WESTWING

Annual Financial Statements and Combined Management Report
for the Fiscal Year from 1 January 2024 to 31 December 2024

Confirmation of the auditor

Westwing Group SE
Berlin

Westwing Group SE, Berlin

Balance Sheet as at 31 December 2024

Assets	31 Dec. 2024	31 Dec. 2023
	EURk	EURk
A. Intangible assets		
I. Intangible assets		
1. Self-generated industrial property rights and similar rights and assets	15,983	19,163
2. Purchased concessions, industrial property rights and similar rights and assets as well as licences to such rights and assets	55	85
	16,038	19,248
II. Tangible fixed assets		
Other equipment, operating and office equipment	1,505	1,968
	1,505	1,968
III. Long-term financial assets		
1. Shares in affiliated companies	12,980	12,980
2. Loans to affiliated companies	49,931	85,688
	62,911	98,668
	80,454	119,883
B. Current assets		
I. Receivables and other assets		
1. Trade receivables	17	147
2. Receivables from affiliated companies	37,060	36,556
3. Other assets	11,613	10,443
	48,691	47,146
II. Cash and cash equivalents	28,271	3,080
	76,962	50,226
C. Prepaid expenses	1,473	1,343
	158,890	171,453

Equity and Liabilities	31 Dec. 2024	31 Dec. 2023
	EURk	EURk
A. Equity		
I. Share Capital	20,904	20,904
Treasury shares	-2,081	-801
Issued capital	18,823	20,103
thereof conditional capital EURk 2,000 (2023: EURk 2,000)		
II. Capital reserves	335,864	345,113
III. Accumulated losses	-221,427	-217,547
	133,259	147,669
B. Provisions		
1. Tax provisions	125	265
2. Other provisions	14,107	11,562
	14,232	11,826
C. Liabilities		
1. Trade payables	3,178	3,853
2. Liabilities to affiliated companies	5,342	4,606
3. Other liabilities	2,820	3,421
thereof taxes EURk 2,504 (2023: EURk 3,321)		
thereof social security EURk 174 (2023: EURk 19)		
	11,341	11,880
D. Deferred income	58	77
	158,890	171,453

Westwing Group SE, Berlin
Statement of profit or loss for the period from 1 January to 31 December 2024

		2024	2023
		EURk	**EURk**
1.	Revenue	99,613	86,226
2.	Own work capitalized	6,331	3,718
3.	Other operating income	558	673
	thereof currency translation gains EURk 0 (2023: EURk 0)		
	Gross profit	106,502	90,617
4.	Cost of materials		
	a) Cost of purchased services	-49,407	-35,250
5.	Personnel expenses	-27,145	-28,566
	a) Saleries and wages	-23,457	-24,647
	b) Social security and pension expenses	-3,688	-3,919
	thereof from pension schemes EURk 16 (2023: EURk 15)		
6.	Depreciation, amortization, and write-downs		
	a) Intangible fixed assets and property, plant and equipment	-10,595	-7,885
7.	Other operating expenses	-26,334	-73,226
	thereof currency translation losses EURk 28 (2023: EURk 155)		
		-6,979	-54,310
8.	Income from loans held as financial assets	2,245	2,611
	thereof from affiliated companies EURk 2,245 (2023 EURk 2,611)		
9.	Interest and similar income	1,151	993
	thereof from affiliated companies EURk 0 (2023: EURk 0)		
10.	Write-downs on long-term financial assets	0	-79,356
11.	Write-ups of long-term financial assets	0	68,420
12.	Expenses (income) from loss transfer (income transfer)	-465	682
13.	Interest and similar expenses	-125	-122
	thereof in affiliated companies EURk 0 (2023: EURk 0)		
	Interest and financial result	2,807	-6,772
14.	Taxes on income	292	-215
15.	Result after income tax	-3,880	-61,296
16.	Loss for the year	-3,880	-61,296
17.	Loss carried forward	-217,547	-156,251
18.	Accumulated losses	-221,427	-217,547

Westwing Group SE, Berlin

Notes for the fiscal year from 1 January 2024 to 31 December 2024

I. General Information

The Westwing Group SE ("Company") is a corporation founded in Germany with its registered office in Berlin, Germany (registered at Berlin District Court, under HRB 239114 B).

The Westwing Group SE is a listed stock corporation under the SE Implementation Act, and its registered ordinary shares are listed on the Frankfurt Stock Exchange (Prime Standard).

These financial statements have been prepared in accordance with sections 242 et seq. and sections 264 et seq. of the German Commercial Code (Handelsgesetzbuch – HGB) and in accordance with the relevant provisions of the German Stock Corporation Act (Aktiengesetz – AktG), applying the going concern principle. The Company is a large corporation as defined in section 267 (3) sentence 2 HGB in conjunction with section 264 d HGB. The structure of the balance sheet and the statement of profit or loss complies with sections 266, 275 HGB and sections 150 et seq. AktG.

The statement of profit or loss has been prepared using the nature of expense method, as in the previous year.

Amounts are in thousands of euros (EURk) unless otherwise stated.

The accounting and valuation methods applied are basically the same as those applied in the previous year.

II. Accounting and valuation methods

The following accounting and valuation methods, which have essentially remained unchanged, have been applied in the preparation of the annual financial statements:

Purchased and internally generated **intangible assets** are recognised at acquisition or production cost and, if subject to wear and tear, are amortised over their useful life using the straight-line method over 3 to 8 years. Impairment losses are recognised if events or changes in market conditions indicate that the carrying amount of intangible assets may not be fully recoverable.

The use of the accounting option to capitalise internally generated intangible assets in accordance with section 248 (2) sentence 1 HGB relates to the capitalisation of internal costs incurred in the development of software. There is a distribution restriction on the amount of the net carrying amount at the respective balance sheet date.

The capitalised development costs are amortised over 3 to 8 years after the software has been put into operation and are subject to extraordinary depreciation if necessary.

Expenses for maintenance, ongoing non-significant improvements and software maintenance are recognised as expenses as they are incurred.

Interest on borrowings for the acquisition of intangible assets is not recognised as part of production costs.

Property, plant and equipment is recognised at acquisition or production at cost and, where depreciable, is reduced by scheduled depreciation. Depreciation is recognised using the straight-line method over the useful life of the asset. Acquisition and production costs include incidental costs directly attributable to the acquisition. Subsequent acquisition or production costs are only recognised as part of the acquisition or production costs of the asset or - if relevant - as a separate asset if it is probable that future economic benefits will flow to the company and the costs of the asset can be reliably determined.

Expenses for maintenance and servicing are recognised as expenses as soon as they are incurred.

Property, plant and equipment are depreciated over their estimated useful lives.

The expected useful lives of property, plant and equipment are as follows:

Office furniture and equipment 2 - 14 years

The acquisition or production costs of **low-value assets** with a net individual value of up to EUR 800.00 are fully depreciated or recognised as an expense in the year of acquisition; their immediate disposal was assumed.

Interest on borrowings for the acquisition of property, plant and equipment is not recognised as part of the cost of production.

In the case of **financial assets**, shares are recognised at cost and loans are recognised at the lower of nominal value or fair value. The lower fair value is determined using a DCF method, whereby corresponding planning figures for the individual national companies are derived from the Westwing Group's business plan. In the event of permanent impairment, an impairment loss is recognised.

Receivables and other assets are recognised at the lower of nominal value or fair value on the balance sheet date.

Cash on hand and **bank balances** are recognised at their nominal value.

Expenses prior to the balance sheet date are recognised as **prepaid expenses** if they represent expenses for a certain period after the balance sheet date.

For the calculation of **deferred taxes** due to temporary or quasi-permanent differences between the carrying amounts of assets, liabilities and prepaid expenses and deferred income under commercial law and their tax carrying amounts, these are measured at the company-specific tax rates at the time the differences are eliminated and the amounts of the resulting tax burden and relief are not discounted. Deferred tax assets and liabilities are offset. Deferred tax surpluses are not capitalised in accordance with the existing recognition option. Significant deferred tax assets result from the tax loss carryforward.

Subscribed capital is stated at nominal value. Any amounts paid in excess of the nominal amount or paid in voluntarily are recognised in the capital reserve.

Treasury shares are shares that have been repurchased by Westwing, reducing the number of shares outstanding on the open market.

Treasury shares are openly deducted from the subscribed capital item. The difference between the calculated value (nominal amount) and the acquisition cost of treasury shares is offset against freely available capital reserves.

Other provisions include all recognisable risks and uncertain obligations, taking into account expected future price and cost increases, and were recognised at the settlement amount required according to prudent business judgement. Provisions with a remaining term of less than one year are not discounted for reasons of materiality.

As remuneration for work performed, some employees receive share-based payment with or without cash settlement. The costs arising from cash-settled transactions with the company's employees are initially measured at fair value at the grant date using an option pricing model with the share price as the key parameter. The fair value is recognised in profit or loss over the period up to the date on which the options can first be exercised and a corresponding provision is recognised. Westwing also takes into account an estimated forfeiture rate during the vesting period when calculating share-based payment expenses.

On the other hand, share-based payments issued in the form of stock options and settled with treasury shares or shares from authorised capital are not recognised in the balance sheet. They are only recognised in the accounts if the company has undertaken to settle share options in cash.

The provision for cash-settled share-based payments is remeasured at each reporting date using the same option pricing model. Changes in the fair value to be applied are recognised in personnel expenses or in other operating income.

Trade payables, liabilities to affiliated companies and **other liabilities** are recognised at their settlement amount.

Income prior to the balance sheet date is recognised on the liabilities side as **deferred income** if it represents income for a certain period after the balance sheet date.

All foreseeable risks and losses arising up to the balance sheet date have been recognised, even if they only became known between the balance sheet date and the preparation of the annual financial statements.

Profits have only been taken into account if they were realised by the balance sheet date. Expenses and income for the financial year have been recognised regardless of the date of payment.

Transactions in foreign currencies are translated at the average spot exchange rate on the balance sheet date; unrealised exchange rate gains are only recognised if they are of a short-term nature and therefore sufficiently certain.

III. Balance Sheet Disclosures

Intangible assets

The Company's intangible assets consist of acquired and internally generated software.

The additions to internally generated intangible assets amounting to EURk 6,466 (31 December 2023: EURk 3,842) mainly result from the development of proprietary software for warehouse and logistics applications, consumer apps, websites, payment methods, and new features in the area of stability, speed, and security of the web portals. The development projects are divided into sub-projects characterised by the developments of new functions.

There were no disposals of internally generated intangible assets in the 2024 financial year.

Internally generated intangible assets include advanced payments of EURk 105 (31 December 2023: EURk 1,103).

The total amount of research and development costs for the financial year was EURk 14,513 (2023: EURk 14,278).

The valuation of internally generated assets is reviewed for impairment every financial year. There was no need for impairment in the 2024 financial year.

Property, plant and equipment

The Company's property, plant and equipment consists primarily of office furniture and equipment.

