportation, packaging and end-of-life impacts across our value chain.
% of our carbon footprint	2%	98%
Actions in 2025	We advanced our transition to renewable energy by increasing the share of renewable electricity through Renewable Energy Certificates or Guarantees of Origin.	We strengthened supplier and partner engagement on carbon emissions and SBT adoption, increased the share of responsibly sourced materials, and improved resource efficiency by reducing packaging impacts. These actions are closely linked to our product design, material sourcing and packaging initiatives. We also enhanced logistics efficiency through higher linehaul utilisation and progress in last-mile optimisation.
Next steps	We will continue sourcing renewable electricity.	We will intensify supplier engagement to accelerate SBT adoption, expand responsible sourcing across materials, and further optimise logistics processes. Improving Scope 3 data accuracy and enhancing collaboration with partners remain key priorities. This includes continued alignment across procurement, logistics and sustainability teams.
SBTi-validated target	By 2030: reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 75% from a 2022 baseline.	By 2027: 80% of suppliers by spend (covering Westwing Collection, third-party products, and upstream transportation and distribution) will have validated SBTs.



Scope 1 and 2 emissions (tCO₂e)¹



Share of renewable electricity



Scope 3 emissions (tCO₂e)²



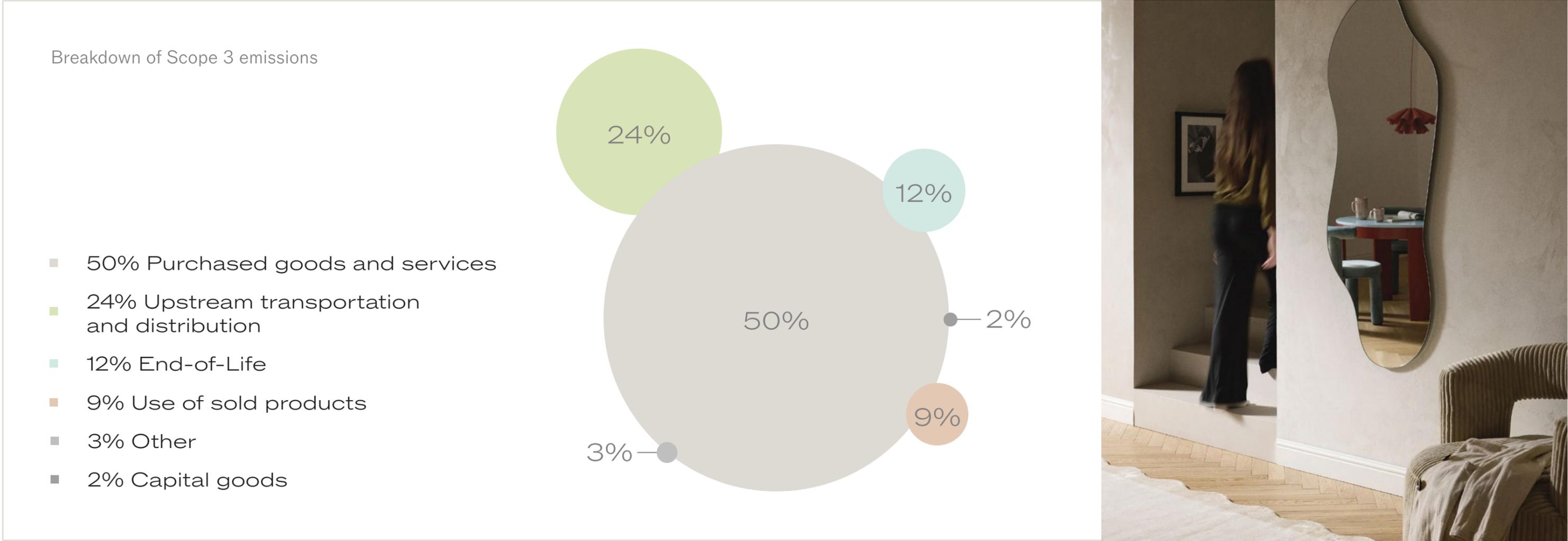
¹All direct emissions from heating, the combustion of fuels by our own vehicles and fugitive emissions from air conditioning. Market-based. ²All indirect emissions from purchased goods and services, capital goods, business travel, employee commuting, fuel- and energy-related activities not included in Scope 1 and Scope 2, upstream transportation and distribution, waste generated in operations, use of sold products, and the end-of-life-treatment of sold products.

Advancing Value Chain Decarbonisation

Most of our climate impact occurs beyond our direct operations. More than 98% of our emissions originate across the value chain — from raw material extraction and manufacturing to inbound logistics and last-mile delivery — making Scope 3 the central focus of our decarbonisation efforts.

For a consumer goods company like Westwing, the largest contributors are the products we sell and the logistics required to move them. *Purchased goods and services* account for around

half of our Scope 3 footprint, driven by the carbon intensity of materials and manufacturing processes. *Upstream transportation and distribution* represent approximately 24%. This distribution reinforces our focus on product design, material sourcing and logistics efficiency as the primary levers for value chain decarbonisation.



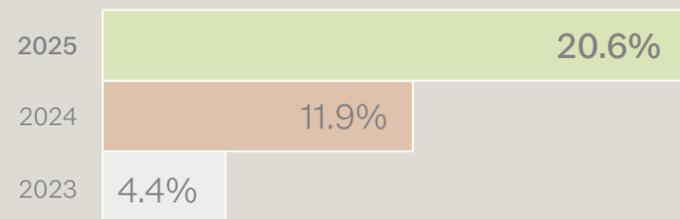
Strengthening Supplier Cooperation

Supplier engagement is essential to achieving meaningful reductions. This year, we significantly expanded our cooperation with Westwing Collection suppliers, brand partners and logistics carriers on carbon footprinting and SBT preparation, establishing a more consistent dialogue across our supply chain. This engagement was structured to reflect different levels of climate maturity across partners. To support this engagement, we continued training our teams on emissions calculation and SBTi requirements, enabling

them to have more effective and solution-oriented discussions with suppliers at all levels of climate maturity. This helped us provide clearer guidance to partners that are new to carbon accounting, while accelerating progress with those already advancing their decarbonisation plans.

Through this expanded cooperation, we increased the share of suppliers engaged on science-based targets. This progress is reflected in the indicators below.

Reducing emissions across the value chain requires close and pragmatic cooperation with our suppliers and logistics partners. By structuring our engagement around different levels of climate maturity, we are able to provide targeted support where it is needed most and accelerate progress where partners are already advancing.



20.6%

Share of suppliers by spend with science-based targets validated through the science-based target initiative (SBTi)

FELIX EHRLICHER
VP Buying & Quality

Reducing our Logistics Emissions

Transportation remains a central focus area for reducing Scope 3 emissions, covering the movement of products from suppliers to our logistics centre and onward to customers.

In 2025, we focused on strengthening carrier cooperation on climate action, optimising delivery models and improving transport efficiency. These efforts complemented our packaging and product-related initiatives by reducing emissions per shipment.

Engagement with logistics partners also progressed notably in 2025. More than 90% of our logistics providers (by spend) have now committed to setting SBTs. This reflects increased alignment on climate expectations across our carrier base. To reinforce this commitment, we introduced SBTi readiness as a formal tender criterion across all markets, directly linking climate performance to carrier selection. This criterion is applied alongside cost, service quality and operational requirements.

Last-mile decarbonisation advanced gradually. We reinforced our partnership with DHL by initiating the use of the GoGreen Plus service, which reduces emissions through insetting and a book-and-claim system¹. This approach allows Westwing to support investments in lower-carbon logistics solutions beyond our direct operational control. By supporting DHL to invest in lower-carbon logistics solutions, such as electric vehicles, sustainable fuels, and renewable energy, this service enables measurable reductions in Westwing’s logistics footprint.

Looking ahead, our priorities include scaling out-of-home delivery locations across additional markets, and improving container, pallet and package utilisation to minimise empty space and lower emissions per shipment.

Expanding Out-of-Home Delivery

Out-of-home delivery remains one of the most effective levers for consolidating shipments and lowering emissions per parcel. Where available and accepted by customers, our PUDO (pick-up and drop-off) model is now live in Poland, Germany and France, with further expansion in progress across the Nordics.

Why does this matter? Instead of serving each address individually, carriers deliver multiple parcels in bulk to conveniently located lockers. This reduces the number of trips and kilometres driven – cutting emissions – while offering customers a flexible and reliable pickup alternative. It also supports more predictable delivery routes and higher drop density.



