

GROWING TOGETHER

Sustainability at Dümme Orange

HEALTH AND
SAFETY: **ZERO**
HARM IS OUR GOAL

LESS WASTE,
MORE VALUE,
BETTER FUTURE

GROWING A
RESPONSIBLE
INDUSTRY TOGETHER

Sustainability report 2025 - 2026



DÜMMEN ORANGE.



CONNECTING AMBITION WITH ACTION

Every year, we move forward toward a more sustainable ornamental horticulture industry. Across our global network, people, customers and partners work together to reduce our environmental footprint and improve livelihoods. We are proud of our progress, while knowing real change takes persistence and shared commitment.

At Dümmer Orange, sustainability is a strategic lever that helps us improve operations, protect our future and stay competitive. It's about responsibility and long-term readiness.

With the fifth edition of Growing Together, we reflect on how our ambitions have evolved. ESG is now embedded in how we work, driven by innovation, customer focus and operational excellence. This enables us to make more resilient plants and sustain efficient operations.

When we optimize operations, digitalize our work and build long term supply chains, we become more productive, more resilient and better aligned with our markets and customers.



The way we choose to work today determines how strong we are tomorrow.

It means thinking boldly, delivering consistently and staying true to our purpose: to inspire people and make the world a better, more beautiful place.

Ellen Mackenbach-Lakeman,
CEO Dümmen Orange

TOWARDS 2030



Reduce our carbon footprint



Cut chemical use



Minimize waste



Improve water stewardship



Strengthen human rights due diligence



Advance employee engagement & safety



Growing together means thinking boldly, delivering consistently and staying true to our purpose.



Thank you for being part of this journey. Every step forward we take, we take together.



DATA DRIVES IMPACT

Certification proves that we do what we say. Dümme Orange follows the FSI “basket of standards” and works closely with MPS, KFC, EHPEA and other certification programs. These standards help us ensure responsible production and fair working conditions across all our sites.

More than ever, certification connects growers, retailers and consumers in one transparent system, showing that sustainability is not only a promise, but a proven practice.

To optimize the collection and analysis of environmental data, we installed the MPS HortiFootprint Calculator on our production farms.

This tool offers detailed Life Cycle Analysis insights tailored for horticulture, covering the full production cycle from raw materials to the final product. Paired with other tools, the HortiFootprint Calculator provides a clear dashboard to simplify data interpretation, reduce footprints, and take strategic action.

Yaeger Adlam,
General Director Kampala

Uganda MPS assessment results among the best globally

The 2025 assessment scores of Dümme Orange's production farm in Uganda were among the best globally. These results are an important validation of our responsible production methods and our commitment to continuous improvement.

Audit highlights:

MPS-SQ

97.94%

MPS-GAP

96.49%

MPS-ABC

**FULLY MET
ACROSS ALL
INDICATORS**

The audit results reflect the discipline and commitment of our teams on the ground in Uganda.

Quick facts:

Employees	: 5,100 worldwide
Products	: 4000+ flower & plant varieties
Production locations worldwide	: 20+
Production area	: 260 hectares
Production	: 2 Billion cuttings annually
Plant Breeders' Rights	: 3800+
Trademarks	: 750+
Patents on traits and technologies	: 100+

Dümmen Orange is a leading global breeder and propagator of flowers and plants, offering an extensive portfolio of patented crops and varieties to growers, wholesalers, and retailers worldwide.

We are dedicated to developing stronger, healthier flowers and plants, enhancing their beauty and performance. Our breeders, backed by cutting-edge research, focus on improving key traits such as color, fragrance, and shape, as well as vital characteristics like disease resistance, yield capacity, and growth habits.

GLOBAL, CONNECTED, INNOVATIVE

With research centers and production sites across several continents, we connect science and craftsmanship. Our mission is to make the world a better, more beautiful place, using innovation and collaboration to create positive changes throughout the value chain.



STEP BY STEP TOWARDS NET ZERO



HortiFootprint
Calculator

Reducing our carbon footprint is not a one time action, but a long term commitment that requires focus, consistency, and perseverance. Every year, we take deliberate steps to lower our environmental impact, understanding that meaningful change happens gradually through informed decisions and continuous improvement.

