

Environmental, Social & Governance Report 2024

VONQ Group BV

Introduction to VONQ's 2024 Environmental, Social, and Governance (ESG) Report

Our Commitment to Responsible Growth

As **VONQ** continues to grow, we recognize our **increasing responsibility to our employees, customers, and the communities we serve**. Sustainability and ethical business practices are not just nice-to-haves—they are essential to building a company that is resilient, fair, and forward-thinking. This **fourth annual ESG Report** outlines **what we've accomplished in 2024**, where we're making progress, and where we **still have work to do**. It provides a clear, honest look at how we integrate **environmental responsibility, social impact, and strong governance** into our everyday business.

Building a Structured Approach to ESG

Since 2021, we have established an **ESG Committee** to help shape and guide our sustainability efforts. While still evolving, this cross-functional group has begun laying the groundwork for a more structured approach to ESG. Key focus areas include:

- ✓ Defining goals and initial performance indicators to measure progress
- ✓ Identifying **annual initiatives** that support positive environmental and social outcomes
- ✓ Exploring alignment with relevant United Nations Sustainable Development Goals (SDGs)

We are committed to making our framework increasingly structured, measurable, and impactful over time.

Our ESG Priorities in 2024

Reducing Our Environmental Impact

We know that running a business has an environmental footprint, and we are working to **minimize ours**. Since **2022**, we have partnered with **Greenly**, using their **carbon accounting platform** to **track and reduce our emissions** more effectively.

This section outlines the **steps we've taken to lower our environmental impact**, from **improving energy efficiency** to **reducing waste** and **investing in carbon offset initiatives**.

Fostering a Positive Social Impact

At **VONQ**, **people come first**—whether it's our employees or the communities we engage with. In 2024, we focused on:

- **Providing learning and development opportunities** to help employees grow
- **Strengthening our diversity, equity, and inclusion (DEI) efforts**
- **Supporting local communities**, including our participation in the **Children of the Foodbank initiative** and clean-up projects in **Rotterdam and Düsseldorf**

This section details how we are **building a workplace culture where people feel supported and engaged**, while also contributing to the wider community.

Strengthening Governance & Ethical Business Practices




Trust is built through **transparency, accountability, and ethical decision-making**. This section covers:

- **Our corporate governance framework**, ensuring compliance with ethical and legal standards
- **A structured risk management approach** to protect against financial, operational, and strategic challenges
- **Our focus on data privacy, cybersecurity, and responsible AI use** in recruitment marketing

We believe that strong governance isn't just about **meeting regulations**—it's about **running a company that employees, customers, and partners can rely on**.

Looking Ahead: What's Next?

Sustainability is an ongoing process, and we know there's **always room to improve**. As we move into **2025**, our focus remains on:

-  **Expanding environmental initiatives** to further reduce our carbon footprint
-  **Enhancing employee support programs** and making VONQ an even better place to work
-  **Strengthening governance and ethical practices** to adapt to industry changes

This section outlines our **next steps** in making sustainability and responsible business a **long-term part of our DNA**.

A Practical Approach to Sustainability

At VONQ, we don't see ESG as a box to check—it's about **building a responsible business that can thrive in the long run**. We are committed to **making steady, meaningful progress** rather than chasing quick wins.

 Visit our website to learn more about how VONQ is integrating sustainability into recruitment marketing.

Thank you for your support as we continue this journey.

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1 Environmental impact

2024 Greenhouse Gas (GHG) Emissions Report

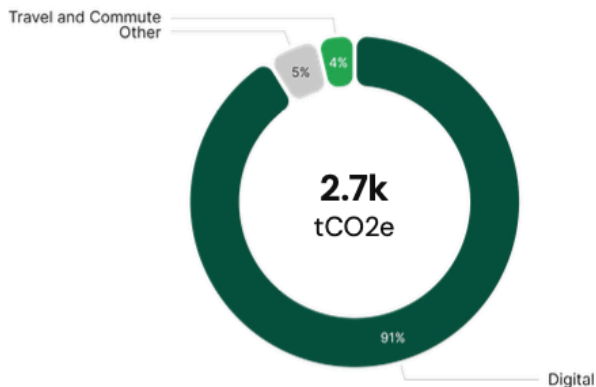
At **VONQ**, we remain committed to **transparency, accountability, and continuous improvement** in managing our environmental impact. Our **2024 Greenhouse Gas (GHG) Emissions Report** provides an

overview of our emissions performance, progress in reduction efforts, and key focus areas for further improvement.

This year, we successfully **reduced total GHG emissions to 2.70 ktCO₂e**, marking a **5% reduction from 2022 levels (2.86 ktCO₂e)** despite the increasing energy demands of our **digital-first business model**. This demonstrates **effective sustainability strategies across Scope 1 and 2 emissions**, even as our **business operations continue to grow**.

RESULTS BY ACTIVITY

Total emissions of VONQ B.V., by activity (% tCO₂e)



	Absolute tCO ₂ e	Per employee tCO ₂ e/employee
Digital	2.4k	20
Travel and Commute	99	0.8
Energy	41	0.3
Services purchases	33	0.3
Food and drinks	25	0.2
Assets	15	0.1
Others**	22	0.2

Key Highlights

- ✓ **5% overall reduction in GHG emissions**, achieved through operational efficiencies and sustainability initiatives.
- ✓ **2024 emissions equivalent to:**

- The amount of CO₂ sequestered annually by 242 hectares of growing forest
- 1,500 round trips between Amsterdam and New York.
- The annual emissions of 194 Dutch residents.

✓ **Significant reductions in Scope 1 and Scope 2 emissions** through energy-efficient technologies and increased reliance on renewables.

✓ **Scope 3 remains our largest challenge**, driven by business expansion and digital advertising activities.

Scope Breakdown

Scope 1: Direct Emissions

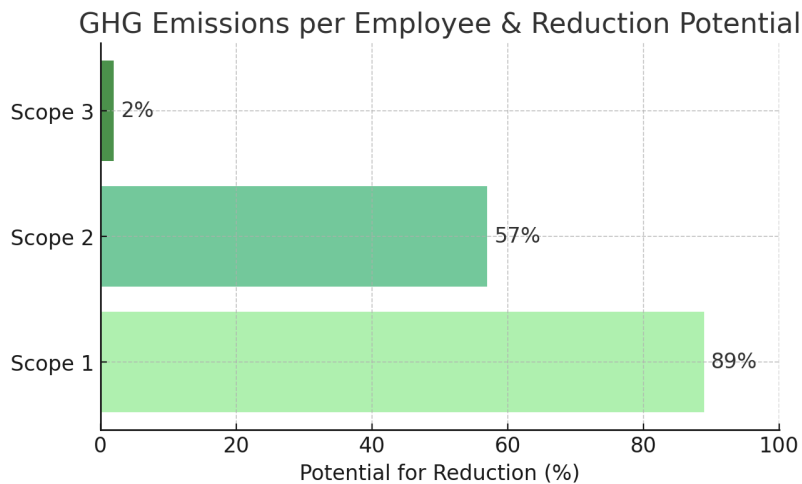
- ♦ **2022:** 64 tCO₂e → **2024:** 8 tCO₂e (consistent with 2023).
- ♦ **Key reduction drivers:**
 - Adoption of **energy-efficient technologies**.
 - Transition to **low-carbon energy sources**.
 - Operational optimizations reducing direct energy use.

Scope 2: Indirect Emissions (Purchased Energy)

- ♦ **2024 emissions:** 15 tCO₂e, down from 2022 levels.
- ♦ **Reduction factors:**
 - **Higher reliance on renewable energy sources.**
 - **Improved energy efficiency** across office locations.

Scope 3: Value Chain Emissions

- ♦ **2022:** 2,800 tCO₂e → **2024:** 2,679 tCO₂e.
- ♦ While this marks a **reduction from 2022**, emissions **increased compared to 2023** due to:
 - **Business growth** leading to **higher digital media buying volumes**.
 - Expanded engagement with **advertising and SaaS partners**, increasing emissions from **supply chain activities**.
- ♦ **Focus Areas for Scope 3 Reductions:**
 - **Evaluating lower-carbon alternatives in media buying.**
 - **Supplier engagement for sustainability improvements.**
 - **Enhancing procurement policies to favor low-emission vendors.**



Industry Benchmarking

Benchmarking our emissions against industry standards provides valuable context for assessing our environmental impact.