¹Insetting refers to emission reductions within a company’s value chain. In a book-and-claim system, low-carbon fuels are used in the logistics network, and the associated reductions are allocated to customers for transport emissions accounting.



WE CARE
for People



People are at the core of our business and everything we do. From the suppliers who craft our products, the customers who welcome them into their homes, to the employees who shape Westwing every day - we are committed to supporting their well-being, safety, and trust by ensuring fair working conditions across our supply chain, delivering safe and high-quality products, and fostering an engaging, inclusive workplace. As with our product and climate efforts, our approach focuses on areas where Westwing has direct influence and on structured engagement where impacts occur upstream.

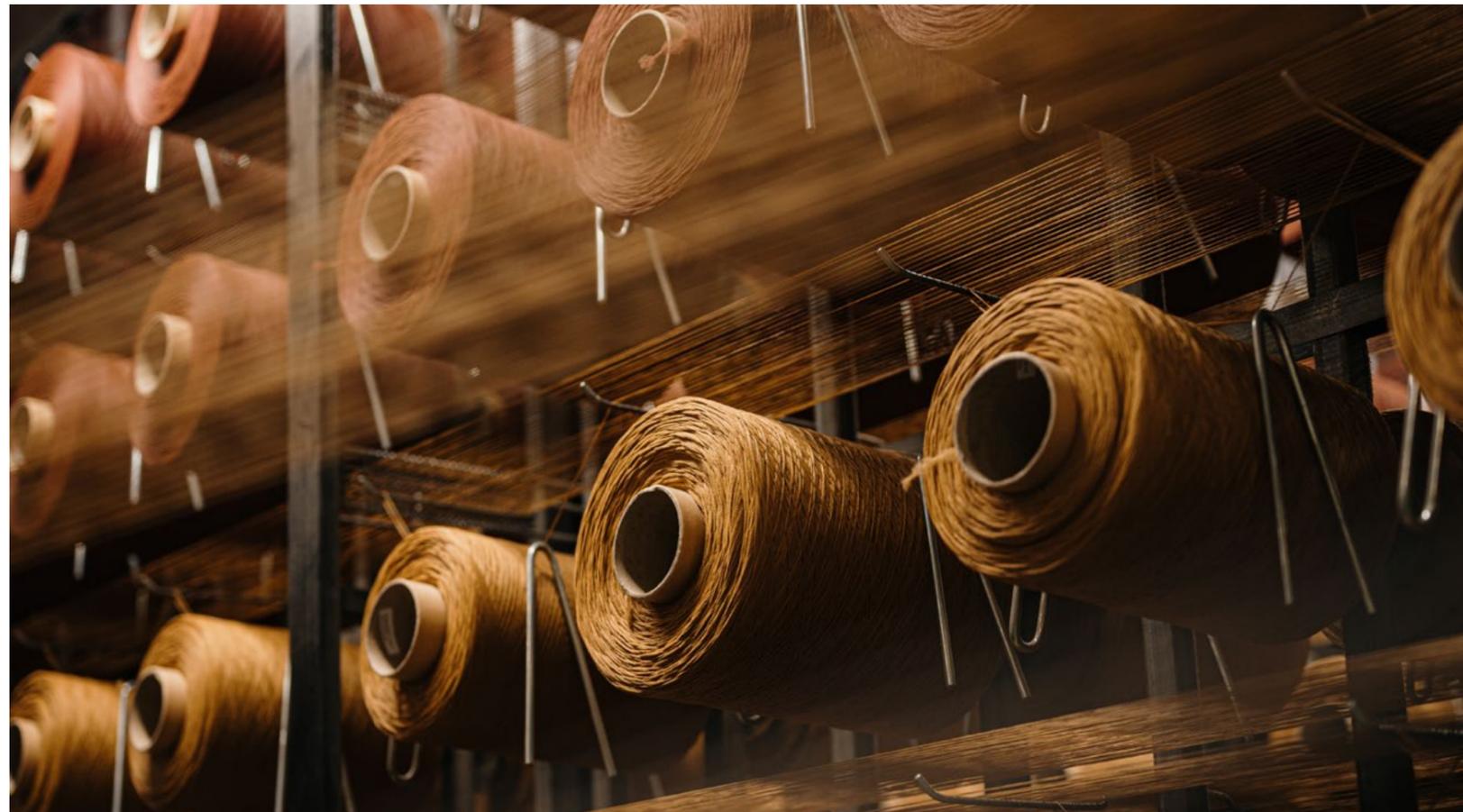


01

WE CARE for our Suppliers

High-quality, responsible products begin with the partnerships behind them. Our suppliers play a central role in shaping the quality, safety and integrity of the products we offer. For the Westwing Collection, our due diligence framework sets clear social and environmental requirements, supported by structured assessments and capacity building for continuous improvement. Third-party Brand Partners are expected to uphold similar social and environmental standards, as outlined in our Business Partner Code of Conduct.

This framework reflects a risk-based and proportionate approach, aligned with the scale and nature of our supplier relationships. The sections below outline how these principles are applied in practice — from supplier evaluation and management systems to training, ongoing performance improvement, and collaboration with industry initiatives across our value chain. They also reflect progress achieved in 2025 and priorities for the next phase of implementation.



2025 Highlights

- Social and environmental assessments completed across the Westwing Collection supplier base
- Supplier participation in social and environmental training expanded
- Introduction of a Zero-Tolerance Handling Protocol for serious human rights and environmental violations across the Westwing Collection supply chain

Future Focus

- Broaden training coverage, with particular emphasis on EU-based suppliers
- Strengthen the quality and consistency of external audit reporting
- Expand social and environmental assessments for downstream carriers
- Assess alignment with additional industry frameworks to support supplier performance

Strengthening Responsible Supply Chains

Ensuring safe working conditions and reducing environmental impacts across our supply chain requires a consistent and risk-based approach. For the Westwing Collection, we combine independent third-party audits with internal evaluations to assess working conditions, environmental performance and supplier compliance with our Codes of Conduct. We have refined this framework by concentrating efforts on key and strategic suppliers, where our leverage and improvement potential is highest. This enables a more targeted allocation of resources while maintaining baseline oversight across the supplier base. These suppliers undergo full social and environmental audits (e.g., BSCI) and are encouraged to implement Social and Environmental Management Systems that support long-term improvement. Complementary suppliers follow proportionate social and environmental self-assessments. This reflects their more limited scope and risk exposure.