Accurate data is essential to this journey. By using the HortiFootprintCalculator from MPS, we gain reliable insights into where our emissions originate and where the greatest opportunities for improvement lie. This clear overview allows us to move beyond assumptions and make targeted choices that truly reduce our CO₂ footprint.

Progress is already visible across several production sites. The transition to renewable energy sources, the use of energy efficient greenhouses, and smarter transport planning have all contributed to lowering emissions. These improvements demonstrate that sustainability and operational efficiency can go hand in hand.

Reaching net zero will not happen overnight. It demands persistence, investment, and the willingness to keep refining our approach year after year. By taking measurable steps, learning from the data, and staying committed to improvement, we continue to move forward, steadily and responsibly, towards a more sustainable future.



MEASURE

- Accurate data collection with Horti Footprint
- Full lifecycle insight
- Identify key emission hotspots



REDUCE

- Transition to renewable energy
- Energy-efficient greenhouses
- Smarter transport planning



IMPROVE

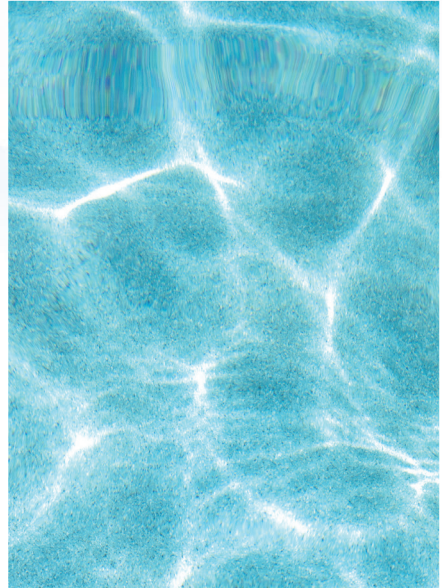
- Continuous optimization
- Yearly progress tracking
- Investment in innovation and technology

RESPONSIBLE USE OF LOCAL WATER RESOURCES

Water is essential for growing strong, healthy, and beautiful plants. That is why we are committed to using water responsibly and safeguarding the local water sources on which our operations and surrounding communities depend.

Across our sites, we closely monitor water consumption to better understand where efficiencies can be achieved. By investing in water recycling systems, we are able to reuse valuable resources and reduce our reliance on fresh water. These measures not only lower our environmental impact but also make our production more resilient, particularly in regions that face increasing periods of drought.

Responsible water management is an ongoing effort. Through continuous monitoring, smart investments, and careful use of local resources, we work to ensure that water remains available for both our crops and the environment, today and in the future.



Total water usage
decreased by

5.3%



GROWING WITH FEWER CHEMICALS

More flexibility and resilience for your crop

Healthy plants don't happen by chance. For growers, they start with clean, reliable starting material and production systems that support success throughout the entire crop cycle.

That is why reducing chemical crop protection is more than an internal goal for us. It is a deliberate choice to support our customers with crops that are easier to manage, more resilient and better prepared for the future.

Across our farms worldwide, we work with Integrated Pest Management (IPM). This means we focus first on prevention, monitoring and biological control, and only use chemical solutions when they are truly necessary. The result: strong plants with fewer residues and fewer limitations later in the chain.

As a breeding company, we also invest continuously in stronger, more tolerant varieties. Not as a

short-term fix, but to give growers more stability and confidence over time.

Early detection means lighter intervention

For customers, resilient crop protection starts with prevention. Clean starting material, strict hygiene, climate control and structured scouting are the foundation of our approach. Our teams monitor crops continuously and respond as soon as the first signals appear.



Chemicals can limit options later

Chemical crop protection can leave traces that restrict future choices. By reducing input early, we can protect growers' flexibility later in the chain.

Biological solutions are always our first step. Beneficial insects, predatory mites and microbial products help keep crops in balance. Selective chemistry remains available, but it is used carefully and only when necessary.