Shares in and loans to affiliated companies

Loans exclusively comprise loans to affiliated companies, which bear interest at rates of between 0.1% and 6.2% p.a. and can be called in at short notice, provided they are not subordinated. As the loans granted are of a longer-term nature and have no fixed terms, they are recognised under loans in non-current assets.

The shares and loans were tested for impairment. In the 2024 financial year, the company reported a decrease in loans and interest to affiliated companies of EURk 35,756 (2023: EURk 46,266). Repayments of EURk 72,227 were offset by the issue of new loans and interest expenses totalling EURk 36,471.

Receivables and other assets

Receivables are recognised at nominal value. Receivables from affiliated companies mainly relate to receivables from service charges due within 14 days (EURk 22,383; 31 December 2023: EURk 24,622) and licence receivables (EURk 14,678; 31 December 2023: EURk 11,934). The increase as at 31 December 2024 to EURk 37,060 (31 December 2023: EURk 36,556) is mainly due to higher licence receivables, which was partially offset by lower recharges to subsidiaries due to lower demand for central services.

Other assets amounting to EURk 11,613 (31 December 2023: EURk 10,443) mainly include a fixed-term deposit of EURk 10,000 with a notice period of three months. Tax receivables amounted to EURk 923 as at 31 December 2024 (31 December 2023: EURk 64).

As in the previous year, all receivables and other assets have a remaining term of up to one year, with the exception of the remaining rental deposits.

Equity

As at 31 December 2024, the share capital amounted to EURk 20,904 (31 December 2023: EURk 20,904). The share capital is divided into 20,903,968 no-par value shares, of which the company holds 2,081,461 treasury shares (31 December 2023: 801,321) with a nominal value of EUR 1.00 per share.

Treasury shares have no voting rights. By holding these shares, the company has no entitlement to receive assets in the event of liquidation of the company or to exercise subscription rights as a shareholder.

The capital reserves contain the amounts paid in over and above the nominal capital.

The following is an overview of the development of share capital:

	Number of Shares	**Treasury Shares**
As at 1 January 2023	**20,903,968**	**382,230**
Purchase of treasury shares	-	420,741
Settlement of share options	-	-1,650
As at 31 December 2023 / 1 January 2024	**20,903,968**	**801,321**
Purchase of treasury shares	-	1,290,340
Settlement of share options	-	-10,200
As at 31 December 2024	**20,903,968**	**2,081,461**

The total number of no-par value shares with voting rights issued as of 31 December 2024 was 18,822,507 shares (31 December 2023: 20,102,647 shares) with a par value of EUR 1.00 per share. Each share grants the holder one vote at the Annual General Meeting of Westwing Group SE. The nominal value of all ordinary shares is fully paid up.

On 8 November 2024, the Management Board of Westwing Group SE resolved, with the approval of the Supervisory Board, to implement a share buyback programme with a maximum volume of up to 1,200,000 shares at a maximum total purchase price of up to EURm 9.9. The buyback as part of a takeover bid began on 12 November 2024 and was completed on 10 December 2024. A total of 1,199,866 shares were acquired during this period for a payment of EURk 9,899.

On 25 April 2023, the Management Board of Westwing Group SE resolved, with the approval of the Supervisory Board, to implement a share buyback programme with a maximum volume of up to 600,000 shares at a maximum total purchase price of up to EURm 3. The buyback via Xetra trading on the Frankfurt Stock Exchange began on 26 April 2023 and was completed on 31 October 2023. A total of 198,333 shares were acquired during this period in exchange for a payment of EURk 1,673.

On 24 November 2023, the Management Board of Westwing Group SE resolved, with the approval of the Supervisory Board, to carry out a further share buyback programme with a maximum volume of up to 600,000 shares at a maximum total purchase price of up to EURm 3. The buyback via Xetra trading on the Frankfurt Stock Exchange began on 27 November 2023 and is to be completed by 30 April 2024. By 31 December 2023, 46,070 shares had been acquired in exchange for a payment of EURk 408. A further 90,474 shares were acquired by 30 April 2024 in return for a payment of EURk 718.

On 24 November 2022, the Management Board of Westwing Group SE resolved, with the approval of the Supervisory Board, to implement a share buyback programme with a maximum volume of up to 600,000 shares at a maximum total purchase price of up to EURm 3. The buyback via Xetra trading on the Frankfurt Stock Exchange began on 28 November 2022 and was completed on 31 March 2023. By 31 December 2022, a total of 55,755 shares had been bought back for EURk 493. By 31 March 2023, a further 176,338 shares were acquired in exchange for a payment of EURk 1,609.

A total of 10,200 share options were exercised in the 2024 financial year (2023: 1,650), which were settled with treasury shares. The average exercise price was EUR 0.40, which led to cash receipts of EURk 3 (2023: EURk 0). The difference between the exercise price and the nominal amount was offset against the capital reserve and led to a reduction in the capital reserve of EURk 52 in the 2024 financial year. In addition, 3,300 share options were exercised in return for a payment of EURk 25.

Treasury shares accounted for 10.0% of the share capital as at 31 December 2024 (31 December 2023: 3.8%). 6.2% of this is attributable to treasury shares acquired in the 2024 financial year. The market value as at the reporting date was EURk 15,320 (31 December 2023: EURk 7,084).

An overview of all additions and disposals of treasury shares is presented in an annex to these notes.

The capital reserves amounted to EURk 335,864 as at 31 December 2024 (31 December 2023: EURk 345,113). The decrease is due to the acquisition of treasury shares, whose value exceeding the nominal amount is deducted from the capital reserves.

The residual carrying amount of internally generated intangible assets (EURk 15,983; 31 December 2023: EURk 19,163) is classified as restricted from distribution in accordance with Section 268 (8) HGB.

The accumulated deficit of EURk 221,427 (31 December 2023: EURk 217,547) results from the net loss for the past financial year and the brought forward from the previous financial year.

Authorised Capital as at 31 December 2024

Authorised Capital 2022/ I

The Management Board was authorised,with the Supervisory Board's approval, to increase the Company's share capital by up to EUR 2,090,396.00 in the period up to 17 May 2027 (inclusive) by issuing up to 2,090,396 new no-par value bearer shares against cash and/or non-cash contributions on one or more occasions ("Authorised Capital 2022/I"). Shareholders' pre-emptive subscription rights have been disapplied. The details of Authorised Capital 2022/I are set out in Article 4(3) of the Company's Articles of Association.

Authorised Capital 2023/I

The Management Board has been authorised, with the Supervisory Board's approval, to increase the Company's share capital by up to EUR 4,000,000.00 in the period up to 15 May 2028 (inclusive) by issuing up to 4,000,000 new no-par value bearer shares against cash and/or non-cash contributions on one or more occasions ("Authorised Capital 2023/I").

Shareholders have pre-emptive subscription rights in principle. However, these rights can be disapplied in certain circumstances and within prescribed limits, with the Supervisory Board's approval. The new shares may also be issued to one or more credit institutions or other companies named in article 5 of the SE Verordnung (SE VO — SE Regulation) in conjunction with section 186(5) sentence 1 of the AktG on condition that they offer them directly to shareholders (indirect subscription right), or may also be granted in part by way of a direct subscription right (e.g. to shareholders who are entitled to subscribe for them and who have previously entered into a binding subscription agreement), or otherwise by way of an indirect subscription right pursuant to article 5 of the SE VO in conjunction with section 186(5) sentence 1 of the AktG.

Conditional Capital

The resolution of the Company's Annual General Meeting on 16 May 2023 created a new authorisation to issue bonds with warrants/convertible bonds, profit participation rights and/or participating bonds, or a combination of these instruments, along with an option to disapply pre-emptive subscription rights. Consequently, the Company's share capital has been conditionally increased by up to EUR 2,000,000.00 by issuing up to 2,000,000 no-par value bearer shares (Conditional Capital 2023).

The Management Board is authorised, with the Supervisory Board's approval, to *issue*, in the period up to 15 May 2028 (inclusive), bearer or registered bonds with warrants/convertible bonds, profit participation rights and/or participating bonds, or combinations of these instruments (hereinafter collectively referred to as "bonds") with a total nominal amount of up to EUR 50,000,000.00 on one or more occasions, and to *grant* the creditors (hereinafter referred to as the "holders") of the bonds in question (which shall bear equal rights among themselves) *options or conversion rights* to new bearer *shares* of the Company with a notional interest in the share capital of up to a total of EUR 2,000,000.00, as set out in greater detail in the terms and conditions of the bonds. The authorisation to issue bonds has not been utilised to date. The details of this Conditional Capital are set out in Article 4(5) of the Company's Articles of Association.

Other provisions

Other provisions amounting to EURk 14,107 (31 December 2023: EURk 11,562) mainly include the provision for cash-settled share-based payments (EURk 3,892; 31 December 2023: EURk 4,808), provisions for outstanding invoices (EURk 2,365; 31 December 2023: EURk 1,872), provisions for personnel (EURk 2,648; 31 December 2023: EURk 1,868), provisions for marketing (EURk 1,345; 31 December 2023: EURk 1,414), provisions for rent-free periods (EURk 246; 31 December 2023: EURk 369), provisions for restoration obligations (EURk 284; 31 December 2023: EURk 326), provisions for litigation (EURk 878; 31 December 2023: EURk 899), provisions for services to affiliated companies (EURk 1,632; 31 December 2023: EURk 0) as well as provisions for contingent losses (EURk 813; 31 December 2023: EURk 0)

Cash-settled share-based payment

In the second half of 2019 and the first half of 2020, a cash-settled share-based payment programme was set up for the Management Board and certain senior management positions. The options became fully vested on 31 December 2022 and can be exercised four years after being granted. Expenses of EURk 1,104 (2023: EURk 131) were recognised for this programme in the 2024 financial year. In 2024, 86,375 options were exercised against cash for this programme. As at 31 December 2024, 596,750 options were outstanding (31 December 2023: 683,125).

In 2022, a new share-based payment programme was launched for a broader group of employees, which is to be settled in cash. The amount of the payment depends on the Company's share price. The term of the ECP 2022 is limited to three years, beginning on 1 July 2022, with the last performance period ending on 30 June 2025. Shorter service periods may occur. In the financial year, 21,995 options from this programme were exercised in return for a payment of EURk 47. The provision for this amounted to EURk 1,142 as at 31 December 2024 (31.12.2023: EURk 689).

As at 31 December 2024, the cumulative value of the provision for share-based payment totalled EURk 3,892 (31 December 2023: EURk 4,808).

Liabilities

The liabilities shown in the balance sheet can be categorised as follows:

	31 Dec. 2024 EURk	31 Dec. 2023 EURk
Trade payables	3,178	3,853
Liabilities to affiliated companies from trade payables	5,342	4,606
Other liabilities		
- thereof from taxes	2,504	3,321
- thereof from social security	174	19
- Other	142	82
Total	**11,341**	**11,880**

As in the previous year, all liabilities have a term of less than one year.

Liabilities decreased from EURk 11,880 in 2023 to EURk 11,341 in 2024. This development is mainly due to a decrease in trade payables and lower other liabilities, which was partially offset by higher liabilities to affiliated companies.