📌 2024 Industry Benchmark for Platforms, Software, and Applications: **7.5 tCO₂e** per employee.

📌 VONQ's current emissions intensity: **22.5 tCO₂e** per employee.

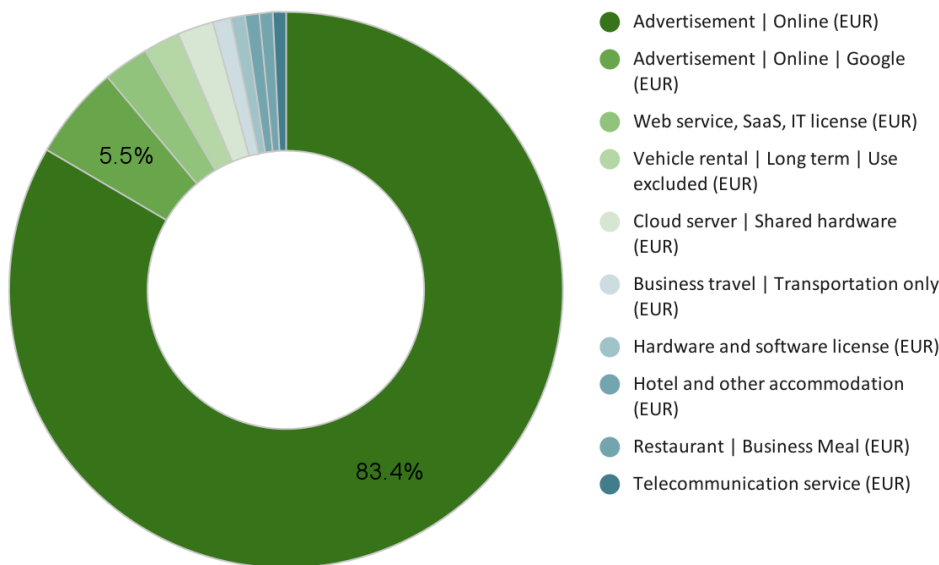
This higher intensity reflects the energy- and data-intensive nature of digital recruitment marketing, where online advertising, cloud computing, and SaaS solutions drive a significant portion of emissions.

📌 Key Takeaways:

- VONQ's business model inherently results in higher emissions intensity than traditional SaaS companies due to extensive digital advertising operations.
- Efforts to decouple emissions from business growth remain a priority, focusing on efficiency, supplier collaboration, and greener technology choices.

The Digital Footprint: A Key Factor in Our Emissions

90% of VONQ's total emissions originate from **digital activities**, particularly advertising, cloud computing, and web services. These areas represent the most significant contributors to our **Scope 3** emissions and are a core focus for improvement.



Observations:

- Online advertising alone accounts for the vast majority of emissions, reinforcing the need for efficiency optimizations in media buying.
- Cloud computing and SaaS contribute significantly, highlighting the importance of partnering with green cloud providers.
- Business travel remains a minor but notable contributor, emphasizing the continued need for sustainable travel policies.

Sustainability Actions for 2025

1. Reducing Digital Advertising and IT-Related Emissions (Scope 3)

Optimize Digital Advertising Efficiency

- Shift towards lower-carbon ad platforms and providers with sustainability commitments.
- Reduce unnecessary ad impressions and prioritize targeted, high-impact campaigns to lower energy-intensive ad delivery.
- Engage with Google and other major ad providers to explore lower-carbon advertising strategies.

Enhance Cloud & IT Energy Efficiency

- Partner with cloud providers committed to 100% renewable energy (e.g., AWS, Google Cloud, or Microsoft Azure with sustainability programs).
- Reduce data storage inefficiencies by optimizing cloud usage, archiving infrequently accessed data, and eliminating redundant storage.
- Implement eco-friendly coding practices to reduce computing power requirements.

2. Sustainable Office & Energy Practices (Scope 1 & 2)

Transition to 100% Renewable Energy

- Ensure all VONQ offices use certified renewable electricity (where available).
- Work with office landlords to explore green energy procurement options.

Office Resource Optimization

- Implement a strict energy management system to reduce unnecessary consumption (automated lights, smart thermostats, and energy-efficient appliances).
- Expand waste reduction initiatives, including centralized waste sorting and composting where applicable.
- Encourage sustainable procurement by sourcing eco-friendly office supplies and refurbished IT equipment.

3. Smarter Business Travel & Commuting (Scope 3)

Travel Policy Enhancements

- Prioritize rail travel over flights for short-haul business trips where feasible.
- Implement "virtual-first" meeting policies to reduce non-essential travel.
- Offset unavoidable business travel emissions with verified carbon offset programs.

Sustainable Commuting Initiatives

- Expand the company bicycle leasing program in Germany and the Netherlands.
- Offer public transport incentives for employees commuting to the office.
- Promote carpooling and ride-sharing options for office-based employees.

4. Strengthening Supply Chain Engagement (Scope 3)

Sustainability Requirements for Key Suppliers

- Introduce sustainability criteria in procurement policies for vendors and media partners.
- Prioritize service providers with clear carbon reduction targets.
- Engage with media buying partners to increase transparency on ad emissions and explore lower-impact alternatives.

Supplier Collaboration for Emissions Reductions

- Work with IT and cloud vendors to optimize energy-efficient digital services.
- Encourage ad-tech and media partners to provide data on their energy usage and sustainability initiatives.

5. Employee Engagement & ESG Awareness

Internal Sustainability Training & Engagement

- Introduce quarterly sustainability workshops on reducing digital footprints, responsible consumption, and energy efficiency.
- Expand VONQ's internal sustainability challenge, rewarding teams for sustainable habits like lower travel and energy savings.

"Sustainability First" Decision-Making

- Make sustainability a key factor in business decisions, ensuring teams consider environmental impact alongside cost and efficiency.
- Encourage cross-team collaboration on ESG initiatives, integrating sustainability into product, marketing, and operations teams.

As **VONQ** continues to grow, we remain dedicated to minimizing our environmental impact while driving innovation in digital recruitment marketing. By implementing **practical, achievable sustainability measures**, engaging with our partners and suppliers, and continuously optimizing our operations, we are taking **meaningful steps** toward **a lower-carbon future**. Our journey toward sustainability is ongoing, and through collective action and continuous improvement, we aim to **balance business success with environmental responsibility**, ensuring that our growth is both sustainable and impactful.

Exploring Regenerative Agriculture as a Path to Carbon Responsibility

As part of our ongoing commitment to sustainability and environmental responsibility, we are actively exploring opportunities to support nature-based solutions that contribute to carbon reduction and biodiversity. One such area of interest is **regenerative agriculture**, with its potential to restore soil health and enhance carbon sequestration.

In 2024, we have investigated the potential of initiatives such as **Soil Carbon Sequestration through Regenerative Farming Practices – Avoidance**, particularly in regions like Germany, where we operate. These projects align closely with our broader ESG ambitions and reflect our desire to contribute meaningfully to climate action and sustainable land use when the time is right.

Why Regenerative Agriculture?



With nearly half of the world's habitable land dedicated to agriculture, the way we manage soil has a profound impact on the health of our planet. Far from being inert, soil is a dynamic and vital carbon sink, capable of capturing and storing significant amounts of carbon dioxide when managed responsibly. Regenerative farming—through techniques such as conservation tillage, reduced use of synthetic fertilizers, cover cropping, and crop rotation—not only helps reduce greenhouse gas emissions but also enhances soil structure, improves water retention, and supports rich, biodiverse ecosystems. As such, it offers a scalable, nature-based solution to climate change that benefits both people and the planet.