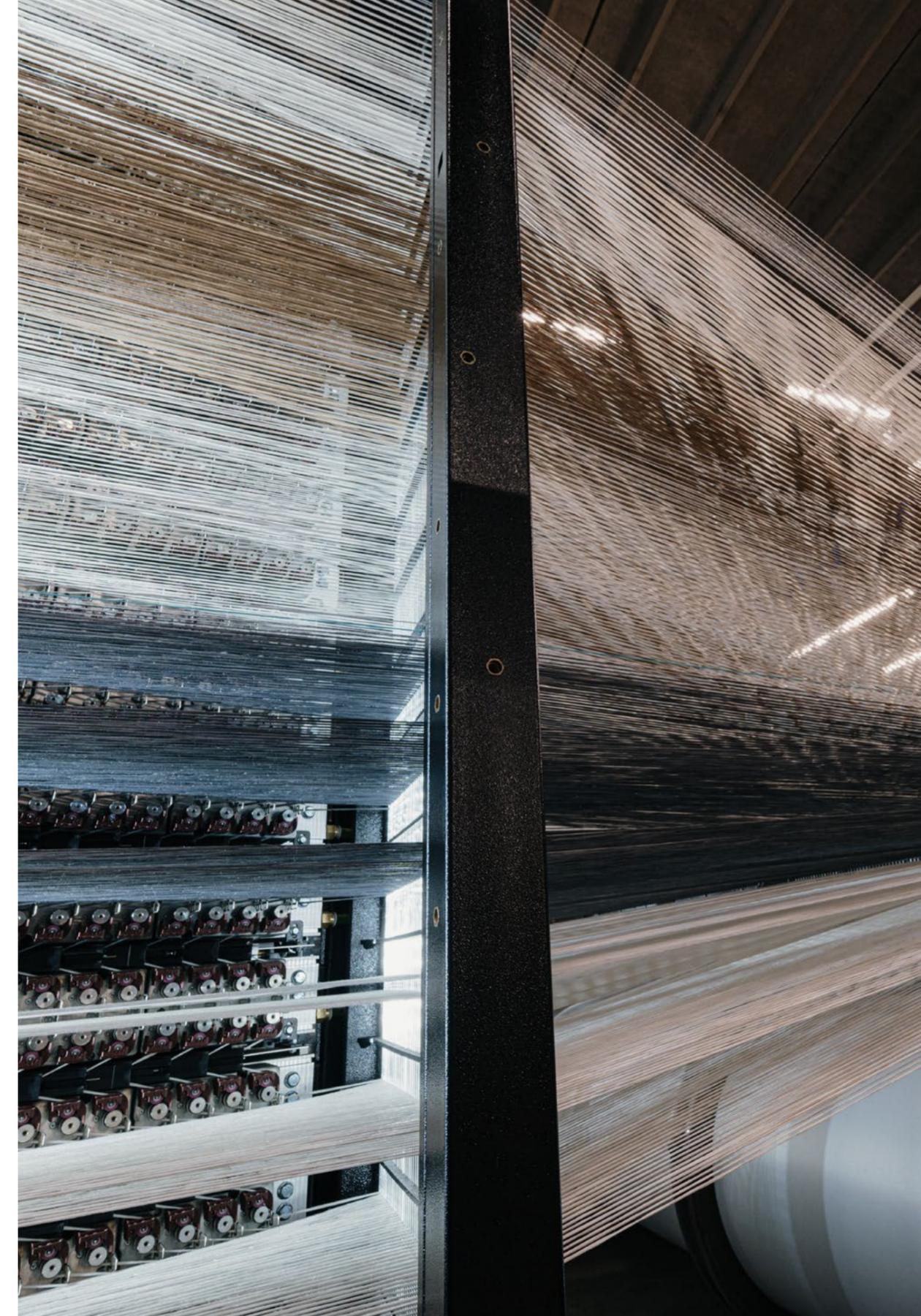
Third-party Brand Partners are required to sign our Business Partner Code of Conduct. All permanent partners and most non-permanent partners (e.g., those participating in temporary retail campaigns) commit to the Code as part of their onboarding. This helps ensure consistent minimum standards across third-party products offered on our platform. This commitment goes beyond formal compliance and helps ensure consistent standards across our supplier base.

In 2025, we achieved full audit coverage across our supplier base, ensuring that social and environmental

practices were systematically reviewed. This marked an important milestone in strengthening baseline oversight. We also saw continued progress in the adoption of Social and Environmental Management Systems, reflecting a shift toward more structured and preventive approaches. We strengthened our policy framework by introducing a Zero-Tolerance Handling Protocol. This protocol defines clear escalation pathways and responsibilities. For third-party suppliers, we further embedded the Code of Conduct by integrating it systematically into the onboarding process for non-permanent brand partners. This improved consistency across temporary and permanent partnerships.

While progress was made, ongoing challenges remain, including differing levels of audit preparedness across regions, variability in audit quality between schemes, and uneven uptake of management systems among suppliers. These challenges are monitored as part of our ongoing supplier management activities.

Looking ahead, we will expand environmental audit coverage, increase reliance on recognised schemes such as ICS Environmental Audit and HIGG FEM, and support more suppliers in establishing Social Management and Environment Schemes. This includes targeted support for suppliers with higher improvement potential. We are also exploring collaboration with industry initiatives to enhance benchmarking and streamline assessments.



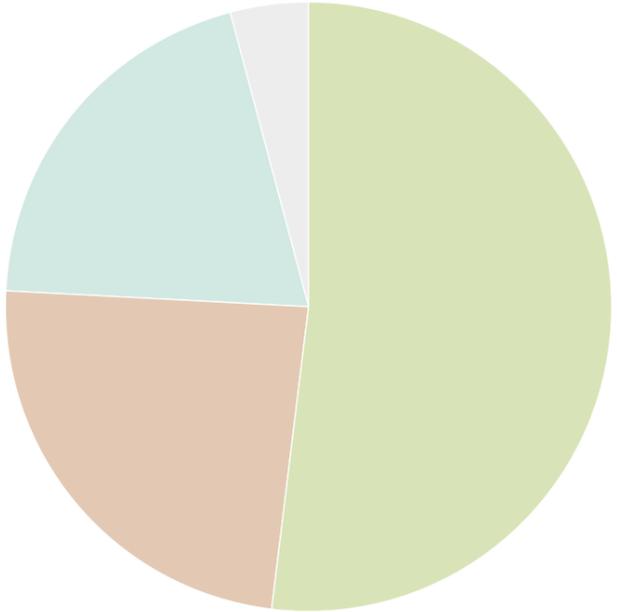
How Do We Categorise Our Westwing Collection Suppliers?

- **Strategic suppliers:** Partners with high potential for growth and innovation, with whom we collaborate closely to support long-term improvements.
- **Key suppliers:** Reliable partners with a significant role in providing a stable and diverse assortment of products.
- **Complementary suppliers:** Partners with a small share in procurement or niche suppliers that contribute specialised products to address specific customer needs or fill product gaps.



Where our Westwing Collection products come from

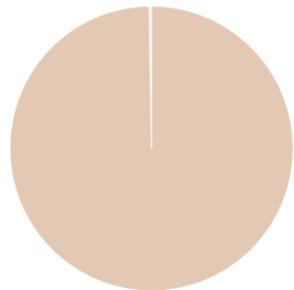
- 52% Europe
- 24% China
- 20% India
- 4% Elsewhere



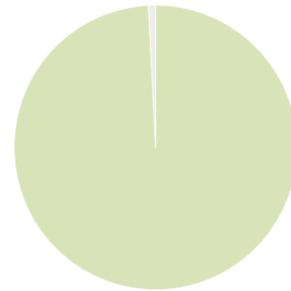
Westwing Collection Suppliers

Social Audits

Social audits focus on evaluating working conditions and ethical practices. The issues assessed include human rights, discrimination, diversity, working hours, wages, health and safety, and business ethics against international and local standards. Most social audits are conducted using amfori BSCI, representing more than half of all assessments, followed by SMETA, which accounts for almost one third.



99.9%
of Westwing Collection suppliers evaluated on social topics reflecting full audit coverage in 2025



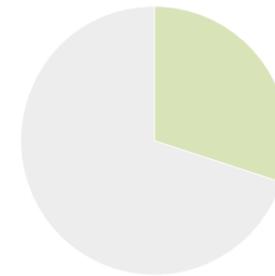
99.7%
of Westwing Collection suppliers evaluated on environmental topics reflecting expanded environmental assessment coverage

Environmental Audits

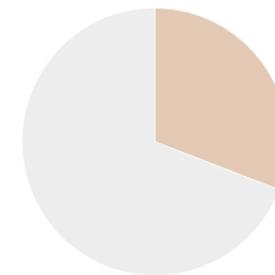
Environmental audits assess compliance with environmental standards and performance. The assessment includes the review of environmental permits, environmental management systems, energy use, water use, wastewater, air emissions, waste, chemical management and noise. Most environmental audits are conducted through internal audits and ISO 14001 certifications, representing two thirds of the assessments, followed by BEPI, HIGG FEM and STeP by OEKO-TEX.

Environmental and Social Management Systems

These frameworks provide effective tools for addressing identified areas for improvement and promoting long-term progress. We actively support suppliers in establishing these systems. Support is prioritised for key and strategic suppliers.



30%
of Westwing Collection suppliers with environmental management systems

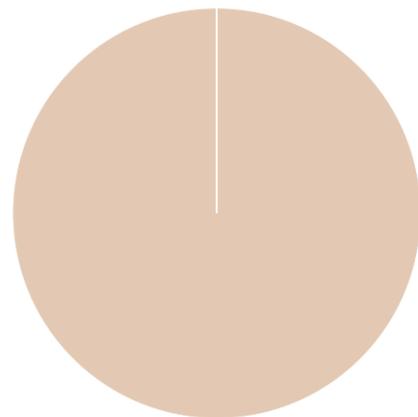


31%
of Westwing Collection suppliers with social management systems

Brand Partners

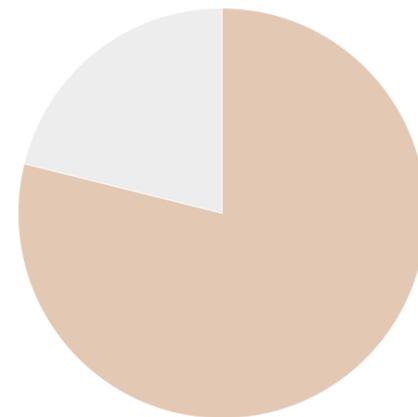
Business Partner Code of Conduct

All permanent partners, along with the majority of non-permanent partners (e.g., those involved in limited retail campaigns), agree to the Business Partner Code of Conduct during onboarding. This ensures that consistent baseline standards apply to third-party products offered on our platform.