As in the previous year, the liabilities to affiliated companies result from trade payables.

Westwing Group SE had a guarantee facility of EURk 5,500 as at 31 December 2024 (31 December 2023: EURk 3,700).

Deferred income

Deferred income in the amount of EURk 58 (31 December 2023: EURk 77) includes a building cost subsidy received for office space, which is released pro rata over the term of the lease.

IV. Disclosures to the Statement of Profit or Loss

Revenues

The Company's revenue of EURk 99,613 (2023: EURk 86,226) results from intercompany settlements from services in the amount of EURk 98,673 (2023: EURk 86,049) and other revenue (sublease agreements) amounting to EURk 940 (2023: EURk 177). The increase in revenue is primarily due to higher recharges from higher marketing expenses, which were charged on by Westwing Group SE to its subsidiaries.

EURk 95,923 of revenue from intercompany charges is attributable to Germany (2023: EURk 83,031) and EURk 2,750 to other countries (2023: EURk 3,018). EURk 1,160 of the international sales from intercompany charges are attributable to Western Europe (2023: EURk 1,822) and EURk 1,590 to Eastern Europe (2023: EURk 1,195).

Own work capitalised

Own work capitalised includes capitalised personnel expenses for the creation of internally generated intangible assets in the amount of EURk 6,331 (2023: EURk 3,718).

Other operating income

Other operating income in the amount of EURk 558 (2023: EURk 673) mainly relates income relating to other periods from the reversal of provisions of EURk 337 (2023: EURk 198) and to maternity leave allowances of EURk 201 (2023: EURk 238).

Expenses for services received

Services received totalling EURk 49,407 (2023: EURk 35,250) were rendered by third parties and largely recharged within the Group. They mainly relate to central marketing and IT services.

Personnel data

During the year, the Company had an average of 290 employees excluding the Management Board (2023: 316), broken down as follows:

	2024	**2023**
Administration / IT	171	194
Marketing/ Fulfilment	119	122
Total	**290**	**316**

Personnel expenses amounted to EURk 27,145 (2023: EURk 28,566). EURk 1,456 (2023: EURk 833) of this amount relates to severance payments. Personnel expenses also include expenses for share-based payment totalling EURk 279 (2023: EURk 761). These relate to the ECP 2022 in the amount of EURk 519.

Personnel expenses can be broken down as follows:

	2024 EURk	**2023** EURk
Wages and salaries	23,178	23,886
Social security	3,688	3,919
Expenses for share-based payments	279	761
Total	**27,145**	**28,566**

Other operating expenses

Other operating expenses amounted to EURk 26,334 (2023: EURk 73,226). Other operating expenses adjusted for a capital increase (preservation expenses) carried out at a subsidiary in the 2023 financial year in the amount of EURk 44,167 totalled EURk 29,059. This payment (preservation expense) resulted in a write-up of the loan. In addition, costs incurred as part of the headquarters function are primarily included. These include rental expenses, recharges of personal expenses of other Group companies, consultancy costs, expenses for the IT infrastructure and expenses from share-based payments attributable to Group employees not employed by Westwing Group SE. In addition, expenses relating to other periods of EURk 709 are recognised here (2023: EURk 1,547).

Financial result

The income from loans held as financial assets in the amount of EURk 2,245 (2023: EURk 2,611) mainly results from loans to affiliated companies. Other interest and similar income in the amount of EURk 1,151 (2023: EURk 993) primarily relates to interest income from fixed-term deposits. Impairment on financial assets amounted to EURk 0 (2023: EURk 79,356). Reversal of impairment losses of financial assets amounted to EURk 0 (2023: EURk 68,420). Interest and similar expenses totalling EURk 125 (2023: EURk 122) relate in full to third parties.

V. Other

Other financial obligations

There are financial obligations (gross) as follows:

Remaining terms	up to 1 year	1 to 5 years	over 5 years	Total
	EURk	EURk	EURk	EURk
Rental agreements	-4,004	-5,830	-	-9,834
Leasing agreements	-49	0	-	-49
Service agreements	-116	0	-	-116
	-4,168	**-5,830**	**-**	**-9,998**

The utilisation of some of the property, plant and equipment used by Westwing is based on rental and operating lease agreements. This helps to reduce the capital commitment and leaves the investment risk with the counterparty. In addition, there are the usual financial obligations in connection with procurement transactions.

Contingent liabilities

The Company has the following contingent liabilities:

	31.12.2024	31.12.2023
	EURk	EURk
Guarantees and warranties	1,295	950
	1,295	**950**

Due to the holding and financing function of the Company within the Group, contingent liabilities have only been entered into for subsidiaries in order to develop business operations. The risk of utilisation from the individual contingent liabilities is low as the subsidiaries are performing well. In addition, Westwing Group SE has issued letters of comfort to its subsidiary Westwing GmbH and the other direct, non-operating subsidiaries to guarantee the obligations arising until 31 December 2026. The risk of this contingent liability being utilised is also considered to be low, as the future development of Westwing GmbH is expected to be positive.

List of shareholdings of Westwing Group SE pursuant to Section 285 No. 11, 11a and No. 11b of the German Commercial Code (HGB)

Company	Registered Office	Equity in EURk resp. converted at the closing rate 2024[1]	Shares in Capital in %	Annual Result 2024 in EURk[1]
Westwing GmbH	Munich	-59,985	100.00%	1,447
Westwing Commercial GmbH	Berlin	-123	100.00%	-45
Westwing Delivery Service GmbH	Munich	35	100.00%	12
Westwing Stores GmbH (formerly Bitterfeld Logistics GmbH)	Munich	25	100.00%	0
Westwing Spain Holding UG	Berlin	-1,119	100.00%	-22
Westwing France Holding UG	Berlin	44,276	100,00%	-526
Westwing Italy Holding UG	Berlin	-1,318	100.00%	-29
Brillant 1256. GmbH & Co. Dritte Verwaltungs KG	Berlin	-16,290	88.80%	200
Brillant 1256. GmbH	Berlin	-2,050	100.00%	5
Bambino 66. V V UG	Berlin	-4,873	94.20%	-2
Bambino 68. V V UG	Berlin	-3,258	87.24%	-4
VRB GmbH & Co. B-157 KG	Berlin	-2,414	77.30%	0
VRB GmbH & Co. B-160 KG	Berlin	-748	97.50%	-4

Company	Registered Office	Equity in EURk resp. converted at the closing rate 2024[1]	Shares in Capital in %	Annual Result 2024 in EURk[1]
WW E-Services Iberia S.L.[2]	Barcelona	7,825	100,00%	5,304
WW E-Services Italy S.r.I.[2]	Milan	9,382	100,00%	9,227
Westwing SAS (formerly WW E-Services France SAS) [2]	Paris	2,016	100,00%	2,073
Westwing Sp. z o.o. (formerly Westwing Home & Living Poland Sp. z o.o.)	Warsaw	6,578	100,00%	3,424
wLabels Hong Kong Ltd.[2]	Hongkong	698	100,00%	-42
wLabels China Co., Ltd.[2]	Dongguan	25	100,00%	51

1 The values correspond to the annual financial statements after any profit transfer, in the case of subsidiaries in accordance with IFRS consolidated financial statements.
2 indirect.

The Company prepares the consolidated financial statements for the smallest and largest group of consolidated companies. The consolidated financial statements are published in the company register.

Disclosures pursuant to Section 160 (1) No. 8 AktG

The shareholder structure of Westwing Group SE is based on the voting rights as last notified by the shareholders and as published by the shareholders in relation to the current share capital of the company as at 31 December 2024. It should be noted that the number of voting rights last reported may have changed within the respective thresholds without any obligation to notify the company. The percentages shown in the table below refer to the share capital before treasury shares of Westwing Group SE as at 31 December 2024.

Shareholder	Share in Subscribed Capital
Zerena GmbH (Rocket Internet SE)	28.9%
Amiral Gestion	9.9%
Westwing Group SE	9.9%
The Capital Group Companies	7.6%
Aymeric Chaumet (Swensen LTD)	6.9%
Janus Henderson Group PLC	5.1%
Allianz Global Investors	5.0%
Duke University (Blackwell Partners LLC - Series A)	5.0%
Brad Hathaway (Far View Capital Management)	5.0%
Tengelmann Ventures	4.9%
Inflection Point Investments LLP	3.9%
Public float/Other	12.6%
Total	**100%**

Public float/other refers to the shareholdings in Westwing Group SE of less than 3%.

Events after the balance sheet date

The ECP2022 was extended by up to one year. For further details, please refer to the section entitled ‘Cash-settled share-based payment’. There were no further events.

Auditor's fee

The disclosures on the auditor's fee are part of the consolidated financial statements of Westwing Group SE, which the Company prepares for the largest and smallest group of companies. The consolidated financial statements are published in the company register. The other assurance services relate to auditing activities in connection with the non-financial statement (limited assurance) and auditing activities in connection with the remuneration report.

Declaration of compliance with the German Corporate Governance Code

In December 2024, the Supervisory Board and Management Board issued a declaration of compliance for Westwing Group SE in accordance with section 161 of the German Stock Corporation Act (AktG). This has been published in the annual report as well as in the Investor Relations section of Westwing Group SE's website (https://ir-api.eqs.com/media/document/72a93b49-9cbb-4682-b919-5fac18f02f79/assets/Compliance_Declaration_2024_EN.pdf?disposition=inline).

Management Board

The members of the Management Board acting during the year were Dr Andreas Hoerning (Chief Executive Officer) and Sebastian Westrich (Chief Financial Officer).

The total remuneration granted to the Management Board in the 2024 financial year amounted to EURk 909 (2023: EURk 835). No virtual option rights were granted in 2024.

In 2024, expenses of EURk 21 (2023: EURk 63) were recognised for former board members and an income of EURk 138 (2023: expense of EURk 244) was recognised as part of the measurement of the cash-settled share-based payment.

The individualised disclosure of the remuneration of the members of the Management Board is made in the remuneration report.

Supervisory Board

The total remuneration granted to the Supervisory Board in the 2024 financial year amounted to EURk 226. The remuneration of the members of the Supervisory Board is regulated in Section 15 of the Articles of Association of Westwing Group SE. The members of the Supervisory Board receive a fixed basic remuneration of EURk 25 for each financial year of the company, with the Chairman of the Supervisory Board receiving a fixed basic remuneration of EURk 40 and the Deputy Chairman of EURk 30. The Chairman of the Audit Committee receives a further EURk 20 and the other members of the Audit Committee EURk 10. The Chairman of the Remuneration Committee receives a further EURk 15 and each other member of the Remuneration Committee EURk 7.5. For their work on the Nomination Committee, the Chairman receives a further EURk 5 and each other member EURk 3.

The remuneration is due after the end of the respective financial year. Supervisory Board members who are only in office for part of the financial year receive corresponding pro rata remuneration.

In addition to the fixed remuneration, Westwing reimburses the members of the Supervisory Board for their reasonable expenses incurred in the performance of their duties as well as the value added tax incurred on their remuneration and expenses.