Some of the practices that inspire our interest include:

- Lowering nitrogen fertilizer use to reduce emissions and protect water quality
- Reducing pesticide application to improve soil and ecosystem health
- Implementing conservation tillage to support long-term soil carbon storage

- Encouraging biodiversity through cover crops and flowering strips

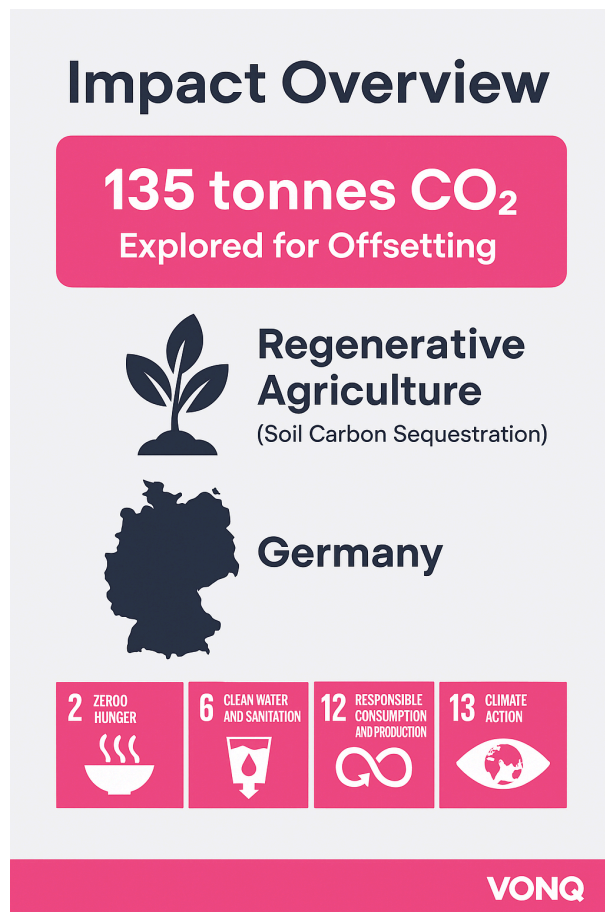
A Holistic Approach to Climate Action and Biodiversity

Unlike traditional offset models, regenerative agriculture offers dual benefits: helping mitigate climate change while restoring ecosystems both above and below ground. Projects in this space aim to transform agriculture and build resilient food systems through farmer-driven innovation.

Transparency and Impact Measurement







Credible regenerative agriculture projects, such as those supported by Klim, rely on digital tools and third-party verification to ensure accountability. Methods include:

- Satellite and remote monitoring to measure results
- Third-party certification in line with international standards (e.g. ISO 14064-2)
- Traceable credit issuance supported by transparent data reporting



Contributing to the UN Sustainable Development Goals

We recognize the potential for regenerative agriculture to advance several key SDGs:

-  **Goal 2:** Zero Hunger
-  **Goal 6:** Clean Water and Sanitation
-  **Goal 12:** Responsible Consumption and Production
-  **Goal 13:** Climate Action
-  **Goal 14:** Life Below Water
-  **Goal 15:** Life on Land

We remain committed to identifying and supporting impactful climate solutions—such as regenerative agriculture—that align with our longer-term ESG goals and our vision for responsible growth. These nature-based approaches not only offer measurable environmental benefits, but also foster stronger community engagement and long-term value creation. By exploring partnerships and opportunities that promote sustainable land use and climate resilience, we aim to make meaningful progress in reducing our environmental footprint. These efforts reflect our




broader ambition to integrate sustainability into the core of our strategy and to contribute to a more resilient, equitable, and regenerative future for both people and planet.

Our carbon footprint target for 2030

As a **small company with a relatively low emissions footprint**, our primary environmental impact comes from **energy use, office operations, and business travel**. While our direct emissions are limited, we recognize our responsibility to **minimize our footprint and contribute to global climate goals**.

Building on our **5% carbon footprint reduction from 2022 to 2024**, we are now setting a **2030 target** aligned with the **Science Based Targets initiative (SBTi) for SMEs**:

Our 2030 Commitment:

-  **Reduce Scope 1 and Scope 2 emissions by at least 30% by 2030** (compared to 2022 levels), in line with SBTi recommendations for small and medium-sized enterprises.
-  **Evaluate and improve key Scope 3 emissions**, particularly in **business travel, supplier engagement, and operational efficiency**.
-  **Continue adopting energy-efficient technologies and sustainable office practices** to drive incremental reductions over time.

This **target is both ambitious and achievable**, ensuring we make meaningful progress **without setting unrealistic goals**. By aligning with **SBTi for SMEs**, we ensure our approach is **science-based, internationally recognized, and tailored to our industry**.

We will continue to monitor, report, and refine our strategy, ensuring we take **practical steps toward a lower-carbon future**.

2 Social impacts

Empowering People, Strengthening Communities

At **VONQ**, our commitment to social impact extends far beyond our workplace—it is embedded in our culture, our values, and the way we engage with the world. We believe that sustainable success is built on fostering a work environment where people thrive, championing diversity and inclusion, supporting our communities, and driving meaningful change.

Our approach to social responsibility is **purpose-driven**. We invest in initiatives that enhance education, promote well-being, and advance environmental stewardship, ensuring that our impact is not only immediate but also long-lasting. By leading with purpose, we aspire to set a benchmark for responsible business practices while inspiring others to join us in creating a more equitable and sustainable future.

Our Strategic Impact Areas

We focus our efforts on key areas where we can make a measurable difference:

- **Diversity, Equity, and Inclusion (DEI)**: We are committed to building an inclusive and equitable workplace where diverse perspectives drive innovation. Our teams reflect a broad range of backgrounds, experiences, and ideas—allowing us to better serve our customers and communities. We actively work to foster an environment where every individual feels valued, heard, and empowered to succeed.

- **Employee Well-being and Growth:** Our people are the foundation of our success. We prioritize their well-being by offering **comprehensive benefits, flexible work arrangements, and continuous learning opportunities**. We believe that investing in our employees' professional and personal development leads to a more engaged, motivated, and resilient workforce.
- **Environmental Responsibility:** Sustainability is at the core of our operations. We integrate **eco-conscious practices** into our daily business activities and seek ways to reduce our environmental footprint. From responsible sourcing to carbon reduction initiatives, we are committed to minimizing our impact on the planet and contributing to a more sustainable future.
- **Community Engagement and Impact:** We extend our reach beyond the workplace through **volunteering, donations, and social programs** that support local and global communities. Whether through direct contributions or hands-on involvement, we strive to uplift those around us and drive meaningful societal progress.

Standing with Our Employees: The Working with Cancer Pledge

At **VONQ**, we recognize that cancer profoundly affects individuals, families, and workplaces. As of 2024, we have joined the **#WorkingWithCancer** initiative, pledging to create a workplace culture where employees affected by cancer receive the support, flexibility, and understanding they need. Our pledge is built on the following principles:

- ♦ **Raising Awareness & Reducing Stigma:** We are committed to fostering an informed workplace where employees understand the challenges faced by colleagues with cancer. By promoting awareness, we aim to replace stigma with empathy and proactive support.
- ♦ **Creating a Compassionate & Flexible Work Environment:** We believe that no one should have to choose between their career and their health. We provide **flexible work arrangements, job security, and wellness resources** to ensure that employees undergoing treatment or recovery can focus on their well-being without unnecessary stress.
- ♦ **Respecting Privacy & Dignity:** We handle all personal health information with the utmost confidentiality and respect employees' decisions regarding disclosure.
- ♦ **Encouraging Open Dialogue & Support Networks:** We foster **transparent, compassionate communication** between employees and management, ensuring that those impacted by cancer feel heard, respected, and supported.

This pledge reflects our deep-rooted belief that workplaces should be safe, inclusive, and adaptable—especially during life's most challenging moments.

Our Ongoing Commitment to Positive Change

Creating a **more inclusive, sustainable, and socially responsible** business is an ongoing journey—one that requires **continuous learning, innovation, and action**. We recognize that true progress comes from a willingness to **adapt, improve, and challenge the status quo**.

At **VONQ**, we remain steadfast in our mission to drive positive change. Our efforts today are not just about fulfilling corporate responsibility—they are about shaping a future where businesses and communities **thrive together**.

Empowering Growth: Professional and Personal Development at VONQ

At **VONQ**, we believe that investing in our people is key to our long-term success. We are committed to fostering a culture of continuous learning, providing employees with the tools, opportunities, and support needed to evolve in a rapidly changing business landscape. Our goal is to empower our team members to **grow, adapt, and excel**—both professionally and personally.