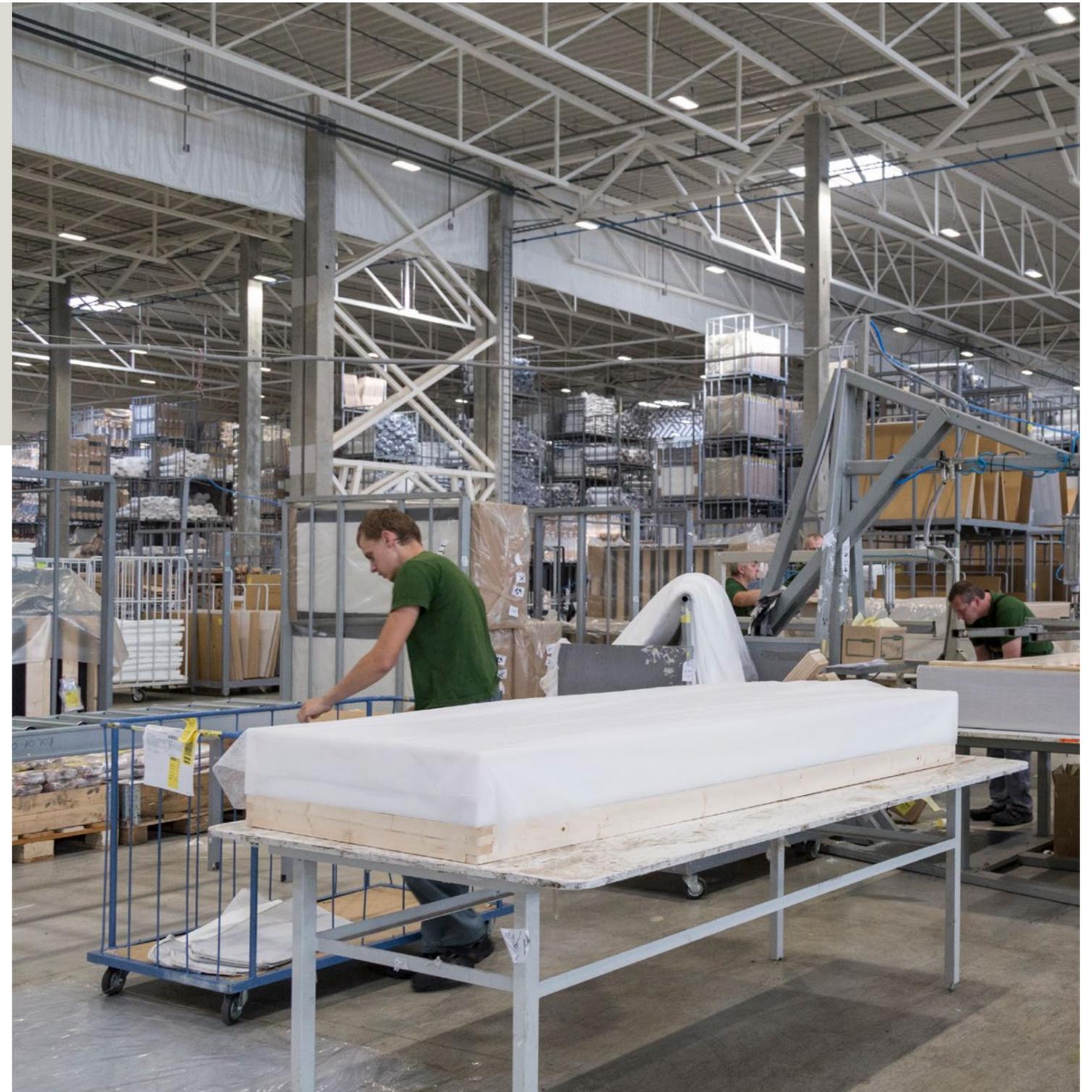
100%

of permanent Brand Partners have signed the Business Partner Code of Conduct



79%

of non-permanent Brand Partners have signed the Business Partner Code of Conduct



Partnering and Engaging With Suppliers

Building supplier capabilities is an essential part of improving social and environmental performance across our value chain. Our approach is rooted in collaboration and transparency with the suppliers of our Westwing Collection, reflecting the view that sustainable practices are strengthened through partnership rather than oversight alone. As with our product and climate initiatives, engagement is prioritised where Westwing has the greatest influence and potential for impact.

Training plays a central role: through the amfori network, suppliers have access to webinars, e-learning and classroom sessions on social and environmental topics. We also contribute to initiatives such as Speak for Change, a supply chain grievance mechanism initiated by amfori. This initiative aligns with our ambition to drive continuous improvement, mitigate social risks, and strengthen direct engagement with key stakeholders across our supply chain.

In 2025, participation in capacity-building activities continued to grow, with many suppliers completing trainings through the amfori Academy. Engagement in BSCI audits also supported broader understanding of labour and environmental standards, while selected suppliers in Vietnam and India participated in Speak for Change, providing workers with a safe channel to raise concerns. These inputs supported more structured follow-up on identified findings.

Internally, closer coordination across Westwing's teams helped accelerate follow-up on corrective actions and ensured due-diligence considerations were more consistently integrated into purchasing decisions. This contributed to improvements for several suppliers, including the development of management systems and strengthened health-and-safety and environmental practices.

While this engagement has strengthened overall implementation, outcomes are not uniform across regions and suppliers. Training participation varies, and the more limited availability of social and environmental training formats for EU-based suppliers calls for more tailored approaches. Capacity constraints at supplier level can also affect the extent to which training content is embedded into day-to-day operations. These differences inform how we prioritise and adapt future engagement efforts.

Looking ahead, the focus will therefore shift towards deeper engagement with EU-based suppliers, the further development of training formats together with amfori, support for the continued evolution of grievance mechanisms, and the assessment of additional collaboration initiatives such as Cascale/HIGG to strengthen peer learning and benchmarking. Any additional initiatives will be assessed based on relevance, scalability and alignment with existing frameworks.



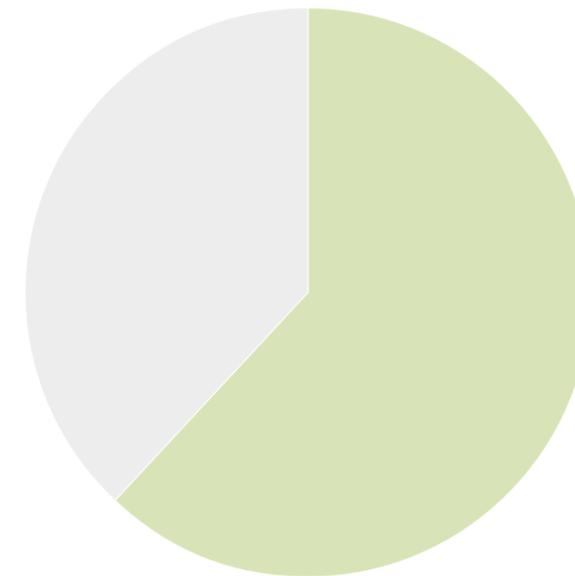


Speak for Change

To empower workers, we encourage selected suppliers in Vietnam and India to participate in amfori’s Speak for Change grievance mechanism. This initiative provides a safe and trusted platform to enable worker-management dialogue, share feedback and seek solutions together. Participation is prioritised based on supplier risk profile and regional context.

Capacity Building

All key and strategic suppliers are invited to participate in training programs offered through the amfori Academy, which offers training, knowledge and resources on a range of social and environmental topics. Participation is monitored as part of our supplier engagement activities.



- 62% Westwing Collection suppliers by POV that have established programmes to measure and improve working conditions

Partnership in Action

A long-standing Westwing Collection supplier behind our top-selling Lennon sofa illustrates how structured collaboration can support improvements at supplier level. With support from our teams and the Environmental and Social Management System Implementation Toolkit developed by the World Bank Group IFC, the factory established a Social Management System, with defined policies, governance structures, risk assessments, internal audits and corrective-action processes that it will continue to apply and refine. These elements form the basis for ongoing performance management.