Furthermore, the members of the Supervisory Board are covered by D&O liability insurance, which provides protection against financial losses. The premiums for this insurance policy are paid by the company.

In accordance with Section 10 (1) of the Articles of Association, the Supervisory Board is made up of five members. It is not subject to co-determination by employees, meaning that all members of the Supervisory Board are elected by the Annual General Meeting as shareholder representatives.

The Supervisory Board had three committees in the 2024 financial year: The Audit Committee, the Remuneration Committee and the Nomination Committee.

During the financial year, the Supervisory Board consisted of the following members:

Name	Remunerated functions
Christoph Barchewitz, CEO of Global Fashion Group S.A.	Chairman of the Supervisory Board Chairman of the Nomination Committee Member of the Remuneration Committee
Dr Antonella Mei-Pochtler, Self-employed entrepreneur at Pochtler Management GmbH	Deputy Chairwoman of the Supervisory Board Chairwoman of the Remuneration Committee Member of the Nomination Committee
Michael Hoffmann, Independent management consultant	Member of the Supervisory Board Chairman of the Audit Committee Member of the Remuneration Committee
Susanne Samwer, Finance Director for HZG Additive Manufacturing Tech Fund	Member of the Supervisory Board Member of the Audit Committee
Mareike Wächter, Independent management consultant (Member until 19 June 2024)	Member of the Supervisory Board Member of the Audit Committee Member of the Nomination Committee
Aymeric Chaumet, Self-employed entrepreneur CEO and sole partner of Swensen Ltd CEO of DEFI Group S.A.S. (Member since 19 June 2024)	Member of the Supervisory Board Member of the Audit Committee

Two members of the Supervisory Board of Westwing Group SE are also members of the supervisory boards and controlling bodies of the following companies:

Dr Antonella Mei-Pochtler

- Member of the Supervisory Board, member of the Remuneration Committee, member of the Strategy Committee and member of the Sustainability Committee of Publicis Groupe S.A. (listed company)
- Member of the Supervisory Board and member of the Committee for Innovation and for Social and Environmental Sustainability and member of the Committee for Related Party Transactions of Assicurazioni Generali S.p.A. (listed company)
- Member of the Supervisory Board of Plenitude SpA, Milan, Italy (non-listed company)

- Member of the Board (“Verwaltungsrat”) of TUM Venture Labs of UnternehmerTUM (non-listed company)
- Member of the Advisory Board of Pochtler Industrieholding GmbH, Vienna, Austria (non-listed company)

Michael Hoffmann

- Member of the Supervisory Board and Chairman of the Audit Committee of Telefónica Deutschland Holding AG (listed company until the end of 18 April 2024)

Christoph Barchewitz

- Non-executive Member of the Board of Directors of SCA Investments Limited T/A Gousto (non-listed company)

Aymeric Chaumet

- Member of the Board of Directors of Morellato S.p.A. (non-listed company)
- Member of the Board of Directors of Technos SA (listed company)

Responsibility statement by the Management Board

To the best of our knowledge, and in accordance with the applicable reporting principles, the financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the Company, and the combined management report includes a fair review of the development and performance of the business and the position of the group and the company, together with a description of the principal opportunities and risks associated with the expected development of the Group and the Company.

Munich, 26 March 2025

Dr Andreas Hoerning Management Board Westwing Group SE	Sebastian Westrich Management Board Westwing Group SE

Westwing Group SE, Berlin
Development of fixed assets 2024

	Acquisition and production costs				Accumulated depreciation and amortisation					Carrying amounts	
	01 Jan. 2024 EURk	Additions EURk	Disposals EURk	31 Dec. 2024 EURk	01 Jan. 2024 EURk	Additions EURk	Disposals EURk	Write-ups EURk	31 Dec. 2024 EURk	31 Dec. 2024 EURk	31 Dec. 2023 EURk
I. Intangible assets											
1. Self-generated industrial property rights and similar rights and assets	40,179	6,466	0	46,645	./. 21,016	./. 9,646	0	0	./. 30,662	15,983	19,163
2. Purchased concessions, industrial property rights and similar rights and assets as well as licences to such rights and assets	678	4	0	682	./. 593	./. 35	0	0	./. 627	55	85
3. Goodwill	4,338	0	0	4,338	./. 4,338	0	0	0	./. 4,338	0	0
	45,194	6,470	0	51,665	./. 25,946	./. 9,681	0	0	./. 35,627	16,038	19,248
II. Tangible fixed assets											
Other equipment, operating and office equipment	8,669	464	./. 51	9,082	./. 6,701	./. 914	39	0	./. 7,576	1,505	1,968
	8,669	464	./. 51	9,082	./. 6,701	./. 914	39	0	./. 7,576	1,505	1,968
III. Long-term financial assets											
1. Shares in affiliated companies	37,387	0	0	37,387	./. 24,407	0	0	0	./. 24,407	12,980	12,980
2. Loans to affiliated companies	161,422	36,471	./. 72,227	125,666	./. 75,735	0	0	0	./. 75,735	49,931	85,688
	198,809	36,471	./. 72,227	163,053	./. 100,142	0	0	0	./. 100,142	62,911	98,668
Total	**252,673**	**43,405**	**./. 72,278**	**223,800**	**./. 132,789**	**./. 10,595**	**39**	**0**	**./. 143,345**	**80,454**	**119,883**

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
31.12.2017			**-191**	
			-28,650	share split
			5,850	exercise share options
31.12.2018			**-22,800**	
	07.03.2019	0.02	22,800	exercise share options
	09.04.2019	14.85	-10,050	acquisition of treasury shares
	09.05.2019	14.85	-8,850	acquisition of treasury shares
	13.05.2019	0.01	18,900	exercise share options
	14.08.2019	4.40	-2,600	share buy-back
	15.08.2019	4.10	-658	share buy-back
	16.08.2019	3.94	-2,442	share buy-back
	19.08.2019	3.90	-3,000	share buy-back
	20.08.2019	3.66	-3,500	share buy-back
	21.08.2019	3.24	-3,500	share buy-back
	22.08.2019	2.71	-6,500	share buy-back
	23.08.2019	2.75	-11,000	share buy-back
	26.08.2019	3.07	-5,000	share buy-back
	27.08.2019	3.46	-15,000	share buy-back
	28.08.2019	3.71	-11,542	share buy-back
	29.08.2019	3.57	-18,000	share buy-back
	30.08.2019	3.42	-13,693	share buy-back
	02.09.2019	3.21	-18,013	share buy-back
	03.09.2019	3.28	-12,507	share buy-back
	04.09.2019	3.21	-22,000	share buy-back
	05.09.2019	3.09	-25,000	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	06.09.2019	3.00	-25,880	share buy-back
	09.09.2019	2.91	-28,500	share buy-back
	10.09.2019	2.96	-29,000	share buy-back
	11.09.2019	2.88	-19,939	share buy-back
	12.09.2019	2.88	-24,513	share buy-back
	13.09.2019	2.92	-19,923	share buy-back
	16.09.2019	2.77	-11,078	share buy-back
	17.09.2019	2.61	-35,500	share buy-back
	18.09.2019	2.62	-35,500	share buy-back
	19.09.2019	2.64	-3,000	share buy-back
	20.09.2019	2.57	-3,000	share buy-back
	23.09.2019	2.58	-3,000	share buy-back
	24.09.2019	2.61	-3,000	share buy-back
	25.09.2019	2.49	-3,000	share buy-back
	26.09.2019	2.20	-3,000	share buy-back
	27.09.2019	2.00	-3,000	share buy-back
	30.09.2019	2.15	-3,000	share buy-back
	01.10.2019	2.25	-3,000	share buy-back
	02.10.2019	2.33	-3,000	share buy-back
	04.10.2019	2.25	-3,000	share buy-back
	07.10.2019	2.31	-3,000	share buy-back
	08.10.2019	2.62	-22,500	share buy-back
	09.10.2019	2.98	-13,000	share buy-back
	10.10.2019	3.08	-13,684	share buy-back
	11.10.2019	3.27	-37,816	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	14.10.2019	3.42	-20,000	share buy-back
	15.10.2019	3.60	-10,000	share buy-back
	16.10.2019	3.63	-14,236	share buy-back
	17.10.2019	3.88	-34,600	share buy-back
	18.10.2019	4.17	-34,353	share buy-back
	21.10.2019	4.48	-21,383	share buy-back
	22.10.2019	4.62	-27,617	share buy-back
	23.10.2019	4.82	-15,850	share buy-back
	24.10.2019	4.78	-35,866	share buy-back
	25.10.2019	4.88	-22,100	share buy-back
	28.10.2019	4.75	-11,818	share buy-back
	29.10.2019	4.62	-14,730	share buy-back
	30.10.2019	4.39	-10,659	share buy-back
	27.11.2019	1.71	16,350	exercise share options
	27.11.2019	1.71	3,450	exercise share options
	27.11.2019	0.01	1,650	exercise share options
	27.11.2019	0.01	9,600	exercise share options
	27.11.2019	0.01	600	exercise share options
	27.11.2019	0.01	2,850	exercise share options
	27.11.2019	1.23	18,900	exercise share options
	27.11.2019	0.01	2,100	exercise share options
	27.11.2019	0.01	1,050	exercise share options
31.12.2019			**-743,450**	
	21.04.2020	1.71	2,550	exercise share options
	30.04.2020	0.01	3,300	exercise share options

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	04.06.2020	0.01	300	exercise share options
	30.07.2020	0.01	5,250	exercise share options
	01.09.2020	1.23	3,600	exercise share options
	02.09.2020	0.01	3,450	exercise share options
	02.09.2020	1.23	2,850	exercise share options
	02.09.2020	4.47	16,200	exercise share options
	02.09.2020	4.47	1,350	exercise share options
	02.09.2020	4.47	1,500	exercise share options
	17.09.2020	0.01	2,550	exercise share options
	24.09.2020	0.01	5,850	exercise share options
	01.10.2020	1.23	10,500	exercise share options
	01.10.2020	1.23	3,600	exercise share options
	05.10.2020	0.01	24,000	exercise share options
	05.10.2020	0.01	5,400	exercise share options
	17.11.2020	0.01	85,200	exercise share options
	03.12.2020	0.01	1,650	exercise share options
	03.12.2020	0.01	300	exercise share options
	03.12.2020	0.01	15,000	exercise share options
	03.12.2020	0.01	1,950	exercise share options
	03.12.2020	1.71	1,200	exercise share options
	03.12.2020	1.71	750	exercise share options
	03.12.2020	4.47	900	exercise share options
	03.12.2020	9.17	1,200	exercise share options
	03.12.2020	19.30	1,800	exercise share options
31.12.2020			**-541,250**	