A Year of Growth and Achievement

In **2024**, we saw remarkable progress in our people development initiatives:

- ✓ **18 employees** participated in structured personal development plans
- ✓ **17 employees successfully achieved their goals**, earning promotions and taking on expanded responsibilities
- ✓ Nearly **15% of our workforce** advanced into broader roles—a significant milestone given our organization's **flat hierarchy**

This achievement reflects our dedication to a **growth-driven culture**, where employees are supported in reaching their full potential. By prioritizing internal mobility and career development, we ensure that our people have meaningful opportunities to **thrive and lead**.

Flexible and Personalized Learning Opportunities

At **VONQ**, we understand that development is not one-size-fits-all. That's why we provide a range of learning opportunities tailored to individual aspirations and career paths. Our employees have the **flexibility to choose** learning experiences that align with their goals, ensuring that professional growth is both **meaningful and impactful**.

A key pillar of our learning strategy is our partnership with **LinkedIn Learning**, a globally recognized platform offering access to **1,000+ courses** spanning various disciplines—from **technical expertise to leadership development**. Every VONQ employee has unlimited access to this resource, allowing them to continuously upskill at their own pace.

Custom Learning Paths for Targeted Growth

To further enhance learning outcomes, we leverage **LinkedIn Learning's curated learning paths**, enabling managers to design **bespoke training programs** aligned with specific roles, projects, and skill development needs. This approach ensures that learning is not just available but also **highly relevant, practical, and aligned** with individual career trajectories and business objectives.

A Culture of Continuous Development

At VONQ, we don't see professional development as a checkbox—it's a **fundamental part of our culture**. We are continually exploring **new, innovative ways** to support our employees' growth journeys, recognizing that **their success fuels our collective progress**. By nurturing an environment where learning and development are embedded in **our DNA**, we empower our team to drive both their careers and our company forward.

Performance Management at VONQ: Driving Growth Through Continuous Feedback

At VONQ, we believe that high performance is fueled by **clear expectations, continuous feedback, and meaningful development opportunities**. Our **performance management cycle** is designed to create a culture of **growth, accountability, and transparency**, ensuring that every employee is supported in reaching their full potential.

A Structured and Impactful Review Process

Our **annual performance review cycle** is built around a **360-degree feedback model**, offering a well-rounded, **multi-perspective evaluation** of employee contributions. The cycle consists of three key phases:

- 1 **Annual Goal Setting** – Employees define clear objectives aligned with personal growth and company priorities.
- 2 **Mid-Year Review** – A structured check-in to assess progress, gather feedback, and make necessary adjustments.
- 3 **Year-End Conversations** – A comprehensive reflection on achievements, challenges, and future development opportunities.

This process encourages employees to **take ownership of their development**, request **peer feedback**, and receive **quarterly manager input** to drive continuous improvement.

Enhancing Performance Through Peer Feedback

Following the successful introduction of **peer reviews** in 2023, we focused on **deepening** their impact in 2024. Peer feedback provides employees with a **holistic perspective** on their strengths, contributions, and development areas. By integrating this approach into our culture, we:

- ✓ **Foster a more balanced and fair assessment process**
- ✓ **Enhance collaboration, teamwork, and cross-functional accountability**
- ✓ **Reduce unconscious bias in performance evaluations**
- ✓ **Ensure employees receive constructive insights beyond managerial feedback**

By embedding **peer reviews** into our performance management framework, we are building a more **inclusive, objective, and high-performing workplace**.

A Transparent and Rewarding Approach to Growth

At VONQ, performance management goes beyond evaluations—it's about ensuring that employees are in roles where they **thrive** and that we **attract, retain, and develop top talent** across all areas of our business.

To promote **fairness and transparency**, we have implemented:

- **Manager Panel Groups** – Ensuring evaluations are **consistent, objective, and aligned with company-wide standards**.
- **Equitable Reward Systems** – Linking performance outcomes to clear, **merit-based recognition** and career advancement opportunities.

Through this approach, we empower our employees to grow, succeed, and contribute to VONQ's **ongoing success**—because when our people excel, so does our business.

Leadership Development: Cultivating a Culture of Collaboration and Growth

At **VONQ**, we believe that great leadership is the foundation of a high-performing organization. Our commitment to **developing, empowering, and equipping our leaders** ensures that they are prepared to **inspire, innovate, and drive meaningful impact**.

In **2024**, we reached a pivotal milestone in **transforming our leadership culture** by shifting how our leadership team collaborates.




We:

- ✓ **Increased the frequency of leadership meetings** to foster agility and alignment
- ✓ **Moved away from slide-driven presentations**, creating space for meaningful dialogue
- ✓ **Prioritized cross-functional discussions**, enhancing problem-solving and shared decision-making
- ✓ **Encouraged open conversations on challenges and knowledge sharing**, driving transparency across the organization

This evolution marks a shift from **one-way reporting** to **dynamic engagement**, ensuring that leadership conversations are **more collaborative, insightful, and action-oriented**. By fostering a leadership culture rooted in **authenticity, transparency, and continuous learning**, we empower our leaders to navigate complexity, inspire their teams, and drive VONQ's success forward.

Employee Engagement & Satisfaction: Listening, Learning, and Taking Action

At **VONQ**, employee engagement is not just a priority—it's a fundamental driver of our success. We recognize that a **motivated, valued, and empowered workforce** fuels innovation and growth. To ensure we continuously improve employee experience, we leverage **Eletive**, an advanced engagement tool that enables us to:

-  **Measure employee sentiment** through periodic pulse surveys
-  **Gain real-time insights** into workplace dynamics, morale, and engagement levels
-  **Equip employees and managers** with data-driven strategies to enhance satisfaction and productivity

Empowering Employees Through the Eletive Taskforce

Recognizing the value of employee-driven change, we have expanded our commitment by establishing the **Eletive Taskforce**—a diverse group of **employee champions** from across the organization. This task force plays a critical role in:

- ✓ **Identifying key focus areas for improvement**
- ✓ **Bridging the gap between employees and leadership** through transparent discussions
- ✓ **Collaborating on innovative solutions** to enhance engagement and workplace culture
- ✓ **Ensuring employee voices drive meaningful change** across VONQ

By embedding **continuous listening and action** into our engagement strategy, we create an environment where **every employee feels heard, valued, and empowered to contribute to our shared success**.

Through these initiatives, we are not only strengthening **leadership excellence** but also **building a workplace where people thrive, feel connected, and are inspired to grow**.

Diversity, Equity, and Inclusion (DEI) in the Workplace

At **VONQ**, we recognize that a **diverse, equitable, and inclusive workplace is fundamental to innovation, employee engagement, and long-term success**. We are committed to fostering an environment where **everyone—regardless of gender, background, or experience—has equal opportunities to thrive and grow**.

Employee Turnover: Understanding the Numbers & Industry Trends

In **2024**, VONQ continued to expand in a **challenging market**, but like many companies in the tech sector, we had to make **strategic workforce adjustments** in response to external conditions. As a result, our **total employee turnover rate reached 30.8%**.

Breaking Down the Turnover Rate

- 📌 The **30.8% turnover rate includes both permanent employees and consultants**, as freelancers and contractors form an important part of our workforce.
- 📌 When considering **only permanent employees**, the turnover rate **adjusts to 24.8%**.
- 📌 **Voluntary resignations remained low**, with **only 13 employees choosing to leave throughout the year**.

Comparing to Industry Benchmarks

- 📌 The **technology industry** has experienced **consistently high turnover rates**. In 2022, LinkedIn reported an average tech industry turnover of **13.2%**, and this trend continued in **2024**, with rates ranging between **13% and 21%**.
- 📌 Many **top-tier tech companies** also experience **short employee tenures**, often between **one and two years**, highlighting the **volatile nature of the sector**.

Our Commitment to Employee Retention

While **external factors contributed to our higher turnover rate**, we remain focused on **strengthening employee retention and organizational resilience**. Moving forward, we are implementing **proactive initiatives** to enhance job satisfaction and stability, including:

- ✓ **Expanding career development programs** to support employee growth
 - ✓ **Improving internal mobility opportunities** to retain talent within the company
 - ✓ **Strengthening employee well-being and engagement efforts** to foster a positive work culture
- These measures will help ensure that **VONQ remains an employer of choice**, even in the face of industry challenges.