Stronger plants, fewer problems

We strengthen crops from within by applying biological agents preventively and using cultivation strategies that support strong roots, balanced growth and overall plant health. This makes crops more resilient and easier to manage for growers.

In parallel, our breeding teams continue to develop improved resistance and tolerance traits. This is a gradual process, but each step helps reduce pressure throughout the entire production chain.

A system that works for you

Reducing chemical use does not mean higher risk for our customers. It means smarter risk management. "Our responsibility is clear," Jaco concludes. "We must deliver clean, reliable starting material that gives growers maximum flexibility downstream. Sustainable crop protection is not one solution, it's a system that improves season after season."

Real progress

In horticulture is not measured by what you need to apply, But by what you no longer have to worry about.



Win-win

"The earlier you intervene, the less you need to intervene. That benefits crop quality, sustainability and consistency for the grower."

Jaco van Staten, Head of Operational Excellence.



FROM WASTE TO VALUE

We see waste not as an end product, but as a resource with untapped potential. Across our operations, we actively separate materials and reuse what we can, ensuring that plastic, paper, and organic waste are recycled wherever possible. At the same time, we continuously challenge ourselves to reduce packaging and improve efficiency throughout the value chain.

By taking a structured, data driven approach, we gain a clear view of our waste streams and recycling performance. This transparency helps us focus on practical actions that deliver real impact in daily operations.

Our waste reduction strategy is built around concrete and scalable approaches. Together, these actions turn waste reduction into operational value while supporting a more circular and sustainable production system.



1. Deliver without packaging

We deliver around 1.1 million Pina Colada cuttings per month without harvesting bag packaging. This saves approximately 22,000 plastic bags per month.



Faster handling and planting



Cutting stays on the plant, not in bags



Supports a more efficient, sustainable supply chain

2. Packing more cuttings per box

Since 2022, Dümme Orange Uganda has steadily improved its box fill ratio, increasing the number of cuttings shipped per box compared to the 2021 baseline.

This continuous improvement has led to fewer boxes used, lower freight volumes, and measurable cost savings.



-38.00

fewer boxes used
(2022-2025)



€25.449

cumulative
packaging cost savings



lower emissions, better
use of space and fewer
logistics movements



**Less waste,
more value,
better future**

Beyond cost savings, this initiative delivers clear strategic benefits: lower carbon footprint per cutting, improved logistics efficiency, and stronger margin protection without changing pricing.

3. Green Waste Management

At Dümme Orange Uganda, green waste management starts at the source, ensuring an efficient and sustainable approach to organic waste handling.

Harvest residues from excess cuttings are collected, dried, and transported to the composting site, where they are processed into compost. Surplus field production is gathered directly into harvest buckets and moved to the composting area for proper treatment.

In addition, discarded plants are shredded and reincorporated into the soil, improving soil organic matter, structure, and long term fertility.

By closing the loop on green waste, this approach reduces waste, supports soil health, and reinforces a circular and sustainable production system.





GROWING MORE THAN FLOWERS

People are at the heart of our business. We are committed to fair, safe, and respectful working conditions for everyone in our supply chain.

Clean water for a better education

We partnered with EWASCO to connect three remote schools to a reliable water network
600+ students now have clean water everyday.

Road that lead to progress

We rebuilt more than 5 km of quarry roads, improving safety, access and services for the entire community.

Safer structures, healthier lives

We improved staff housing and shared facilities to create safer, more comfortable living and working conditions.



HOW WE GROW WITH EMBU COMMUNITY

Forty years ago, we set up our farm in Embu, Kenya drawn by ideal growing conditions. We realized that thriving as a company also meant helping the community thrive. Today, we're the region's largest employer and an active, engaged partner in local development.

Clean water for a better education

Access to clean water is a major step toward better education. Next to our farm, the community has long received free, safe water from our supply. Recently, we partnered with EWASCO to connect three remote schools to a reliable water network. More than 600 students now drink clean water every day, helping them stay healthy and ready to learn.

Feeding young minds

Good nutrition also makes a difference. At a nearby school for students with disabilities, we started a feeding program that gives every child at least one healthy meal a day. Attendance and concentration have improved, and school has become a place where children can grow with confidence.