The company is now working towards ISO 14001 certification and strengthening its alignment with BSCI requirements. This journey demonstrates how capacity building, systematic follow-up and shared commitment translate into tangible improvements for workers, the environment and product quality alike. It also reflects the role of long-term partnerships in supporting measurable progress over time.





02

WE CARE
for our Customers

Our commitment to customers goes beyond inspiring them with beautiful design; it is about giving them a high level of confidence that our products are safe, reliable and backed by clear, trustworthy information. To ensure this, we

maintain rigorous quality and safety standards. Through the WE CARE framework, we highlight products with select sustainability attributes to support informed choices, while care instructions help promote product durability.



2025 Highlights

- Improved sustainability information on the website for WE CARE products, now representing over 70% of the Westwing Collection assortment
- Established a Sustainable Marketing Communication Action Plan to expand sustainability information across social media channels
- Published care instructions for all products on our website

Future Focus

- Strengthen integration of customer feedback in product development and improvements
- Prepare for evolving legal frameworks (e.g., EmpCo Directive) and assess implications for sustainability communication and certification

Supporting Customers in Making Responsible Choices

We support customers in making informed and responsible choices by clearly highlighting products with selected sustainability attributes on our website. The WE CARE framework identifies products that meet defined sustainability criteria, such as the use of responsibly sourced materials, recognised certifications, or recycled content, and serves as an entry point for customers seeking more sustainable options. The framework is supported by defined internal criteria and documentation.

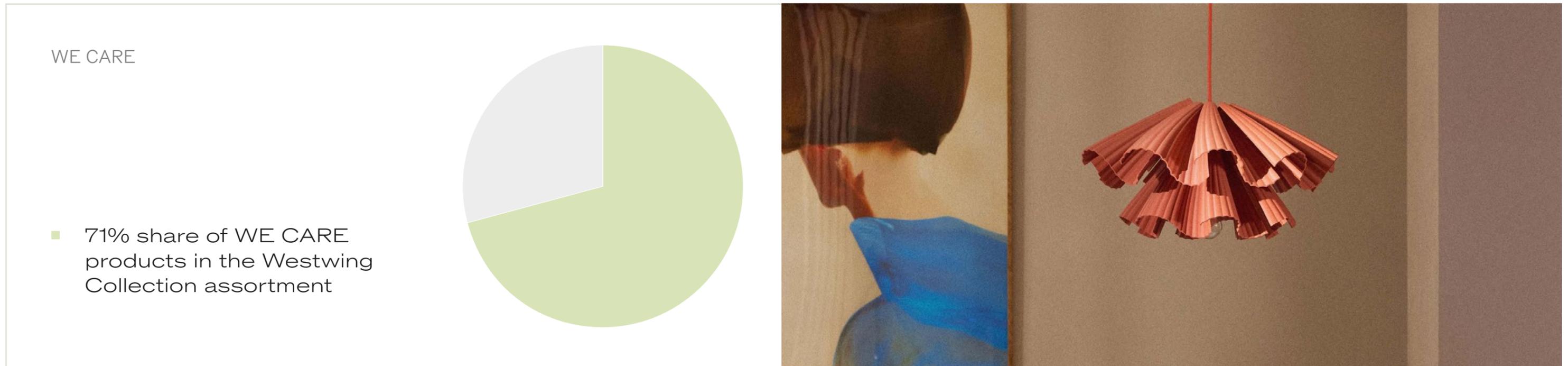
To help customers enjoy their products for longer, we provide care instructions across categories and materials (e.g., outdoor, ceramics, textiles, veneer, upholstery). These instructions promote appropriate maintenance and repair practices to extend product life, are available in local languages, and support our broader focus on durability and longevity.

In 2025, we enhanced how WE CARE information is presented on our website, making it easier for customers to identify and compare sustainability attributes through a dedicated

“sustainable” filter. The share of WE CARE products within the Westwing Collection continued to grow and now represents the majority of our private-label assortment, reflecting the ongoing integration of sustainability criteria into product development and sourcing decisions.

Customer feedback played a stronger role in refining product communication and updating care instructions, drawing on insights from Customer Care interactions, return data, and product reviews. Sustainability-related topics were also integrated into social media content through closer collaboration between the sustainability and marketing teams.

Looking ahead we will be ensuring consistent sustainability information across our assortment while adapting to evolving regulatory expectations, including new requirements on environmental claims. This includes further alignment of claims, labels and supporting documentation.



Our Quality Promise — Products You Can Trust

We want customers to feel confident that every Westwing Collection product brings together thoughtful design, reliable quality and long-lasting performance. Each item undergoes a structured approval process, from creative and commercial review to physical, chemical and safety testing by our quality teams, ensuring compliance with relevant regulations such as REACH, which limits hazardous substances, and the Global Product Safety Regulation. This process is designed to ensure consistent application of safety and quality requirements across the assortment. Our quality teams also conduct regular inspections, including in-progress checks and durability testing, to confirm that products meet our standards throughout the production cycle. Findings are used to inform corrective actions where needed.

Customer feedback remained a valuable source of insight in 2025. Questions received by Customer Care, return reasons and website reviews informed the design service, product development and improvements to care instructions, including clearer maintenance guidance and more detailed product descriptions. This feedback loop supports continuous improvement across product quality and communication. Sustainability-related questions showed that interest in materials, sourcing and environmental practices is gradually increasing. Looking ahead, a journey-wide NPS survey will enable more systematic feedback collection, supporting improvements in product communication and ultimately product development. Results will be reviewed alongside existing customer feedback channels.





03

WE CARE for our Employees

At Westwing, strategy and culture go hand in hand. Strategic priorities are delivered through everyday decisions, collaboration and behaviours across teams. The Culture Code, introduced in 2025 and built around five principles, provides

a shared foundation for how work is approached across locations. Its integration into key people processes helps connect day-to-day practices with strategic priorities.



2025 Highlights

- Launch of the Culture Code and integrations across teams and processes
- Strengthened Health & Safety through expanded training and awareness initiatives (e.g., Behaviour-Based Safety, Health Week)