Gender Equality and Representation

At **VONQ**, we are committed to **tracking and improving gender representation** across all levels of the organization.

Current Workforce Composition

✚ As of **January 2025**, our workforce consists of **111 employees**, with a **67% male and 33% female** split.

✚ In **2023**, our workforce was **126 employees**, with a **similar gender ratio**, but the proportion of **women slightly decreased** in 2024.

Progress in Leadership Representation

While the overall **workforce gender balance remains a challenge**, we are proud to report **significant progress in leadership roles**:

✚ **Executive Leadership Team**: The **proportion of women increased from 20% in 2023 to 50% in 2024**, marking a major improvement in gender parity at the highest levels of the company.

✚ **Extended Leadership Team**: **9 out of 21 leadership positions (43%)** are now held by women, further reflecting our **commitment to building a diverse leadership team**.

Industry Context and Future Goals

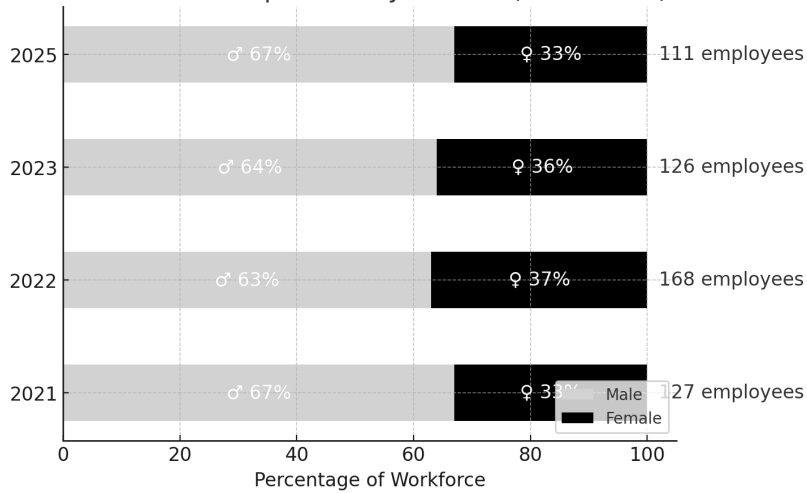
✚ The **tech industry has historically struggled with gender diversity**, particularly in leadership roles. Studies indicate that **women—especially women of color—remain underrepresented** at senior levels.

✚ At **VONQ**, we recognize these disparities and are taking **intentional steps to increase representation**, ensuring **equitable career advancement opportunities** for all employees.

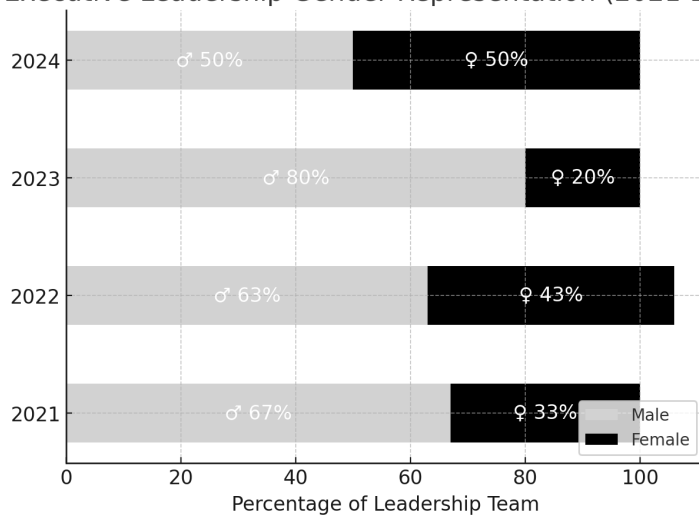
Key Actions Moving Forward

- ✓ **Continuously track gender representation** to measure and improve diversity efforts.
 - ✓ **Strengthen leadership development programs for women** to support career progression.
 - ✓ **Enhance hiring and promotion practices** to create a more **balanced and inclusive workforce**.
- By **actively addressing gender representation gaps**, we aim to create a **more diverse, inclusive, and equitable workplace for all**.

Workforce Composition by Gender (2021-2025)

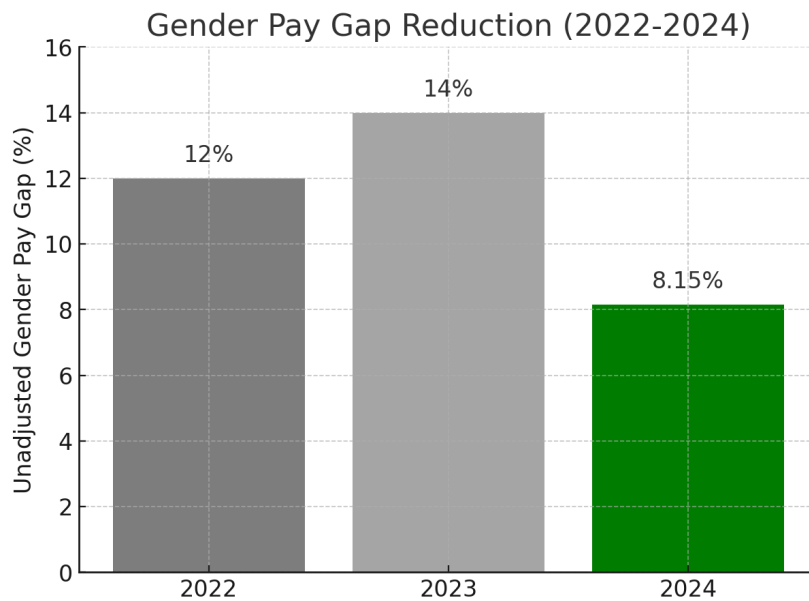


Executive Leadership Gender Representation (2021-2024)



Gender Pay Gap: Measuring and Reducing Disparities

At **VONQ**, we believe in **fair and equitable pay for all employees**. To track our progress, we conduct an **annual analysis of the gender pay gap**, which measures the **difference in average pay between men and women** without adjusting for factors like job level, experience, or qualifications.



Progress in Closing the Pay Gap

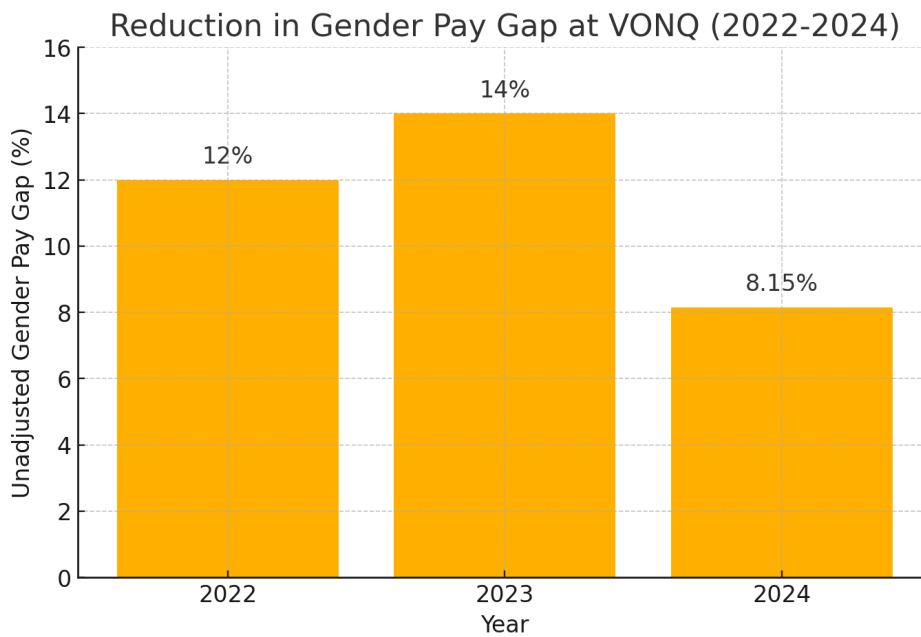
Our **2024 analysis** showed that the **unadjusted gender pay gap at VONQ is 8.15%**, down from **14% in 2023 and 12% in 2022**. This steady reduction reflects **our continued efforts to create a more equitable compensation structure** and support **gender pay parity** within our organization.