Roads that lead to progress

We also help improve infrastructure. After discovering a high-quality quarry on our land, we used it to rebuild more than 5 km of roads. These roads now support staff, families, local businesses, and emergency services throughout the year. What used to flood or break down during rainy seasons is now a safe and reliable route for the whole community.

Safer structures, healthier lives

On the farm, we made living conditions safer and more comfortable. Staff housing was upgraded with better private spaces and shared facilities that meet Social Qualification standards. This has strengthened morale and created a sense of pride among the many community members who live on-site.

All of these efforts share one goal: to build a strong and healthy future together. Rooted in Embu, we are not only growing flowers, we are growing opportunities for the community that supports us.

Jan Molenaar, Managing Director
Embu



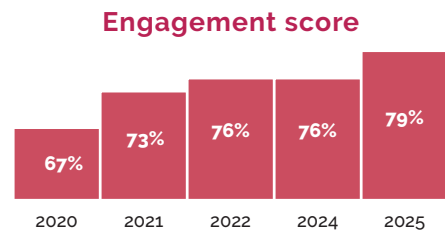
We believe that engaged employees drive success. In 2025, our latest global Employee Engagement Survey once again confirmed this belief.

With a strong 83% response rate across both wired and non wired colleagues, the results show high levels of engagement and commitment throughout the organization. Compared to the previous year, we improved across all six engagement categories including job satisfaction, work environment, teamwork, culture and recognition, management, and the Dümme Orange strategy.

Employees across our global teams actively shared ideas to strengthen collaboration, inclusion, and wellbeing. We are turning this

feedback into concrete actions, continuing to build an even better workplace for everyone.

The positive trend across the past five surveys reinforces what we stand for: when we say people make the difference, we mean it.





Continuous learning

That belief comes to life in the Dümmer Orange Academy, our global learning platform that helps our people grow and thrive.

The Academy offers a wide range of soft skills, technical training, and management workshops worldwide, supporting both personal and professional development while reinforcing our core values: commitment, focus, passion, and responsibility.

Through the Academy, employees strengthen skills, broaden perspectives, and build awareness of key topics. From leadership to collaboration and technical expertise, we empower our people to perform at their best.

Priscilla van Rijn, HR Manager
Europe



264 Training sessions
delivered last year

Reaching employees across all regions and roles



Each session represents an investment in our people and in the future of our company. By continuously developing our talents, we grow stronger together building a skilled, engaged, and inspired workforce that delivers value for our customers and partners worldwide.

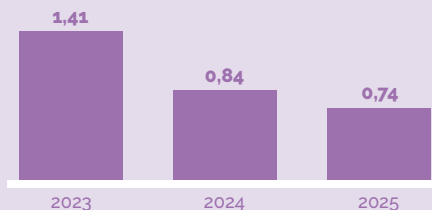
HEALTH AND SAFETY: ZERO HARM IS OUR GOAL

Everyone has the right to return home safely at the end of a working day. Safety is one of our top priorities, and we are proud that our Lost Time Accidents (LTA) have dropped each year since 2022.

Training, clear communication, and teamwork make a real difference. Our continues focus on upgrading our safety program helps to reduce incidents and creates a strong culture of care and responsibility.



Trend Lost Time Accidents (LTA)



Quote Zero Harm by
Walter Cadenas, MD Guatemala

"On our farm, zero harm is not a target, it's a responsibility. Every person who comes to work here deserves to go home safe, every single day. Nothing we do is more important than that."



GROWING A RESPONSIBLE INDUSTRY TOGETHER

No company can transform the horticultural sector alone. That's why we build strong partnerships across the value chain.

By collaborating with industry peers, public bodies, and global networks, we can scale innovation, strengthen transparency, and grow a more responsible and resilient sector.

Together, we bring beauty and wellbeing to the world while caring for the people and planet that make it possible.