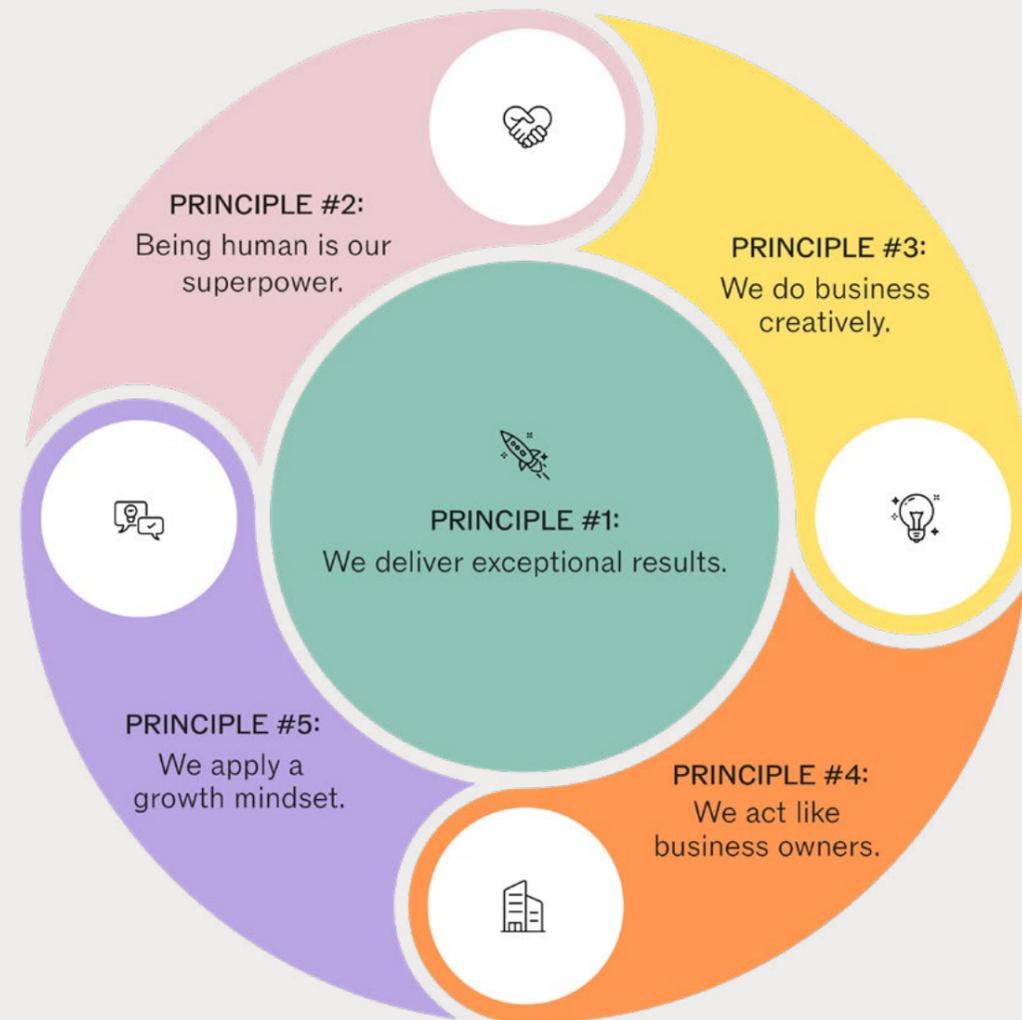
Future Focus

- Further enhance well-being activities, including tailored initiatives for office employees
- Expand leadership and talent development initiatives

Bringing our Culture Code to Life

The Westwing Culture Code defines how we work, collaborate, and perform as a team — all driving toward our shared ambition: becoming the Superbrand in Design.

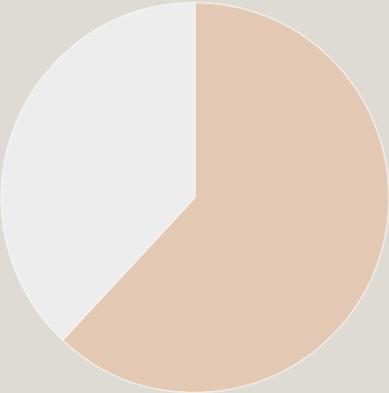
Culture Code principles



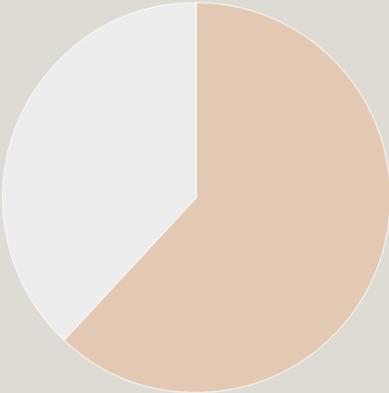
Throughout 2025, we strengthened the integration of the Culture Code across all People & Culture processes. By embedding it in our ways of working, we reinforced the behaviours that drive strong and consistent performance. This helped align individual objectives with broader business priorities. The Culture Code was introduced during the Culture Days for office teams

and through dedicated workshops for the logistics centre teams. This ensured accessibility across different work environments. Its principles are now reflected in hiring processes, training, onboarding as well as in our global People Performance Review cycle.

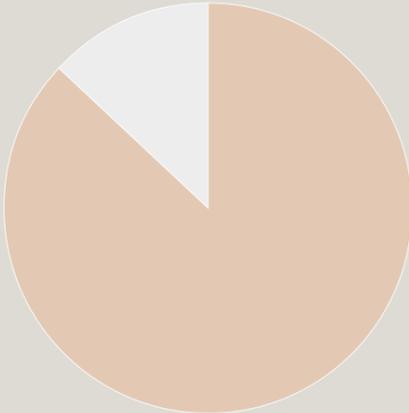
1,207 employees¹ representing more than 58 nationalities



62%
share of female employees



67%
share of female managers



79%
share of satisfied employees²



¹End of year value, total number of employees (full-time equivalent, FTE). ² Employees at the Munich headquarters and Warsaw office who provided a satisfactory rating (agree/strong agree) for job satisfaction.

Strengthening Employee Well-being

Our team members are our greatest asset, and this priority guided our focus on well-being, inclusion and support for everyone. Initiatives were designed to be accessible and locally relevant.

Quarterly Health Days provided screenings, stress-management and emotional-health sessions, complemented by local well-being and team-cohesion activities. We continued our Heycare pilot for parents

and carers and expanded access to psychological, legal and financial counselling through Lyra Polska. These services complement existing support structures.

Our teams also engaged in community initiatives such as the Social Impact Day in Munich and the annual Szlachetna Paczka campaign in Poland.



Social Impact Day 2025

In 2025, 47 colleagues from our Munich headquarters joined the annual Social Impact Day. This initiative supports employee engagement with local communities. Volunteers supported four organisations focused on social inclusion, rescued animals and community wellbeing. The Social Impact Day continues to strengthen our culture of care, connection and collective responsibility.

- 47 colleagues
- 4 projects
- 286 hours

Building a Safer and Healthier Work Environment

At Westwing, we take responsibility for the health and well-being of our employees, ensuring everyone contributes to and benefits from a healthy and safe environment.

This is particularly relevant in operational environments. At our logistics centre in Robakowo, periodic training, dedicated sessions from the Safety Academy and regular safety walks strengthen day-to-day awareness and preparedness. Additional courses in fire prevention, first aid and reintegration after sick leave complement initiatives such as the Health Week, featuring ergonomics sessions and stress-management workshops.

Additionally, the Behaviour-Based Safety programme keeps employees informed and engaged in maintaining a safe workplace. Participation and observations are monitored as part of ongoing health and safety activities.

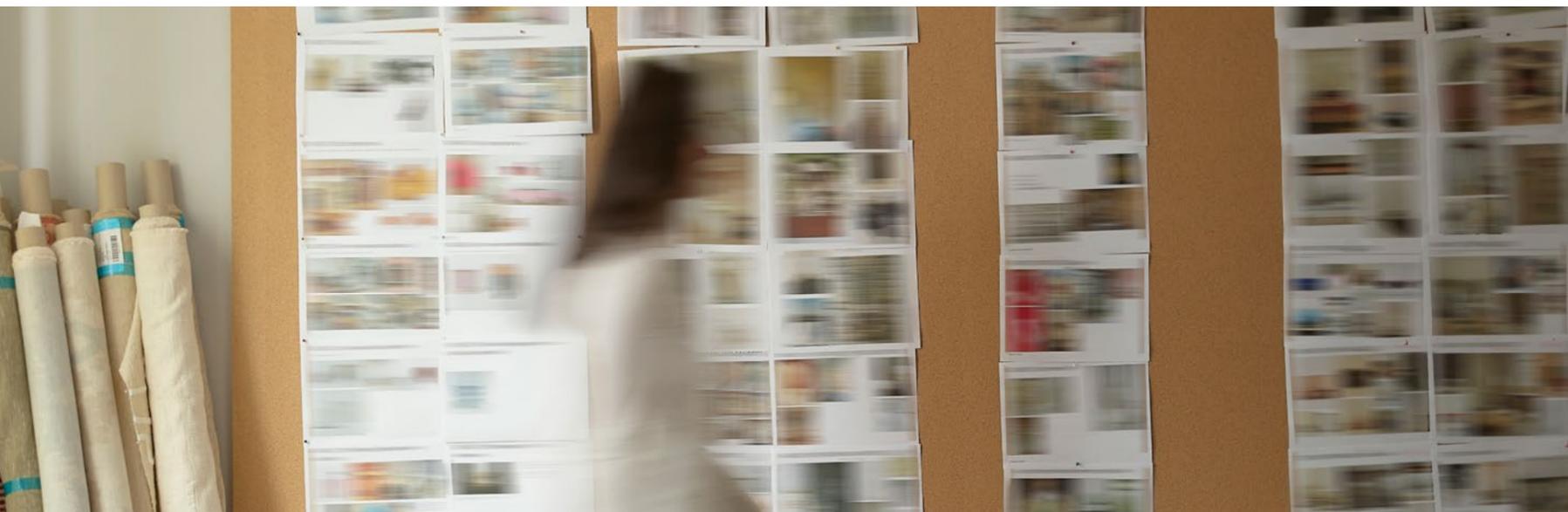
Enabling Professional Growth

In 2025, we continued investing in learning, development and leadership. These initiatives focus on building capabilities aligned with current and future business needs. Career growth was supported by the global rollout of the MyCareer platform, the completion of the second Key Talent Programme cohort and the introduction of revamped leadership training.