Commitment to Pay Equity

While progress has been made, we recognize that **men still earn higher salaries on average**, and we remain committed to closing this gap further. To achieve this, we will continue to:

- ✓ **Review salary structures and pay policies regularly** to ensure fair compensation across all roles.
- ✓ **Enhance transparency in salary progression and promotion criteria** to eliminate unintended biases.
- ✓ **Ensure equitable access to leadership and career development opportunities** to support long-term pay equity.

By **continuously monitoring and improving our pay practices**, we are working toward a **more inclusive and fair workplace** where all employees are **compensated equitably for their contributions**.



Employee Benefits: Supporting Well-Being, Flexibility, and Growth

At **VONQ**, we believe that a supportive and inclusive benefits package is essential to fostering a **thriving, engaged, and high-performing workforce**. Our approach to benefits is designed to promote **well-being, work-life balance, and financial security**, ensuring that every team member has the resources they need to succeed—both professionally and personally.

Flexible Leave: Empowering Autonomy and Well-Being

One of the cornerstones of our benefits philosophy is our **flexible leave policy**, built on a foundation of **trust and autonomy**. Rather than adhering to rigid time-off allocations, we empower employees to take the time they need to **rest, recharge, and maintain a healthy work-life balance**—without the burden of tracking leave balances. This progressive approach enhances **employee well-being, engagement, and productivity**, reinforcing a culture where people feel valued and supported.

Hybrid Work: A Framework for Flexibility and Collaboration

Recognizing the **evolving landscape of work**, we made a significant shift toward **remote working** in December 2021. This transition has not only increased flexibility for our employees but has also **expanded our operational reach and efficiency**, allowing us to attract and retain top talent beyond our physical office locations.

To ensure **clarity, transparency, and balance**, we introduced a **new hybrid work framework in 2024**. This structure helps employees and leaders maximize the benefits of **both remote and**

in-office work, fostering **seamless collaboration**, **strong team connections**, and **sustained efficiency**.

At VONQ, flexibility is not just a perk—it's a fundamental part of our vision for a **modern, dynamic, and high-performing workplace**.

Prioritizing Mental Health and Well-Being

At **VONQ**, we recognize that **mental well-being is just as important as physical health**. In today's fast-paced and high-pressure work environment, we are committed to fostering a culture where **mental health is openly acknowledged, actively supported, and fully integrated into our employee experience**.

Supporting Mental Wellness Through Mindfulness

To empower our employees with effective tools for **stress management and mental resilience**, we provide **free access to Headspace**, a leading meditation and mindfulness app. Research shows that consistent mindfulness practice can lead to **significant reductions in stress within just 30 days**, helping employees improve focus, emotional well-being, and overall balance.




By integrating Headspace into our wellness program, we aim to:

- ✓ **Promote mental clarity and resilience**
- ✓ **Enhance work-life balance through structured mindfulness support**
- ✓ **Encourage employees to take proactive steps toward their well-being**

Encouraging Physical Well-Being: Fitness and Active Lifestyles

Recognizing the **strong connection between physical health and mental well-being**, we have partnered with **Vondelgym**, a premier fitness and wellness facility in the Netherlands. Through this collaboration, employees receive **exclusive access to fitness programs and wellness facilities**, supporting them in maintaining a **healthy and active lifestyle**.





By investing in **physical well-being**, we help employees:

-  **Boost energy and productivity**
-  **Reduce stress and anxiety**
-  **Strengthen overall health and resilience**

Sustainable Commuting: The VONQ Bicycle Scheme

As part of our **holistic approach to employee well-being and sustainability**, we launched a **company bicycle scheme in 2024** for our **permanent employees in Germany and the Netherlands**. Through our partnership with **Lease a Bike**, employees can **easily lease a bicycle** using a **fully digital and automated platform**, with access to **hundreds of bike shops**.

Employees can select from a variety of options, including:

-  **City bikes** – Ideal for everyday commuting
-  **E-bikes and speed pedelecs** – For effortless and efficient travel
-  **Cargo bikes** – Perfect for family-friendly mobility
-  **Racing bikes** – For fitness and sports enthusiasts

Our **bike leasing program** is designed to be:

- ✓ **Simple and accessible**, ensuring ease of use for all employees
- ✓ **Financially advantageous**, offering cost savings and tax benefits
- ✓ **Sustainable**, promoting greener commuting options and reducing environmental impact

By **encouraging cycling**, we support our employees in adopting **healthier lifestyles**, while simultaneously contributing to a **more sustainable future**.

At **VONQ**, we firmly believe that employee well-being is **fundamental to both individual and collective success**. Our commitment to mental health, physical fitness, and sustainable living ensures that every team member has the resources, flexibility, and support they need to thrive in every aspect of their lives.

By continuously evolving our wellness initiatives, we create an environment where our employees feel valued, motivated, and empowered—**driving a workplace culture rooted in health, happiness, and high performance**.

Empowering Communities: Our Sustainable Workplace Initiatives

At **VONQ**, we believe that a truly sustainable and inclusive workplace goes beyond daily operations—it extends into the way we **engage, educate, and support our employees and communities**. Our initiatives reflect a deep commitment to **social responsibility, well-being, and environmental sustainability**, fostering a workplace culture rooted in **shared values and meaningful impact**.

Driving Awareness and Engagement


To inspire **conscious action and informed decision-making**, we have actively facilitated:


- ✓ **Educational Lunch & Learn Sessions** – Creating opportunities for employees to explore sustainability topics and engage in open discussions on **environmental responsibility and ethical business growth**.
- ✓ **Community Dialogue on Sustainability** – Encouraging cross-team conversations that drive awareness and empower employees to integrate sustainable practices into their professional and personal lives.

By equipping our employees with knowledge and fostering meaningful discussions, we reinforce a workplace where **socially responsible growth is a shared priority**.

Giving Back: Strengthening Our Community Impact

As part of our **commitment to social responsibility**, we actively participated in initiatives that make a tangible difference:

 **Children of the Foodbank Initiative (Rotterdam)** – In 2024, we collected gifts to **spread holiday cheer** to children in need, ensuring they experience the joy of the festive season. This effort underscores our dedication to **community support and social impact**.

 **Clean-Up Days in Rotterdam and Düsseldorf** – Employees joined forces to **restore and beautify public spaces**, reinforcing our responsibility to **environmental stewardship and civic engagement**. These initiatives not only contributed to **cleaner, greener cities** but also strengthened our team's collective sense of purpose.

Prioritizing Employee Well-Being & Sustainable Practices

A **healthy workplace** is a productive workplace. To enhance **employee well-being and sustainability**, we have prioritized:

 **Healthy Food Options & Waste-Free Products** – Ensuring our workplace promotes **nutritious choices** while minimizing waste and reducing environmental impact.

Through these initiatives, we continue to **build a culture that values health, sustainability, and social impact**—creating a **workplace where employees feel inspired, engaged, and empowered to drive positive change**.

A Lasting Commitment to Positive Impact

Throughout **2024**, our efforts have **strengthened our workplace culture**, reinforcing the belief that **business success and social responsibility go hand in hand**. By championing **sustainability, well-being, and community-driven initiatives**, we are not only supporting our employees—we are making a **meaningful difference** in the broader society.

At **VONQ**, our journey toward a **more sustainable and inclusive future** is ongoing, and we remain committed to **creating lasting change—one initiative at a time**.

Industry and workplace recognition






At **VONQ**, we are proud to be recognized as a leader in our industry and as a workplace that values innovation, sustainability, and employee well-being. Our ongoing achievements in **talent acquisition technology** and **workplace culture** demonstrate our commitment to excellence, ethical business practices, and continuous improvement.

Recognition of Excellence: VONQ in the Fosway 9-Grid™

In **2024**, VONQ was honored to maintain its position as a **Strategic Leader** in the **Fosway 9-Grid™ for Talent Acquisition** for the **third consecutive year**. This recognition reflects our **commitment to innovation, efficiency, and sustainability** in the **HR and recruitment marketing industry**.

The **Fosway 9-Grid™** is a **highly regarded European framework** that evaluates HR and talent acquisition (TA) technology providers based on **performance, potential, market presence, total cost of ownership, and future growth trajectory**.