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	17.03.2021	0.01	3,000	exercise share options
	04.05.2021	0.01	1,200	exercise share options
	04.05.2021	0.01	1,350	exercise share options
	04.05.2021	0.01	4,650	exercise share options
	04.05.2021	0.01	2,700	exercise share options
	04.05.2021	0.01	1,800	exercise share options
	04.05.2021	0.01	4,800	exercise share options
	04.05.2021	0.01	2,550	exercise share options
	04.05.2021	0.01	4,650	exercise share options
	04.05.2021	0.01	14,200	exercise share options
	04.05.2021	0.01	800	exercise share options
	04.05.2021	0.01	1,050	exercise share options
	04.05.2021	0.01	2,550	exercise share options
	04.05.2021	0.01	1,500	exercise share options
	04.05.2021	1.23	4,500	exercise share options
	04.05.2021	1.23	40,000	exercise share options
	04.05.2021	1.71	1,125	exercise share options
	04.05.2021	4.47	150	exercise share options
	04.05.2021	7.66	4,350	exercise share options
	04.05.2021	12.20	750	exercise share options
	04.05.2021	19.30	1,350	exercise share options
	04.05.2021	19.30	900	exercise share options
	11.05.2021	0.01	1,800	exercise share options
	11.05.2021	9.06	2,700	exercise share options
	12.05.2021	9.06	2,100	exercise share options

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	18.05.2021	0.01	10,000	exercise share options
	18.05.2021	12.16	1,200	exercise share options
	18.05.2021	29.01	150	exercise share options
	19.05.2021	0.01	150	exercise share options
	19.05.2021	0.01	24,000	exercise share options
	19.05.2021	19.30	300	exercise share options
	20.05.2021	4.47	450	exercise share options
	20.05.2021	9.17	2,700	exercise share options
	27.05.2021	0.01	11,250	exercise share options
	27.05.2021	0.01	5,550	exercise share options
	02.06.2021	0.01	1,500	exercise share options
	02.06.2021	0.01	12,450	exercise share options
	02.06.2021	0.01	600	exercise share options
	02.06.2021	0.01	600	exercise share options
	09.06.2021	0.01	4,650	exercise share options
	09.06.2021	4.47	600	exercise share options
	09.06.2021	19.30	900	exercise share options
	09.06.2021	29.01	1,650	exercise share options
	15.06.2021	0.01	6,900	exercise share options
	15.06.2021	6.67	5,850	exercise share options
	07.07.2021	0.01	2,850	exercise share options
	07.07.2021	0.01	3,000	exercise share options
	12.07.2021	1.71	1,050	exercise share options
	20.07.2021	0.01	4,650	exercise share options
	20.07.2021	19.30	750	exercise share options