Looking ahead, key priorities include supporting internal career progression, the launch of a new leadership curriculum and the introduction of AI-driven tools that enhance both efficiency and learning. Implementation will be phased to ensure effective adoption.

Sustainability Guidelines for Productions

Creativity is central to Westwing’s identity, and in 2025 we paired this spirit with a stronger commitment to sustainability in how we produce our content. The focus was on practical measures that could be applied within existing production processes. The launch of the Sustainability Guidelines for Productions, developed by the Commercial Production team, marks an important step in aligning creative processes with practical measures to reduce the environmental impact of productions. The first pilot during the Christmas campaign demonstrated feasibility in selected areas, including clothing rentals, plant-based catering, re-use of set materials and reductions in transport impacts, while also highlighting constraints related to time, resources and on-set practicalities. These insights are informing the next phase, including the introduction of a carbon-footprint tracker, targeted workshops and broader knowledge-sharing to support more systematic integration of sustainability into production work.



Appendix



Sustainability Targets¹

Pillar	Material Topic	Target	Target Year	2023	2024	2025	Status
WE CARE for our Products	Responsible Material Sourcing ²	Use more than 90% certified responsibly sourced wood ³	2026	74%	94%	98.5%	
		Use more than 90% certified responsibly sourced cotton ⁴	2026	68%	85%	82%	
		Use more than 90% responsibly sourced animal by-products ⁵	2026	46%	92%	82.5%	
	Packaging ⁶	Eliminate foams	2025	100%	100%	100% ⁷	
		Achieve 100% recycled paper use ⁸	2025	86%	99%	99%	
		Increase the share of plastic packaging with more than 60% recycled content to over 90%	2025	43%	98%	97%	
		Reduce the amount of plastic packaging per item shipped by 40%	2027	17%	35%	50%	

Target achieved
 On track
 Target at risk
 Target not achieved

¹The base year is 2022, where applicable, unless stated otherwise. ²For the full list of accepted standards and certifications please see [here](#). ³Certifications include FSC® and PEFC. ⁴Certifications include BCI, GOTS etc. ⁵Animal by-products include leather, feathers, down, wool, cashmere wool and accepted standards include Leather Working Group, Downpass etc. ⁶Covers logistics centre. ⁷The values have been rounded up, and the current value is 99.8. ⁸Full substitution remains unfeasible due to the lack of technically suitable recycled paper alternatives for specific items such as labels, paper tape, and paper shipping bags.

Pillar	Material Topic	Target	Target Year	2023	2024	2025	Status
	Packaging ¹	Reduce the amount of single-use plastic packaging by 100% ²	-	-	30%	35.5%	
		Reuse, recover, or recycle more than 90% of packaging waste generated	2027	95%	100%	100%	
WE CARE for the Planet	Climate mitigation	Achieve 80% share of suppliers by spend (covering Westwing Collection, third-party products, and upstream transportation and distribution) with SBTs	2027	4%	12%	21%	
		Source 100% of energy from renewable sources	2027	9%	9%	30%	
		Reduce absolute Scope 1 and 2 ³ GHG emissions by 75%	2030	43%	64%	82%	
WE CARE for People	Supplier social and environmental performance ⁴	Evaluate 100% of Westwing Collection suppliers regularly on environmental topics	2025	-	86%	100% ⁵	

Target achieved
 On track
 Target at risk
 Target not achieved

¹Covers logistics centre. ²The base year is 2023. ³Market-based. ⁴Supplier targets are based on purchase order volume. ⁵The values have been rounded up, and the current value is 99.7%

Pillar	Material Topic	Target	Target Year	2023	2024	2025	Status
	Supplier social and environmental performance ¹	Evaluate 100% of Westwing Collection suppliers regularly on social topics	2025	-	98%	100% ²	
		Establish environmental management systems for 50% of Westwing Collection suppliers	2028	11%	24%	30%	
		Establish social management systems for 50% of Westwing Collection suppliers	2028	3%	10%	31%	
		Implement programs to improve working conditions for 50% of Westwing Collection suppliers	2028	-	76%	62% ³	
		Align 100% of our Brand Partners with our Business Partner Code of Conduct	2027	11%	66%	79%	
	Employee well-being and development	Maintain Westwing employee satisfaction rate above 80%	annual	87%	87%	79% ⁴	

 Target achieved
  On track
  Target at risk
  Target not achieved

¹Supplier targets are based on purchase order volume. ²The values have been rounded up, and the current value is 99.9%. ³Change of KPI definition: In 2025 a supplier is considered “trained” only after completing at least five social and three environmental training sessions. ⁴Decrease mainly due to the stricter methodology applied, which only includes employees who selected “agree” and “stronger agree”, excluding “neutral”.

Pillar	Material Topic	Target	Target Year	2023	2024	2025	Status
	Employee well-being and development	Maintain a Lost Time Injury Frequency Rate (LTIFR) below one in our logistics centre	annual	-	14.2	16.1	
	Customer engagement and safety	Increase the share of Westwing Collection products labelled as "WE CARE" to 50%	2027	48%	66%	71%	

 Target achieved
  On track
  Target at risk
  Target not achieved



Sustainability Performance Indicators¹

PRODUCTS

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Materials	Share of certified ² responsibly sourced wood	%	60	74	94	98.5
	Share of certified ³ responsibly sourced cotton	%	31	68	85	82
	Share of responsibly sourced animal by-products ⁴	%	33	46	92	82.5
	Share of recycled plastics with >30% post-consumer recycled content ⁵	%	-	7	11	11
Packaging materials⁶	Total weight of packaging materials	tonnes	-	-	7,944	5,677
	Total weight of wood/paper fiber packaging	tonnes	-	-	7,340	5,200
	Share of recycled/certified materials in wood/paper packaging	%	-	-	59	59

¹For metrics where tracking started in 2023 or 2024, historical data is unavailable. ²Certifications for responsibly sourced wood include FSC[®] and PEFC. ³Certifications for responsibly sourced cotton include BCI, GOTS, etc. ⁴Animal by-products include leather, feathers, down, wool, cashmere wool; accepted standards include Leather Working Group, Downpass, etc. ⁵Includes certified recycled plastics (GRS, RCS) into our product material portfolio. ⁶Packaging metrics cover packaging used in the logistics centre and by Westwing Collection and Brand Partner suppliers.

PRODUCTS

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Packaging materials¹	Total weight of metal packaging	tonnes	-	-	0.7	0.5
	Share of recycled/certified materials in metal packaging	%	-	-	0	0
	Total weight of glass packaging	tonnes	-	-	39	0.7
	Share of recycled/certified materials in glass packaging	%	-	-	0	0
	Total weight of plastic packaging	tonnes	-	-	563	473
	Share of recyclable plastic packaging	%	-	-	94	92
Logistics centre packaging	Share of recyclable ² material out of all packaging material	%	99	99	100	100
	Share of packaging recovered and/or recycled out of all packaging waste	%	82	95	100	100

¹Packaging metrics cover packaging used in the logistics centre and by Westwing Collection and Brand Partner suppliers. ²Recyclable plastics refer to LDPE, HDPE, PP, PE and PET; recyclable paper refers to paper not covered in wax, foil, or plastic. Excludes single-use plastics (as defined by Westwing) and foams.

PRODUCTS

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Logistics centre packaging	Share of foam material out of all plastic material	%	2	0.5	0.2	0
	Reduction of single-use plastic packaging material used per item shipped compared to 2023	%	-	-	30	35.5
	Reduction of plastic packaging material used per item shipped compared to 2022	%	-	17	35	50
	Share of paper packaging material with 100% recycled content out of all of paper packaging material	%	77	86	99	99
	Share of plastic packaging material with >60% recycled content out of all plastic packaging material	%	4	43	98	97

PLANET

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Energy¹	Renewable energy	MWh	867	891	615	2,003
	Renewable energy share	%	5	9	9	30
	Non-renewable energy	MWh	15,708	8,710	6,326	4,661
	Total energy consumption	MWh	16,575	9,601	6,941	6,664
Greenhouse gas emissions	Scope 1	tCO ₂ e	2,776	1,560	1,081	925
	Scope 2 (market-based)	tCO ₂ e	2,397	1,393	771	14
	Scope 2 (location-based)	tCO ₂ e	2,783	1,356	1,023	1,002
	Scope 3 ²	tCO ₂ e	5,788	3,163	139,757	93,708

¹Electricity and heating consumption. ²For GHG emissions: 2022 and 2023 values include emissions from business travel, employee commuting, and fuel- and energy-related activities not included in Scope 1 and Scope 2. 2024 emissions include all previously disclosed categories plus purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, use of sold products, and end-of-life treatment of sold products.