Being recognized as a **Strategic Leader** highlights:

-  **Our strong market presence and continued innovation**
-  **The robust performance and scalability of our technology solutions**
-  **Our ability to drive future growth in the HR/TA tech landscape**

This achievement underscores our mission to **develop scalable, customer-centric platforms** that meet the evolving needs of the **talent acquisition sector**. Our solutions not only **enhance job market efficiency** but also align with our broader **ESG principles**, prioritizing **sustainability and ethical digital recruitment practices**. Furthermore, this distinction reflects the **high adoption of our services by customers** and our **strong, lasting relationships with partners**. We remain dedicated to delivering **cutting-edge solutions** that empower employers and job seekers, while maintaining a steadfast commitment to **responsible and sustainable business practices**.

Great Place to Work® Certification: A Culture of Excellence

At the end of **2024**, VONQ proudly participated in our **third** workplace culture survey to earn the **prestigious Great Place to Work® certification**.

We are delighted to announce that our offices in **Düsseldorf, Groningen, and Rotterdam** have once again achieved this recognition—a **testament to the dedication, collaboration, and commitment** of our employees in building a **positive, inclusive, and engaging workplace culture**.



We extend our gratitude to **every employee** who contributed to this achievement. Your passion and commitment are what make VONQ a **thriving, innovative, and rewarding place to work**.

This recognition **inspires us to keep raising the bar**, fostering an environment where employees feel **valued, empowered, and motivated to excel**. As we continue to grow, we remain committed to **investing in our people**, driving **excellence in our operations**, and ensuring that **VONQ remains one of the best places to work in our industry**.



3 Governance: Upholding Integrity, Inclusivity, and Responsibility

At **VONQ**, strong governance is the foundation of our business. Our commitment to **integrity, inclusivity, and ethical leadership** ensures that we maintain **transparency, accountability, and fairness** in all aspects of our operations. From safeguarding labor rights to ensuring data security, our governance policies reflect our dedication to **building a responsible and sustainable workplace**.

Commitment to Ethical Business Practices

Ensuring Equal Treatment and Workplace Safety

We uphold **international labor standards**, ensuring:

- ✓ **Equal treatment for all employees** regardless of gender, ethnicity, background, or beliefs.
 - ✓ **A safe and respectful workplace**, free from discrimination, harassment, or exploitation.
 - ✓ **A strict prohibition on forced and child labor**, reinforcing our commitment to human rights.
- Our **anti-discrimination and anti-harassment policies** are designed to create a **safe, inclusive, and welcoming environment** for all employees.

Fostering Diversity, Equity, and Inclusion (DEI)

At VONQ, we believe that **a diverse workforce drives innovation and success**. Our **Equality and Diversity Policy** is a core part of our strategy, ensuring that:

- ✓ **Hiring and promotion decisions are based on merit and fairness.**
- ✓ **All employees have access to equal career development opportunities.**
- ✓ **We continue to foster a culture where every individual feels valued and included.**

We are committed to **eliminating discrimination** and ensuring that our team reflects the **diverse society we serve**.

Maintaining Trust and Integrity in Hiring

To **uphold our high standards of reliability**, we conduct **thorough background checks** on prospective employees. This ensures that every team member aligns with our values of

Environmental Responsibility in Governance

As a responsible business, we recognize our role in **sustainable development**. Our **Environmental Policy** guides our efforts to **reduce our ecological footprint** and integrate **sustainability** into our business operations.

- ✦ **Minimizing environmental impact** through sustainable business practices.
- ✦ **Encouraging responsible resource use** across our operations.
- ✦ **Engaging employees in environmental initiatives** to promote awareness and action.

By embedding **environmental responsibility** into our governance framework, we ensure that **sustainability is a core pillar of our business strategy**.

Ethical Conduct and Compliance

Upholding the Highest Standards of Integrity

Our **Code of Conduct** is the foundation of our **ethical framework**, guiding employees to act with:

- ✓ **Honesty, fairness, and transparency** in all business dealings.
- ✓ **Strict compliance with laws, regulations, and internal policies.**
- ✓ **Confidentiality and conflict of interest prevention**, ensuring ethical decision-making.

We hold our employees and leadership to the **highest standards of professionalism and accountability**.

Commitment to Data Protection and Information Security

ISO 27001 and Information Security Governance

At VONQ, **information security is a top priority**. We use the **ISO 27001 framework** to **safeguard sensitive data**, ensuring:

 **Confidentiality, integrity, and availability of customer and employee information.**

 **Continuous monitoring and improvement of security practices.**

 **Proactive risk management to prevent cyber threats and data breaches.**

Our **Information Security Management System (ISMS) Governance Council**, led by our **Information Security Management Leader**, ensures that we align with **ISO 27001 standards** and maintain **best practices in digital security**.

GDPR Compliance and Data Protection

We are **fully compliant with GDPR**, implementing **robust data protection measures** to:

 **Prevent unauthorized access and misuse of personal data.**

 **Ensure transparency in how data is collected, stored, and processed.**

 **Protect customer and employee privacy through stringent security protocols.**

By **prioritizing data security and privacy**, we reinforce **trust and accountability** with our employees, customers, and stakeholders.

Commitment to Continuous Improvement

Governance at **VONQ** is built on **ethical behavior, respect for human rights, environmental responsibility, and strict information security**. We continuously **evaluate and improve our governance policies** to:

✓ **Enhance transparency and accountability at all levels.**

✓ **Strengthen ethical leadership and compliance measures.**

✓ **Integrate sustainability and inclusivity into decision-making.**

By setting **clear policies and high standards**, we aim to **lead by example** and contribute to a **more responsible and sustainable industry**.

4 Enhanced Risk Management: Strengthening Security and Resilience

At **VONQ**, we take a **comprehensive and proactive approach to risk management**, ensuring that **our business processes, information systems, and digital assets** are safeguarded against potential threats. Our risk management framework is designed to **protect our employees, contractors, partners, and customers**, while ensuring the **integrity, security, and reliability** of our operations.

Proactive Risk Identification and Analysis

Our risk management approach follows **industry best practices**, enabling us to **identify, assess, and mitigate both strategic and operational risks** before they impact our business.

Key Risk Identification Measures

🔥 **Regular risk reviews** conducted by our **DevOps Engineer**, who ensures that our risk strategies remain effective and adaptable to evolving business needs.

🔥 **Comprehensive risk analysis** to assess the **likelihood and impact** of potential threats across all business functions.

🔥 **Zero-tolerance policy for non-compliance**, ensuring that **all incidents are reported to senior management without delay** and addressed promptly.

By embedding **continuous monitoring and evaluation**, we create an agile framework that allows for **early risk detection and swift corrective actions**.

Lifecycle Risk Assessment in Software Development

We integrate **risk assessment throughout the software development lifecycle**, ensuring that security vulnerabilities are identified and mitigated **before deployment**.

✓ **Security risks are systematically evaluated** during design, development, and release phases.

✓ **Each risk is assessed for severity and likelihood**, enabling structured prioritization.

✓ **Security best practices are incorporated into our DevOps workflows**, reducing exposure to potential threats.

This approach **minimizes vulnerabilities** while maintaining **agile and secure development processes**.

Comprehensive Risk Management Framework

At the core of our **risk mitigation efforts** is a **structured risk register and treatment plan**, which allows us to:

🔥 **Categorize risks based on severity and business impact**, ensuring that high-priority threats receive immediate attention.

🔥 **Allocate resources efficiently**, ensuring that mitigation efforts align with **business objectives and operational capacity**.

🔥 **Establish a structured response plan**, ensuring that every risk is managed with a clear, data-driven strategy.

This framework ensures that **risks are identified, tracked, and resolved efficiently**, allowing us to **maintain operational stability and resilience**.

Clear Accountability and Decision-Making

Effective risk management requires **strong leadership and accountability**. At VONQ:

✓ **The CEO oversees all critical and high-level risks**, ensuring that risk management remains a top priority at the executive level.