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	06.09.2021	0.01	750	exercise share options
	14.09.2021	4.47	2,100	exercise share options
	30.09.2021	0.01	1,650	exercise share options
31.12.2021			**-326,475**	
	28.11.2022	8.84	-4,454	share buy-back
	29.11.2022	8.63	-4,602	share buy-back
	30.11.2022	8.34	-2,060	share buy-back
	01.12.2022	8.66	-1,901	share buy-back
	02.12.2022	8.90	-1,112	share buy-back
	05.12.2022	9.38	-2,902	share buy-back
	06.12.2022	8.89	-3,422	share buy-back
	07.12.2022	8.71	-3,549	share buy-back
	08.12.2022	8.57	-2,737	share buy-back
	09.12.2022	8.46	-1,512	share buy-back
	12.12.2022	8.85	-388	share buy-back
	13.12.2022	9.42	-1,186	share buy-back
	14.12.2022	9.22	-985	share buy-back
	15.12.2022	9.14	-2,243	share buy-back
	16.12.2022	8.92	-5,040	share buy-back
	19.12.2022	8.55	-3,163	share buy-back
	20.12.2022	8.67	-2,396	share buy-back
	21.12.2022	8.83	-2,856	share buy-back
	22.12.2022	8.85	-1,801	share buy-back
	23.12.2022	8.90	-1,556	share buy-back
	27.12.2022	8.85	-1,967	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	28.12.2022	9.05	-1,027	share buy-back
	29.12.2022	9.26	-1,044	share buy-back
	30.12.2022	9.66	-1,852	share buy-back
31.12.2022			**-382,230**	
	02.01.2023	9.99	-1,466	share buy-back
	03.01.2023	9.94	-3,276	share buy-back
	04.01.2023	10.20	-613	share buy-back
	05.01.2023	10.48	-967	share buy-back
	06.01.2023	10.60	-925	share buy-back
	09.01.2023	10.94	-2,469	share buy-back
	10.01.2023	10.30	-2,097	share buy-back
	11.01.2023	10.12	-5,200	share buy-back
	12.01.2023	9.93	-5,000	share buy-back
	13.01.2023	10.20	-1,546	share buy-back
	16.01.2023	10.30	-2,595	share buy-back
	17.01.2023	10.97	-2,372	share buy-back
	18.01.2023	10.02	-4,778	share buy-back
	19.01.2023	9.97	-3,300	share buy-back
	20.01.2023	10.20	-1,232	share buy-back
	23.01.2023	10.45	-434	share buy-back
	24.01.2023	9.91	-2,990	share buy-back
	24.01.2023	0.01	1,650	exercise share options
	25.01.2023	9.91	-3,359	share buy-back
	26.01.2023	9.90	-2,254	share buy-back
	27.01.2023	9.98	-490	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	30.01.2023	9.84	-1,359	share buy-back
	31.01.2023	9.93	-5,077	share buy-back
	01.02.2023	9.89	-1,699	share buy-back
	02.02.2023	10.14	-2,947	share buy-back
	03.02.2023	10.09	-1,039	share buy-back
	06.02.2023	10.23	-1,830	share buy-back
	07.02.2023	10.03	-1,872	share buy-back
	08.02.2023	9.98	-319	share buy-back
	09.02.2023	10.13	-2,446	share buy-back
	10.02.2023	10.06	-3,038	share buy-back
	13.02.2023	10.11	-1,632	share buy-back
	14.02.2023	10.02	-330	share buy-back
	15.02.2023	9.95	-3,400	share buy-back
	16.02.2023	9.74	-2,965	share buy-back
	17.02.2023	9.09	-3,180	share buy-back
	20.02.2023	8.64	-3,210	share buy-back
	21.02.2023	8.29	-3,390	share buy-back
	22.02.2023	8.48	-3,450	share buy-back
	23.02.2023	8.20	-3,620	share buy-back
	24.02.2023	8.11	-3,600	share buy-back
	27.02.2023	8.57	-3,660	share buy-back
	28.02.2023	8.40	-3,720	share buy-back
	01.03.2023	8.16	-3,630	share buy-back
	02.03.2023	8.31	-375	share buy-back
	03.03.2023	8.29	-3,430	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	06.03.2023	8.76	-1,997	share buy-back
	07.03.2023	8.69	-3,500	share buy-back
	08.03.2023	8.82	-3,230	share buy-back
	09.03.2023	8.54	-3,760	share buy-back
	10.03.2023	8.62	-3,860	share buy-back
	13.03.2023	8.36	-3,990	share buy-back
	14.03.2023	8.50	-2,624	share buy-back
	15.03.2023	8.34	-3,617	share buy-back
	16.03.2023	8.66	-3,812	share buy-back
	17.03.2023	8.27	-4,100	share buy-back
	20.03.2023	8.40	-130	share buy-back
	21.03.2023	8.32	-3,870	share buy-back
	22.03.2023	8.18	-3,735	share buy-back
	23.03.2023	8.28	-2,451	share buy-back
	24.03.2023	7.94	-3,240	share buy-back
	27.03.2023	7.89	-2,889	share buy-back
	28.03.2023	7.76	-3,135	share buy-back
	29.03.2023	7.77	-2,887	share buy-back
	30.03.2023	7.69	-3,370	share buy-back
	31.03.2023	7.\59	-3,560	share buy-back
	26.04.2023	7.05	-3,302	share buy-back
	27.04.2023	6.99	-3,982	share buy-back
	28.04.2023	7.05	-498	share buy-back
	02.05.2023	7.16	-4,509	share buy-back
	03.05.2023	7.02	-5,296	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	04.05.2023	7.08	-3,182	share buy-back
	05.05.2023	7.33	-34	share buy-back
	08.05.2023	7.62	-4,930	share buy-back
	09.05.2023	7.77	-1,694	share buy-back
	10.05.2023	7.56	-1,811	share buy-back
	11.05.2023	8.32	-3,247	share buy-back
	12.05.2023	8.30	-4,765	share buy-back
	17.05.2023	8.43	-3,533	share buy-back
	18.05.2023	8.40	-3,000	share buy-back
	19.05.2023	8.54	-4,121	share buy-back
	22.05.2023	8.45	-4,300	share buy-back
	23.05.2023	8.46	-4,630	share buy-back
	24.05.2023	8.45	-3,585	share buy-back
	25.05.2023	8.45	-3,700	share buy-back
	26.05.2023	8.45	-3,620	share buy-back
	29.05.2023	8.55	-2,000	share buy-back
	30.05.2023	8.46	-3,900	share buy-back
	31.05.2023	8.60	-3,800	share buy-back
	01.06.2023	9.22	-1,950	share buy-back
	02.06.2023	9.20	-2,370	share buy-back
	05.06.2023	9.20	-1,797	share buy-back
	06.06.2023	9.20	0	share buy-back
	07.06.2023	9.19	-1,345	share buy-back
	08.06.2023	9.20	-251	share buy-back
	09.06.2023	9.17	-343	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	12.06.2023	9.20	-2,516	share buy-back
	13.06.2023	9.15	-2,404	share buy-back
	14.06.2023	9.30	-1,498	share buy-back
	15.06.2023	9.30	-1,877	share buy-back
	16.06.2023	9.23	-2,637	share buy-back
	19.06.2023	9.13	-170	share buy-back
	20.06.2023	9.11	-1,934	share buy-back
	21.06.2023	8.65	-2,800	share buy-back
	22.06.2023	8.92	-1,800	share buy-back
	23.06.2023	8.77	-2,096	share buy-back
	26.06.2023	8.36	-2,500	share buy-back
	27.06.2023	8.82	-1,335	share buy-back
	28.06.2023	8.59	-2,600	share buy-back
	29.06.2023	8.60	-1,512	share buy-back
	30.06.2023	8.61	-1,525	share buy-back
	03.07.2023	8.98	-738	share buy-back
	04.07.2023	8.98	-1,186	share buy-back
	05.07.2023	8.80	-1,723	share buy-back
	06.07.2023	7.86	-2,300	share buy-back
	07.07.2023	8.06	-884	share buy-back
	10.07.2023	8.33	-831	share buy-back
	11.07.2023	8.45	-204	share buy-back
	12.07.2023	8.50	-1,236	share buy-back
	13.07.2023	8.60	-1,395	share buy-back
	14.07.2023	8.49	-730	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	17.07.2023	8.45	-527	share buy-back
	18.07.2023	8.37	-1,070	share buy-back
	19.07.2023	8.44	-1,276	share buy-back
	20.07.2023	8.25	-526	share buy-back
	21.07.2023	8.42	-409	share buy-back
	24.07.2023	8.24	-1,450	share buy-back
	25.07.2023	8.06	-1,300	share buy-back
	26.07.2023	8.25	-1,197	share buy-back
	27.07.2023	8.06	-790	share buy-back
	28.07.2023	8.09	-911	share buy-back
	31.07.2023	8.00	-640	share buy-back
	01.08.2023	8.13	-1,000	share buy-back
	02.08.2023	8.32	-1,100	share buy-back
	03.08.2023	8.35	-888	share buy-back
	04.08.2023	8.58	-1,200	share buy-back
	07.08.2023	8.50	-1,400	share buy-back
	08.08.2023	8.71	-1,400	share buy-back
	09.08.2023	8.33	-1,306	share buy-back
	10.08.2023	8.85	-1,550	share buy-back
	11.08.2023	9.50	-29	share buy-back
	14.08.2023	9.51	-325	share buy-back
	15.08.2023	9.27	-1,095	share buy-back
	16.08.2023	9.53	-1,647	share buy-back
	17.08.2023	9.51	0	share buy-back
	18.08.2023	10.12	-1,082	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	21.08.2023	9.63	-967	share buy-back
	22.08.2023	9.81	-2,150	share buy-back
	23.08.2023	9.48	-2,100	share buy-back
	24.08.2023	9.27	-472	share buy-back
	25.08.2023	9.59	-1,133	share buy-back
	28.08.2023	9.43	-1,579	share buy-back
	29.08.2023	9.50	-1,004	share buy-back
	30.08.2023	9.48	-2,100	share buy-back
	31.08.2023	9.74	-1,694	share buy-back
	01.09.2023	9.52	-1,678	share buy-back
	04.09.2023	9.65	-962	share buy-back
	05.09.2023	9.53	-1,900	share buy-back
	06.09.2023	9.38	0	share buy-back
	07.09.2023	9.26	-150	share buy-back
	08.09.2023	9.24	0	share buy-back
	11.09.2023	9.31	-329	share buy-back
	12.09.2023	9.35	-23	share buy-back
	13.09.2023	9.49	-827	share buy-back
	14.09.2023	9.20	-1,110	share buy-back
	15.09.2023	9.00	-677	share buy-back
	18.09.2023	9.01	-556	share buy-back
	19.09.2023	9.00	-370	share buy-back
	20.09.2023	8.91	-622	share buy-back
	21.09.2023	8.84	-1,000	share buy-back
	22.09.2023	9.19	-594	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	25.09.2023	9.11	-539	share buy-back
	26.09.2023	9.08	-1,300	share buy-back
	27.09.2023	9.00	-1,280	share buy-back
	28.09.2023	9.03	-1,270	share buy-back
	29.09.2023	9.00	-1,200	share buy-back
	02.10.2023	8.75	-408	share buy-back
	03.10.2023	8.56	-1,340	share buy-back
	04.10.2023	8.01	-1,150	share buy-back
	05.10.2023	7.79	-1,250	share buy-back
	06.10.2023	7.82	-1,350	share buy-back
	09.10.2023	7.79	-98	share buy-back
	10.10.2023	7.75	-891	share buy-back
	11.10.2023	7.59	-1,227	share buy-back
	12.10.2023	7.67	-700	share buy-back
	13.10.2023	7.77	-1,400	share buy-back
	16.10.2023	7.44	-1,400	share buy-back
	17.10.2023	7.45	-201	share buy-back
	18.10.2023	7.16	-1,400	share buy-back
	19.10.2023	7.42	-515	share buy-back
	20.10.2023	7.18	-1,200	share buy-back
	23.10.2023	7.20	-15	share buy-back
	24.10.2023	7.18	-12	share buy-back
	25.10.2023	7.18	-146	share buy-back
	26.10.2023	7.18	-1,000	share buy-back
	27.10.2023	7.18	-1,200	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	30.10.2023	7.18	-750	share buy-back
	31.10.2023	7.18	-1,050	share buy-back
	27.11.2023	8.64	-1,880	share buy-back
	28.11.2023	8.90	-1,890	share buy-back
	29.11.2023	8.99	-1,850	share buy-back
	30.11.2023	8.71	-2,060	share buy-back
	01.12.2023	8.94	-2,110	share buy-back
	04.12.2023	8.99	-2,770	share buy-back
	05.12.2023	8.98	-3,000	share buy-back
	06.12.2023	9.00	-2,200	share buy-back
	07.12.2023	8.87	-2,122	share buy-back
	08.12.2023	8.91	-2,550	share buy-back
	11.12.2023	8.88	-2,700	share buy-back
	12.12.2023	8.84	-2,314	share buy-back
	13.12.2023	8.87	-2,031	share buy-back
	14.12.2023	8.57	-2,675	share buy-back
	15.12.2023	8.65	-1,368	share buy-back
	18.12.2023	8.70	-1,685	share buy-back
	19.12.2023	8.71	-2,900	share buy-back
	20.12.2023	8.97	-394	share buy-back
	21.12.2023	8.96	-999	share buy-back
	22.12.2023	8.71	-3,016	share buy-back
	27.12.2023	8.61	-1,764	share buy-back
	28.12.2023	8.69	-1,523	share buy-back
	29.12.2023	8.84	-269	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
31.12.2023			**-801,321**	
	02.01.2024	8.37	-2,383	share buy-back
	03.01.2024	8.52	-485	share buy-back
	04.01.2024	8.50	-2,068	share buy-back
	05.01.2024	8.45	-1,336	share buy-back
	08.01.2024	8.31	-475	share buy-back
	09.01.2024	8.32	-988	share buy-back
	10.01.2024	7.74	-1,500	share buy-back
	11.01.2024	7.80	-1,340	share buy-back
	12.01.2024	8.14	-1,300	share buy-back
	15.01.2024	8.13	-564	share buy-back
	16.01.2024	7.79	-1,282	share buy-back
	17.01.2024	7.70	-1,210	share buy-back
	18.01.2024	7.70	-853	share buy-back
	19.01.2024	7.39	-932	share buy-back
	22.01.2024	7.25	-1,310	share buy-back
	23.01.2024	7.47	-1,152	share buy-back
	24.01.2024	7.40	-1,360	share buy-back
	25.01.2024	7.37	-763	share buy-back
	26.01.2024	7.36	-1,360	share buy-back
	29.01.2024	7.51	-526	share buy-back
	30.01.2024	8.25	-1,250	share buy-back
	31.01.2024	8.30	-1,443	share buy-back
	01.02.2024	8.29	-814	share buy-back
	02.02.2024	8.25	-1,550	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	05.02.2024	8.25	-1,600	share buy-back
	06.02.2024	8.25	-1,700	share buy-back
	06.02.2024	0.01	3,300	exercise share options
	07.02.2024	8.34	-321	share buy-back
	08.02.2024	8.20	-1,750	share buy-back
	09.02.2024	8.15	-2,590	share buy-back
	12.02.2024	7.95	-2,720	share buy-back
	13.02.2024	7.65	-2,457	share buy-back
	14.02.2024	7.54	-2,830	share buy-back
	15.02.2024	7.50	-2,750	share buy-back
	16.02.2024	7.55	-1,566	share buy-back
	19.02.2024	7.52	-2,750	share buy-back
	20.02.2024	7.56	-210	share buy-back
	21.02.2024	7.65	-780	share buy-back
	22.02.2024	7.65	-1,763	share buy-back
	23.02.2024	7.80	-2,197	share buy-back
	26.02.2024	7.76	-1,325	share buy-back
	27.02.2024	7.99	-1,056	share buy-back
	28.02.2024	7.99	-435	share buy-back
	29.02.2024	7.85	-416	share buy-back
	01.03.2024	8.05	-1,423	share buy-back
	04.03.2024	7.96	-518	share buy-back
	05.03.2024	7.83	-1,671	share buy-back
	06.03.2024	7.83	-374	share buy-back
	07.03.2024	7.60	-942	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	08.03.2024	7.62	-1,050	share buy-back
	11.03.2024	7.70	-559	share buy-back
	12.03.2024	8.10	-577	share buy-back
	13.03.2024	7.91	-1,091	share buy-back
	14.03.2024	7.52	-1,060	share buy-back
	15.03.2024	7.51	-500	share buy-back
	18.03.2024	7.61	-12	share buy-back
	19.03.2024	7.77	-1,000	share buy-back
	20.03.2024	7.50	-402	share buy-back
	21.03.2024	7.48	-1,000	share buy-back
	22.03.2024	7.69	-931	share buy-back
	25.03.2024	7.52	-950	share buy-back
	26.03.2024	7.65	-366	share buy-back
	27.03.2024	7.99	-400	share buy-back
	28.03.2024	7.90	-846	share buy-back
	02.04.2024	7.88	-900	share buy-back
	03.04.2024	7.80	-800	share buy-back
	04.04.2024	7.88	-770	share buy-back
	05.04.2024	7.82	-970	share buy-back
	08.04.2024	7.80	-878	share buy-back
	09.04.2024	7.98	-1,045	share buy-back
	10.04.2024	7.90	-800	share buy-back
	11.04.2024	8.06	-950	share buy-back
	12.04.2024	8.20	-744	share buy-back
	15.04.2024	7.96	-920	share buy-back

Westwing Group SE, Berlin
Development of treasury shares

Balance Sheet	Date of acquisition or disposal	Price per share in EUR	Treasury share	Cause of movement
	16.04.2024	8.06	-340	share buy-back
	17.04.2024	8.10	-810	share buy-back
	18.04.2024	8.06	-3	share buy-back
	19.04.2024	7.90	-1,000	share buy-back
	22.04.2024	8.00	-1,200	share buy-back
	23.04.2024	8.28	-100	share buy-back
	24.04.2024	8.28	-50	share buy-back
	25.04.2024	8.06	-1,244	share buy-back
	26.04.2024	8.24	-300	share buy-back
	29.04.2024	8.28	-541	share buy-back
	30.04.2024	8.68	-977	share buy-back
	22.07.2024	7.58	2,700	exercise share options
	19.12.2024	8.25	-1,199,866	public share buy-back
	20.12.2024	7.20	4,200	exercise share options
31.12.2024			**-2,081,461**	

02

COMBINED MANAGEMENT REPORT

1. FUNDAMENTAL INFORMATION ABOUT THE GROUP

The Westwing Group – the parent company of which is Westwing Group SE and which is referred to in the following as “Westwing”, the “Company” or the “Group” for short – operates an inspirational premium Home & Living e-commerce and design brand in Europe.

Westwing was founded in 2011 and offers products in a variety of different Home & Living categories such as textiles, furniture, lighting, kitchen accessories and decoration. Its assortment comprises both private label products sold under its own brand, “Westwing Collection”, and third-party premium brands.

1.1 Business Activities

Westwing is a European premium Home & Living e-commerce and design brand that aims to inspire its customers with the slogan “**Live Beautiful**”. The Company intends to be the one-stop destination for Home & Living, with a carefully curated range of products in its Westwing Collection private label business, premium third-party brands, and frequently updated, compelling content offerings and daily shopping themes. Ever since Westwing was founded, the strategy has been to provide its customers with daily inspiration, allowing them to discover and instantly shop their favourite Home & Living pieces.