Stronger partnerships
Sustainable impact
A better future for all



Engaging with global industry leaders

Representatives of the International Fresh Produce Association (IFPA), the leading global trade association for fresh produce and floriculture, connected with Dümme Orange. As floriculture gains focus within IFPA, this dialogue reinforces our role as a trusted industry voice and opens the door to deeper collaboration on shared global challenges.

INTERNATIONAL
**FRESH
PRODUCE**
ASSOCIATION



Dutch government backs our R&D

Our 2025 WBSO application - the Dutch tax incentive for research and development - was approved almost in full. This outcome recognizes the forward-looking work across our organization and our continued commitment to innovation in ornamental horticulture.



CPVO visit highlights shared commitment

We welcomed a delegation from the Community Plant Variety Office (CPVO) to our Breeding Technology Centre in the Netherlands.

As the EU agency for plant variety rights, CPVO supports innovation closely aligned with our mission, reaffirming our shared commitment to a fair and thriving plant variety market.



Protecting innovation in China

We secured a major court victory in China against the unauthorized cultivation and sale of our Sweet Avalanche+ rose. The ruling underscores the value of our breeding work and the importance of protecting intellectual property. Defending these rights supports a fair market and enables continued investment in sustainable innovation.



Supporting Plantum, Ciopora, and Fleuroselect

We support Plantum, the Dutch trade association for seed and young plant companies, financially and through active participation in boards and commissions. These focus on intellectual property, new breeding techniques, genetic resources, and public affairs. Key to sustaining R&D, accelerating resilient variety development, and keeping floriculture on the political agenda.



Contributing to Top Sector Horticulture & Starting Materials

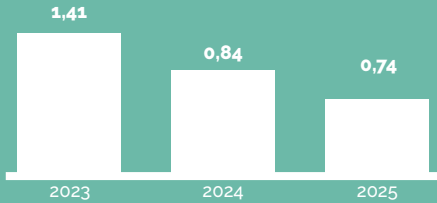
The Netherlands excels globally in horticulture thanks to strong research institutions and close public-private collaboration.

Dümme Orange contributes in kind to this national Top Sector, with a representative serving on its board.

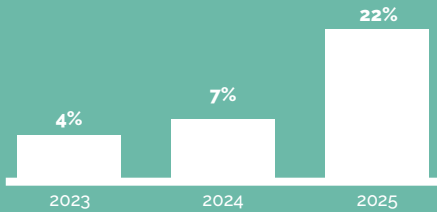
TOPSECTOR
TUINBOUW & UITGANGSMATERIALEN

ESG REPORTING - TRENDS

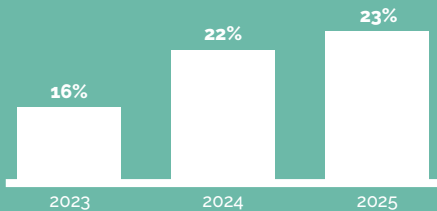
Lost time incident data



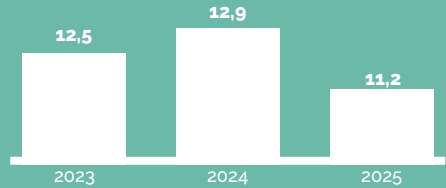
Renewable Electricity Production



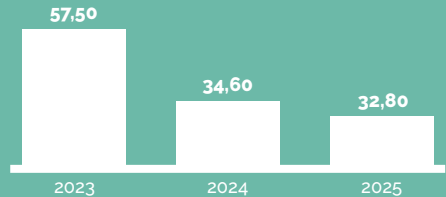
Raw Material Recycling



Renewable Electricity consumption kW/h



Water usage (Millions)



Abbreviations

CSR	Corporate Social Responsibility
ESG	Environmental, Social, Governance
IPM	Integrated Pest Management
LTA	Lost Time Accident
OHI	Organizational Health Index
SDG's	Sustainable Development Goals

Collaborations

Fairtrade
 Floriculture Sustainability Initiative (FSI 2026)
 Global Gap
 Kenya Flower Council (KFC)
 More Profitable Sustainability (MPS)
 Women's Empowerment Principles
 International Responsible Business Conduct
 agreement (IRBC)



DÜMMEN ORANGE®