- ✓ **The VP of Engineering and Product is responsible for managing all recorded risks**, ensuring that decisions are made quickly and effectively.
 - ✓ **Senior management actively participates in risk governance**, ensuring transparency and alignment across teams.
- This **clear leadership structure** ensures that **risk mitigation strategies are executed efficiently**, keeping VONQ **secure, compliant, and agile**.

Policy Flexibility and Enforcement

While our **risk management policy is robust and structured**, we also recognize the **importance of adaptability** in an evolving business landscape.

✚ **Policy flexibility allows us to adjust our risk framework** to address new challenges and opportunities.

✚ **Any exceptions to policy require senior management approval**, ensuring that changes are justified and carefully evaluated.

✚ **Non-compliance is strictly enforced**, with severe consequences, including termination, for deliberate violations of our risk policies.

This **balance of adaptability and enforcement** ensures that our risk management framework remains both **effective and responsive** to business needs.

A Commitment to Operational Integrity and Security

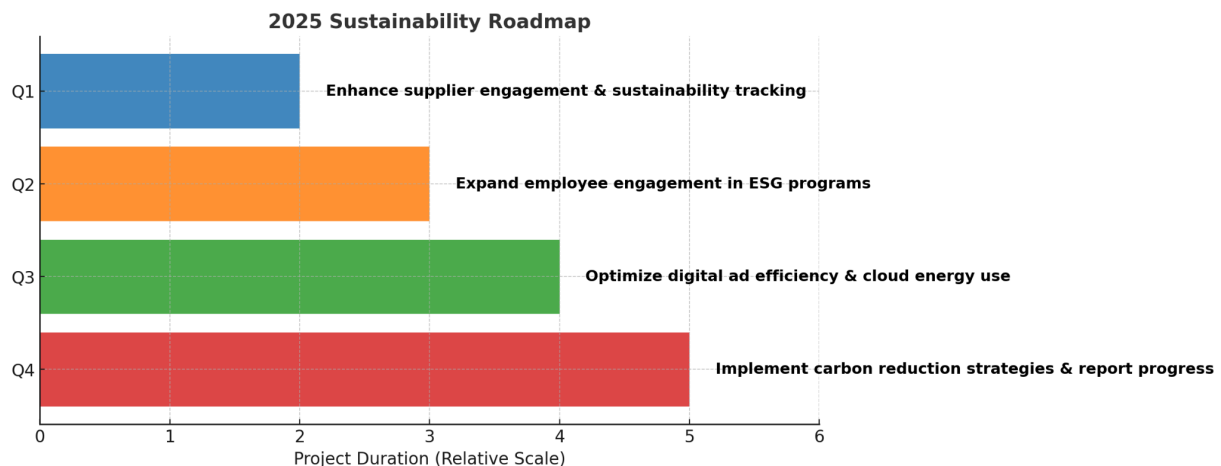
Risk management at **VONQ** is not just about **mitigating threats**—it is about **ensuring long-term operational integrity, security, and resilience**. By maintaining a **structured, proactive, and transparent risk framework**, we:

- ✓ **Protect our employees, customers, and stakeholders from potential risks.**
- ✓ **Strengthen security and compliance** across all business functions.
- ✓ **Continuously evolve our risk management strategy** to address emerging challenges.

By embedding **risk awareness into our business operations**, VONQ ensures that we remain a **trusted and secure partner** in the digital recruitment marketing space.

5 Opportunities for Improvement in 2025: Strengthening Our Environmental and Social Impact

As **VONQ** moves forward, we recognize **2025** as a key opportunity to enhance our commitment to sustainability and social responsibility. By focusing on practical, achievable improvements, we aim to **reduce our environmental footprint, engage employees in meaningful sustainability actions, and deepen our positive social impact**.



Enhancing Environmental Sustainability

1. Waste Reduction and Circular Economy Initiatives

- 🔧 Introduce a standardized waste sorting system across offices, supported by clear signage and employee training.
- 🔧 Minimize single-use plastics by offering reusable alternatives for office supplies and catering.
- 🔧 Implement a company-wide electronic waste (e-waste) recycling program, ensuring responsible disposal and refurbishment of IT equipment.

2. Sustainable Commuting and Travel

- 🔧 Expand incentives for sustainable commuting, such as:
 - Reimbursement for public transport passes.
 - Subsidized bicycle leasing or cycling allowances for employees.
 - Carpooling initiatives and dedicated parking spaces for shared rides.
- 🔧 Reduce business travel-related emissions by:
 - Prioritizing video conferencing over in-person meetings whenever feasible.
 - Encouraging rail travel over short-haul flights when practical.
 - Tracking travel emissions with clear guidelines to improve reporting and reduction efforts.

3. Responsible Procurement and Digital Sustainability

- 🔧 Refine our procurement policies to:
 - Prioritize vendors with strong environmental credentials and sustainability certifications.
 - Select office supplies and IT equipment with lower carbon footprints.
- 🔧 Implement digital sustainability initiatives, such as:
 - Optimizing cloud storage and data management to reduce unnecessary digital energy consumption.
 - Encouraging employees to manage emails and digital file storage efficiently.
 - Minimizing unnecessary video streaming and large file sharing to reduce digital emissions.

4. Sustainable Workplace Practices

- 🔧 Enhance office sustainability by:
 - Incorporating more indoor plants to improve air quality and well-being.

- **Promoting sustainable office refurbishments**, such as furniture made from recycled materials.
- **Extending the lifecycle of office equipment through regular maintenance and refurbishment.**
 - ✚ **Promote sustainable food choices**, including:
 - **Offering plant-based milk options** as a standard alternative.
 - **Encouraging sustainable food sourcing** in catering and office snacks.
 - **Educating employees on sustainable eating habits** through awareness initiatives.

Raising Awareness and Employee Engagement

To foster a **culture of sustainability and social responsibility**, VONQ will implement a series of **educational and community-driven initiatives**:

- ✚ **Host quarterly "Lunch & Learn" sessions** on topics such as:
 - **Carbon footprint reduction** and personal sustainability practices.
 - **VONQ's ESG strategy and goals**, engaging employees in ongoing efforts.
 - **Wellness and sustainable lifestyle choices** to promote holistic well-being.
- ✚ **Organize annual CleanUp Days in Düsseldorf and Rotterdam**, encouraging employee participation with:
 - **Incentives for participation** (e.g., donation-based rewards, volunteer recognition).
 - **Greater leadership involvement** to reinforce company-wide engagement.
- ✚ **Actively participate in global environmental and social awareness days**, such as:
 - **World Environment Day** – promoting sustainability initiatives across the company.
 - **World Car Free Day** – encouraging employees to explore alternative commuting options.
 - **National Tree Week (UK)** – supporting reforestation initiatives in collaboration with local organizations.
 - **Movember** – raising awareness for men's mental health and well-being.

By aligning **VONQ's activities with global sustainability and social initiatives**, we amplify our **impact and visibility** while encouraging **greater employee engagement**.

Expanding Social Responsibility and Community Involvement

Beyond our environmental initiatives, we remain committed to **strengthening our social impact** by:

- ✚ **Increasing involvement in local and global social initiatives**, such as:
 - **Charity fundraising efforts** for causes aligned with our values.
 - **Employee-led volunteering programs**, allowing staff to dedicate time to meaningful social causes.
 - **Partnerships with non-profits and grassroots organizations**, ensuring direct community impact.
- ✚ **Regularly reviewing and improving our social impact programs** to:
 - **Align them with our core values and evolving ESG goals.**
 - **Ensure measurable contributions to local and international communities.**

- Incorporate employee feedback to shape future initiatives.

By **embedding social responsibility into our business strategy**, we ensure that **VONQ contributes meaningfully to both people and the planet.**

Looking Ahead: A Roadmap for 2025 and Beyond

As we move into 2025, our goal is to **turn sustainability and social responsibility into everyday practices at VONQ.** Through **measurable actions, employee engagement, and community-driven efforts**, we aim to:

- ✓ Reduce our environmental footprint in tangible ways.
- ✓ Enhance employee involvement in sustainability and social initiatives.
- ✓ Strengthen partnerships with eco-conscious suppliers and organizations.
- ✓ Foster a workplace culture where responsible business practices thrive.

By focusing on **practical and scalable improvements**, we can continue **leading by example in environmental and social responsibility**—creating a **more sustainable future** for our company, employees, and communities.