Westwing’s online shop is its primary sales channel, offering a permanent selection of items from the Westwing Collection and other premium brands. The shop’s wide-ranging assortment across categories, styles and brands caters to most aspects of living.

In addition, Westwing offers **Daily Specials**, where it combines inspiration and shopping in daily themes that are announced every morning. The brands and products that Westwing selects align with its ambition to stand out, while the way it presents its offering enhances its brand identity. Westwing continuously adapts to new trends, partnering with relevant brands and offering compelling prices to retain existing customers and attract new ones.

The Westwing Collection is Westwing’s exclusive product brand. It stands as evidence of the Group’s commitment to elevated design standards, producing premium products that should combine design, quality and sustainability.

Westwing’s selection of third-party brands offers a wide range of choices. Its portfolio of brand partners is a successful blend of leading interior brands and emerging niche providers.

Westwing targets a highly attractive market that is estimated to be worth approximately EUR 81bn[1] in Germany and approximately EUR 130bn[2] in all the geographies in which the Group operates.

In 2024, Westwing’s gross merchandise volume (GMV, see also section 1.3 of this Combined Management Report) amounted to EUR 497m. Of this figure, 43% was attributable to furniture, 15% to textiles and rugs, 11% to lighting, 9% to kitchen and dining, and 23% to other products. The share of GMV accounted for by the Westwing Collection increased to 55% in 2024 (2023: 47%).

1 Euromonitor (29 May 2024).
2 Euromonitor (30 May 2022).

1.2 Structure of the Group

The Group is headed by the holding company, Westwing Group SE, a European stock corporation that is entered in the commercial register of the district court in Berlin under the number HRB 239114 B. The Company is headquartered at Moosacher Strasse 88, 80809 Munich, Germany. Westwing is listed on Frankfurt Stock Exchange's regulated market (Prime Standard). This is a summarised management report; the information on the parent company can be found in chapter 8, while the general information applies equally to the parent company and the group.

A total of 20 companies were included in the Group's consolidated financial statements as at 31 December 2024, of which nine were non-operating. The most important affiliate in terms of revenue is Germany-based Westwing GmbH, which also accounts for a significant part of the Group's international business.

1.3 Performance Measurement System

Westwing manages its operating business via two segments: DACH and International. The key performance indicators used are revenue, revenue growth, Adjusted EBITDA and the Adjusted EBITDA margin. The DACH segment comprises Germany, Switzerland and Austria. The International segment consists of Belgium, the Czech Republic, France, Italy, the Netherlands, Poland, Portugal, the Slovak Republic and Spain.

Westwing defines EBITDA as total earnings before interest and taxes (EBIT) plus depreciation, amortisation and impairments. Adjusted EBITDA is calculated by modifying this figure to take account of share-based payment expenses and one-time restructuring costs. This provides a performance metric for the Company's operating business. The Adjusted EBITDA margin is defined as Adjusted EBITDA expressed as a percentage of revenue.

In 2024, Westwing adjusted its EBITDA for restructuring expenses arising from its complexity reduction measures. These measures included the migration from a proprietary technology ecosystem to a mostly Software-as-a-Service (SaaS) based platform, including the restructuring of its Technology department. Additionally, the Company switched to a mostly global and more premium product assortment, which was accompanied by the restructuring of the corporate functions in Italy and Spain, and related business functions in Central and Eastern Europe and at its headquarters. In total, adjustments relating to the implementation of the complexity reduction measures amounted to EUR 8.5m. This policy is consistent with past years; Westwing has always adjusted for major restructuring programmes.

Other financial and non-financial performance indicators that are reported to the Management Board in addition to the key performance indicators (revenue, revenue growth, Adjusted EBITDA and the Adjusted EBITDA margin) include the following:

- GMV (gross merchandise volume): This is defined as the order value (excluding VAT) of all valid orders for the relevant period excluding failed and cancelled orders and less projected cancellations, which are estimated based on historical patterns. Returns are included, however.

- Westwing Collection share: The share of total GMV accounted for by the Westwing Collection, expressed as a percentage.

- Number of orders: This is defined as the total number of valid orders placed during the 12 months before the period-end and is not adjusted for returns.

- Average basket size: The GMV for the relevant period divided by the total number of orders for the same period.

- Active customers: Customers who have placed at least one valid order during the 12 months before the period-end, not adjusted for returns.

- Average orders per active customer in the preceding 12 months: This is the total number of orders placed in the 12 months before the period-end divided by the number of active customers as at the period-end.

- Average GMV per active customer in the preceding 12 months: GMV in the 12 months before the period-end divided by the number of active customers as at the period-end.

- Mobile visit share: The proportion of site visits made via mobile devices, expressed as a percentage of total site visits.

- Contribution margin: Total gross profit less adjusted fulfilment expenses, expressed as a percentage of revenue.

- Free cash flow: The sum of cash flow from operations and cash flow from investments.

1.4 Research and Development

Following the Management Board's decision in 2023 to change the technology strategy, Westwing reached a key milestone in 2024 by successfully migrating all countries to its new SaaS-based technology platform. This transition from a proprietary system to a scalable SaaS solution provides a robust foundation for growth while reducing fixed costs. The new platform also features enhanced functionalities.

Looking ahead to 2025, Westwing will focus on further optimising the customer experience, phasing out remaining legacy technologies, and leveraging the new platform to drive operational efficiency gains.

This strategy change led to a EUR 3.4m increase in amortisation in 2024 due to the shortened useful lives of old software systems.

Development costs are capitalised in accordance with IAS 38 and HGB. The net carrying amount of intangible assets resulting from the capitalisation of internally developed software decreased by EUR 3.2m to EUR 16.0m in the 2024 financial year. Reflecting the decision described above, capitalised development costs accounted for roughly 20% of total technology costs in 2024 (2023: 12%). Amortisation of capitalised development costs amounted to EUR 9.6m during the same period (2023: EUR 6.5m).

2. REPORT ON ECONOMIC POSITION

2.1 Macroeconomic and Sector-specific Environment

Westwing operates in the Home & Living e-commerce market across 12 European countries. The Group's revenue and profitability depend on macroeconomic conditions, sector-specific dynamics, and the broader prospects for e-commerce, including growth of mobile channels.

In 2024, the global economic situation remained challenging but showed early signs of stabilisation. According to the International Monetary Fund (IMF), global GDP growth slowed slightly to 3.2% (2023: 3.3%), as many economies faced long-lasting inflation effects and restrictive monetary policies. Geopolitical tensions, particularly the ongoing war between Russia and Ukraine, continued to disrupt global markets. In Europe, the energy crisis eased compared to prior years. However, elevated consumer prices and the cost-of-living crisis sustained pressure on household budgets. Despite these challenges, global consumer price inflation declined to 5.7% in 2024 (2023: 6.7%), with inflation in advanced economies slowing to 2.6% (2023: 4.6%). Germany – Westwing's largest market – saw a significant reduction in inflation, with consumer prices rising by just 2.2%, down significantly from the elevated levels of the previous years.[3]

Within the eurozone, economic development remained subdued, with GDP growth of 0.8% in 2024 (2023: 0.4%). This was primarily driven by the impact of high interest rates and persistent uncertainty. While the EU Economic Sentiment Indicator remained weak but stable throughout 2024, the EU Employment Expectations Indicator even declined over the year. These factors weighed on private consumption and investment, dampening economic momentum in 2024.[4]

The macroeconomic factors outlined above presented challenges for the overall Home & Living market, including its online segment. However, signs of recovery have emerged: according to market research, the German e-commerce market—Westwing's largest geography—returned to growth in 2024 after two consecutive years of decline. This underscores the sector's resilience amid challenging conditions.[5]

OVERALL ASSESSMENT OF THE ECONOMIC ENVIRONMENT

Westwing anticipated the weak macroeconomic developments in 2024, allowing it to adapt to market conditions effectively. Westwing closed 2024 in line with its forecast for both revenue and Adjusted EBITDA. These results reflect the Company's strong positioning and its ability to successfully navigate the challenging market environment.

Looking forward, the Group continues to see significant potential in the Home & Living e-commerce market, as online penetration still is comparably low. Online shopping is expected to grow as consumers increasingly value convenience, variety and accessibility. However, online market growth will continue to be influenced by overall consumer sentiment, which may result in modest or even declining online growth rates given the current macroeconomic outlook for the European Union.

2.2 Course of Business

In 2024, Westwing's business was impacted by persistently poor consumer sentiment regarding Home & Living, and by macroeconomic uncertainties. Westwing had anticipated and planned for this, closing the year with revenue that exceeded the previous year at EUR 444m (2023: EUR 429m) and an Adjusted EBITDA margin of 5.4%, also above previous year's level (2023: 4.1%).

Westwing closed the year at the upper end of its capital market guidance for revenue and Adjusted EBITDA range.

3 Federal Statistical Office of Germany: Press release No. 020 of 16 January 2025.
4 Eurozone: Hopes of a strong consumer rebound fade | Oxford Economics
5 https://logistik-heute.de/news/e-commerce-onlinehandel-deutschland-wieder-im-aufwind-195142.html

Date	Revenue	Revenue growth	Adjusted EBITDA	Adjusted EBITDA margin
28 March 2024 (original guidance)	EUR 415m – EUR 445m	−3% to +4%	EUR 14m – EUR 24m	3% to 5%
FY 2024 result	EUR 444.3m	3.7%	EUR 24.0m	5.4%

The DACH segment generated revenue of EUR 252.2m (+6.6% year-over-year) and Adjusted EBITDA of EUR 14.5m (2023: EUR 16.1m). Revenue in the International segment was EUR 192.2m (+0.0% year-over-year) and Adjusted EBITDA amounted to EUR 9.8m (2023: EUR 2.1m). Please see the segment results for further details.

The following factors affected the Company's course of business in 2024:

Challenging Economic Situation

The ongoing geopolitical conflicts, especially the war in Ukraine, affected the European economies. While inflation rates decreased, consumer sentiment regarding Home & Living remained weak. Despite this, Westwing managed to grow revenue and to improve its profitability.

Implementation of its Three-step Transformation Plan

At the beginning of the year, the Company outlined its three-step plan to unlock Westwing's full value potential. The first phase lasted from mid-2022 to the end of 2023 and included the turnaround of the Company as well as the change of the business model based on a new strategy. The second step started in 2024 and will last into 2025. The focus here is on building a lean and scalable platform. From 2025 onwards, the third phase will concentrate on driving growth, maintaining cost discipline, and maximising operating leverage. Westwing made significant progress in 2024, focusing on the following four areas:

1. Complexity Reduction

Westwing's transformation included the migration from a proprietary technology ecosystem to a SaaS-based platform, which came with a new, more premium web design that is tailor-made for design lovers. The new platform was successfully implemented in all existing countries by end of 2024, ahead of plan.