PLANET

Topic	Performance Indicator		Unit	2022	2023	2024	2025
Greenhouse gas emissions	Scope 3 ¹	Purchased goods and services	tCO ₂ e	-	-	86,991	50,442
		Capital Goods	tCO ₂ e	-	-	3,414	929
		Upstream transportation and distribution	tCO ₂ e	-	-	21,175	18,377
		Use of sold products	tCO ₂ e	-	-	23,381	16,456
		End of life	tCO ₂ e	-	-	8,210	8,433
		Other	tCO ₂ e	-	-	2,749	2,859
		Total Scope 1, 2 (market-based) and 3	tCO ₂ e	10,961	6,116	141,861	95,635
Water	Water withdrawal		m ³	12,974	13,008	13,742	7,557

¹For GHG emissions: 2022 and 2023 values include emissions from business travel, employee commuting, and fuel- and energy-related activities not included in Scope 1 and Scope 2. 2024 emissions include all previously disclosed categories plus purchased goods and services, capital goods, upstream transportation and distribution, waste generated in operations, use of sold products, and end-of-life treatment of sold products.

PLANET

Topic	Performance Indicator	Unit	2022	2023	2024	2025	
Waste	Total weight of waste	tonnes	1,792	2,449	2,245	1,667	
	Share of waste recovered and/or recycled	%	89	83	84	83	
	Hazardous waste	Waste recycled /reused	tonnes	-	-	0.02	0
		Waste disposed	tonnes	-	-	0.02	0
		Waste landfilled	tonnes	-	-	0	0
		Waste incinerated with energy recovery	tonnes	-	-	0.02	0
	Non-hazardous waste	Waste recycled /reused	tonnes	-	-	1,663	1,230

PLANET

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Waste	Non-hazardous waste Waste disposed	tonnes	-	-	582	438
	Waste landfilled	tonnes	-	-	359	285
	Waste incinerated with energy recovery	tonnes	-	-	222	153

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Supply chain	Total number of Tier-1 suppliers	#	-	-	181	139
	Total number of key and strategic suppliers in Tier-1	#	-	-	102	78
	Share of key and strategic suppliers in Tier-1 (POV)	%	-	-	84	92

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Supply chain assessment¹	Share of Westwing Collection suppliers evaluated regularly on social topics	%	-	-	98	99.9
	Share of Westwing Collection suppliers evaluated regularly on environmental topics	%	-	-	86	99.7
	Share of Westwing Collection suppliers with an environmental management system (EMS)	%	9	11	24	30
	Share of Westwing Collection suppliers with a social management system (SMS)	%	-	3	10	31
	Share of Westwing Collection suppliers with programs to improve working conditions	%	-	-	76	62
	Number of suppliers assessed with substantial actual/potential negative impacts	#	-	-	12	29
	Share of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	-	-	75	97

¹By purchase order volume.

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Supply chain assessment¹	Number of suppliers with substantial actual/potential negative impacts that were terminated	#	-	-	0	2
	Total number of suppliers in capacity building programs	#	-	-	77	51
	Code of Conduct signed by our Brand Partners in shop	%	100	100	100	100
	Code of Conduct signed by our Brand Partners in retail campaigns	%	-	11	66	79
Customer satisfaction	Customer satisfaction ²	%	-	-	89	90
	Percentage of customers participated ³	%	-	-	16	12
WE CARE products	Share of Westwing Collection products online with the WE CARE label	%	29	48	66	71
	Share of third-party products online with the WE CARE label	%	5	5	11	14

¹ Supply chain assessment KPIs are based on purchase order volume. ² CSAT (Customer Care), customer satisfaction score.

³ Percentage of customers who responded to the Customer Care satisfaction survey.

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Employees	Total number of employees	#	1,729	1,614	1,291	1,207
Breakdown by gender and age	Share of female employees	%	59	60	62	62
	Share of women in all management positions	%	52	59	62	67
	Share of women in senior management positions	%	62	58	63	63
	Share of women in junior management positions	%	-	-	62	69
	Share of employees under 30 years old	%	-	-	33	32
	Share of employees between 30-50 years old	%	-	-	64	65
	Share of employees older than 50 years	%	-	-	3	3

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Hiring and retention	Total number of new employee hires	#	469	338	248	318
	Share of open positions filled by internal candidates	%	-	-	9	9
	Average tenure	years	2.7	3.3	3.5	4
	Employee turnover rate	%	-	-	20	19
Employee satisfaction¹	Percentage of all team members rating their satisfaction as either strongly favourably, favourably or neutral in employee surveys	%	85	87	87	79
Training and development	Average hours of training and development per employee	#	-	-	3	2.5
Occupational health and safety (own employees)	Number of fatalities	#	0	0	0	0
	Lost Time Injury Frequency Rate (LTIFR) ²	#	-	-	14.23	16.1

¹In 2023, the previous Pulse Check survey was replaced with the Office Vibe survey; figures for 2023 and 2024 are not comparable with 2022. As of 2025, Office Vibe has been replaced by the annual survey "Inside Westwing".

²LTIFR = (number of lost time injuries in the reporting period) x 1,000,000 / total hours worked in the reporting period (includes logistics centre).

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Community impact	Participants of Social Impact Day (headquarters only)	#	248	143	122	47 ¹
	Total number of volunteering hours (headquarters only)	#	1,360	640	763	286
Political contributions	Total amount of financial and in-kind political contributions	EUR	-	-	0	0
Number of cases on Business Conduct	Corruption or bribery	#	-	-	0	0
	Discrimination or harassment	#	-	-	7	0
	Human resources related matters	#	-	-	2	2
	Inappropriate behaviour	#	-	-	-	2
	Customer data privacy	#	-	-	0	0

¹Lower participation in 2025 is attributable to the scheduling of the Social Impact Day during the summer holiday period, which affected employee availability and consequently reduced overall participation.

PEOPLE

Topic	Performance Indicator	Unit	2022	2023	2024	2025
Number of cases on Business Conduct	Conflicts of interest	#	-	-	0	0
	Money laundering or insider trading	#	-	-	0	0
	Total number of reported cases	#	-	-	9	4
Product recalls	Number of product recalls	#	-	-	2	2



About this report

This report is Westwing Group SE's fifth annual sustainability report where we share our sustainability strategy, targets, performance and future outlook. The report is built on the three pillars of our strategy: products, people and planet. The reporting period covers the fiscal year 2025, from 1 January to 31 December, with the scope aligned to our financial reporting boundaries. Environmental and social indicators include the activities under our operational control unless specified otherwise. While the sustainability statement in our Annual Management Report – in accordance with the Corporate Sustainability Reporting Directive – is intended for regulators and investors, this sustainability report presents our approach and performance in a more accessible way for our customers, employees, and other stakeholders.

We believe that sustainability is an ongoing journey, and this report is part of our commitment to sharing our progress transparently. We highly value your feedback and engagement on any aspect of our sustainability strategy and performance.

For any inquiries or comments, please reach out to sustainability@westwing.de

For more detailed information on environmental, social, and governance topics aligned with the CSRD, please refer to the full report [here](#).



This report's content is further substantiated by our 2025 [CDP submission](#) and [UN Global Compact Communication on Progress](#). For additional insights into our business and sustainability-focused activities, we invite you to visit our website: www.westwing.com/sustainability.

Forward-looking statements: Certain statements in this communication may constitute forward-looking statements. These statements are based on assumptions that are believed to be reasonable at the time they are made and are subject to significant risks and uncertainties. You should not rely on these forward-looking statements as predictions of future events, and we undertake no obligation to update or revise these statements.

Feedback: We highly value your feedback and engagement on any aspect of our sustainability strategy and performance. For any inquiries or comments, please reach out to sustainability@westwing.de.

A photograph of a modern outdoor furniture set in a lush garden. The set includes a sofa, a chair, and a coffee table, all with light-colored cushions and wooden frames. A small orange pumpkin sits on the coffee table. The background features a stone wall and trees, with warm sunlight filtering through the scene.

WESTWING

Live Beautiful.