In parallel, Westwing implemented a more premium and mostly global product assortment. This strategic shift led to a restructuring of its corporate functions in Italy and Spain and its business-related functions in Poland and at its headquarters. Furthermore, local logistics centres in Italy, Poland and Spain were consolidated into Westwing's European logistic centre in Poznań, Poland. As anticipated, the change in the assortment had a negative impact on topline as the company phased out less premium and less profitable products.

2. Stronger Premium Brand Positioning

Westwing made good progress on strengthening its premium brand positioning across all channels and invested in its brand and customer experience. In March, the Group opened its second physical retail space and first ever store-in-store at Breuninger's flagship fashion and lifestyle store in Stuttgart. At Milan Design Week in April, Westwing presented design highlights from the Westwing Collection plus a collaboration with prestigious fabric house Dedar Milano in an immersive exhibition. During the men's European Football Championship in Germany, the Company collaborated with İlkay Gündoğan, the former captain of the German national football team. Additionally, Westwing entered into an exclusive partnership with MEISSEN, Europe's oldest porcelain maker, showcasing a unique blend of tradition and modern design. In the third quarter, the Company launched an "Iconic Pieces" brand awareness campaign in Germany, which included out-of-home advertising across major German cities. All of this has helped to increase brand awareness and to improve brand perception among customers, third party design brands and other external stakeholders.

3. OneWestwing Commercial Model

In 2023 the Company successfully integrated its Shop and Club sales under a single domain and in one App in all countries, before implementing a single checkout for all customers through a SaaS-platform in 2024. This has created a better and more intuitive customer experience that aims to generate higher conversion rates and ultimately drive growth and profitability.

4. Expansion of the Westwing Collection

Westwing's internally designed products allow the Company to offer a comprehensive assortment on its website that aligns with the premium brand and customers' tastes, setting it apart from the competition. The Company continued to expand its Westwing Collection in 2024, with the share of Group GMV increasing to an all-time high of 55%. In addition, Westwing significantly increased the proportion of sustainable products (see chapter 4, Sustainability Statement) in the Westwing Collection portfolio (66% at the end of 2024). Westwing remains dedicated to developing new products and expanding the assortment in 2025.

2.2.1 FINANCIAL PERFORMANCE

CONDENSED CONSOLIDATED STATEMENT OF PROFIT OR LOSS

The condensed Consolidated Statement of Profit or Loss (IFRSs) before adjustments is as follows:

EURm	2024	In % of revenue	2023	In % of revenue	Change in EURm	Change in %
Revenue	**444.3**	**100.0**	**428.6**	**100.0**	**15.7**	**3.7**
Cost of sales	– 218.7	– 49.2	– 215.7	– 50.3	– 3.0	1.4
Gross profit	**225.7**	**50.8**	**212.9**	**49.7**	**12.7**	**6.0**
Fulfilment expenses	– 85.2	– 19.2	– 90.3	– 21.1	5.1	– 5.6
Marketing expenses	– 57.1	– 12.9	– 45.6	– 10.6	– 11.5	25.3
General and administrative expenses	– 84.6	– 19.0	– 85.2	– 19.9	0.6	– 0.7
Other operating expenses	– 8.9	– 2.0	– 6.2	– 1.4	– 2.7	44.4
Other operating income	5.4	1.2	5.9	1.4	– 0.6	-9.6
Operating profit/loss	**– 4.8**	**– 1.1**	**– 8.4**	**– 2.0**	**3.6**	**– 42.4**

The following table shows the reconciliation from operating profit/loss to Adjusted EBITDA:

EURm	2024	2023
Operating profit/loss	**– 4.8**	**– 8.4**
Share-based payment expenses/(income)	– 0.0	2.3
Restructuring expenses	8.5	4.1
Depreciation, amortisation and impairments	20.3	19.8
Adjusted EBITDA	**24.0**	**17.8**
Adjusted EBITDA margin	5.4%	4.1%

The Adjusted Consolidated Statement of Profit or Loss shown in the following table, which Westwing uses to comment on operating developments in the individual line items, does not include share-based payment expenses or other major restructuring expenses.

In 2024, Westwing adjusted its EBITDA by EUR 8.5m to account for part of the restructuring expenses from its complexity reduction measures, which included the change in its technology strategy.

In 2023, Westwing adjusted its EBITDA for restructuring expenses related to the change in its technology strategy of EUR 4.1m.

ADJUSTED CONDENSED CONSOLIDATED STATEMENT OF PROFIT OR LOSS

EURm	2024	In % of revenue	2023	In % of revenue	Change in EURm	Change in %
Revenue	**444.3**	**100.0**	**428.6**	**100,0**	**15.7**	**3.7**
Cost of sales	– 218.7	– 49.2	– 215.7	– 50.3	– 3.0	1.4
Gross profit	**225.7**	**50.8**	**212.9**	**49.7**	**12.7**	**6.0**
Fulfilment expenses*	– 84.0	– 18.9	– 90.3	– 21.1	6.3	– 6.9
Contribution margin	**141.7**	**31.9**	**122.7**	**28.6**	**19.0**	**15.5**
Marketing expenses*	– 56.9	– 12.8	– 45.3	– 10.6	– 11.5	25.4
General and administrative expenses*	– 79.1	– 17.8	– 80.3	– 18.7	1.2	– 1.5
Other operating expenses*	– 8.3	– 1.9	– 4.9	– 1.1	– 3.4	69.1
Other operating income*	6.3	1.4	5.9	1.4	0.4	6.1
Depreciation, amortisation and impairments	20.3	4.6	19.8	4.6	0.5	2.8
Adjusted EBITDA	**24.0**	**5.4**	**17.8**	**4.1**	**6.2**	**–**

* The following adjustments were made in these line items:

EURm	Expense item	2024	2023
Share-based payments	Fulfilment expenses	0.0	0.0
	Marketing expenses	0.2	0.2
	General and administrative expenses	– 0.3	2.0
Restructuring expenses	Fulfilment expenses	1.2	–
	Marketing expenses	0.0	–
	General and administrative expenses	5.7	2.9
	Other expenses	0.6	1.3
	Other operating income	0.9	–
Total		**8.5**	**6.4**

Revenue for the financial year can be broken down as follows:

EURm	2024	In % of revenue	2023	In % of revenue
Revenue from the sale of products	435.3	98.0	419.7	97.9
Service revenue	1.5	0.3	1.1	0.3
Other revenue	7.6	1.7	7.8	1.8
Total	**444.3**	**100.0**	**428.6**	**100.0**

Changes in the other, ancillary performance indicators were as follows in the reporting period:

OTHER PERFORMANCE INDICATORS

	2024	2023	Change
Westwing Collection share (in % of GMV)	55%	47%	8pp
GMV (in EURm)	497	481	+ 3%
Number of orders (in thousands)	2,548	2,851	– 11%
Average basket size (in EUR)	195	169	+ 16%
Active customers (in thousands)	1,237	1,275	– 3%
Average orders per active customer in the preceding 12 months	2.1	2.2	– 8%
Average GMV per active customer in the preceding 12 months (in EUR)	402	377	+ 6%
Mobile visit share	81%	80%	1pp

BUSINESS PERFORMANCE [6]

Westwing's revenue in 2024 amounted to EUR 444.3m, growing by 3.7% compared to 2023 (EUR 428.6m). Westwing navigated the challenging market environment and weak Home & Living consumer sentiment by further enhancing its product offering and strengthening its brand positioning.

The share of revenue accounted for by the Westwing Collection grew by 8 percentage points, from 47% of GMV in 2023 to 55% of GMV in 2024.

Westwing's gross profit increased to 50.8%, up from 49.7% in 2023. This performance was primarily driven by a higher revenue contribution from the Westwing Collection and enhanced margin management.

Fulfilment expenses[7] as a percentage of revenue significantly improved year-over-year, from 21.1% in 2023 to 18.9% in 2024. In absolute terms, they amounted to EUR 84.0m (2023: EUR 90.3m). This improvement was mainly attributable to better utilisation of warehouse space and efficiency gains.[8]

Marketing expenses as a percentage of revenue amounted to 12.8%, an increase of 2.2 percentage points compared to the previous year (2023: 10.6%). Expressed in absolute terms, they rose by a significant EUR 11.5m to EUR 56.9m (2023: EUR 45.3m). The rise was primarily due to investments in increasing Westwing's brand awareness in Germany and other planned marketing measures.

General and administrative expenses as a percentage of revenue fell from 18.7% in 2023 to 17.8% in 2024. In absolute terms, general and administrative expenses decreased by EUR 1.2m to EUR 79.1m (2023: EUR 80.3m), despite temporarily higher depreciation and amortisation of EUR 2.7m caused by the technology transformation.

Adjusted EBITDA improved significantly from EUR 17.8m in 2023 to EUR 24.0m in 2024, a year-over-year rise of EUR 6.2m. The Adjusted EBITDA margin climbed 1.2 percentage points, from 4.1% to 5.4%.

6 Figures are presented on an adjusted basis; see the Adjusted Statement of Profit or Loss tables above for details.
7 Fulfilment expenses include shipping costs.
8 Effective 1 January 2024, Westwing has reclassified the capitalisation of inbound costs from fulfilment expenses to cost of goods sold in the adjusted statement of profit or loss. To ensure comparability, the 2023 figures presented in this report have been retrospectively adjusted to reflect this reclassification in cost of goods sold, gross profit, and fulfilment expenses.

Depreciation and amortisation rose by EUR 0.5m to EUR 20.3m. The increase was due to higher amortisation resulting from the shortened useful lives of certain internally generated intangible assets following the change in the Company's technology strategy.

The net financial result increased by EUR 0.8m compared to 2023 and amounted to EUR 0.1m (2023: EUR – 0.7m). The main driver was higher interest income on deposits of EUR 1.7m (2023: EUR 1.1m), while currency effects nearly completely offset each other at EUR – 0.1m (2023: EUR 0.1m).

Income tax expenses amounted to EUR – 0.2m compared to expenses of EUR – 3.3m in the previous year. The tax expense in the previous year was mainly characterised by the derecognition of capitalised deferred taxes on loss carry forwards.

The loss after tax in the 2024 financial year was EUR – 5.0m, a year-over-year improvement of EUR 7.5m (2023: EUR – 12.4m).

SEGMENT RESULTS

The Group's revenue can be broken down by segment as follows:

EURm	2024	In % of revenue	2023	In % of revenue	Change in EURm	Change in %
DACH	252.2	56.8	236.5	55.2	15.7	6.6
International	192.2	43.2	192.1	44.8	0.0	0.0
Total	**444.3**	**100.0**	**428.6**	**100.0**	**15.7**	**3.7**

Adjusted EBITDA for the segments was as follows:

EURm	2024	Margin	2023	Margin	Change in EURm
DACH	14.5	5.8%	16.1	6.8%	– 1.6
International	9.8	5.1%	2.1	1.1%	7.7
HQ/reconciliation	– 0.3	–	– 0.4	–	0.1
Total	**24.0**	**5.4%**	**17.8**	**4.1%**	**6.2**

The DACH segment contributed EUR 252.2m to revenue, an increase of 6.6% compared to 2023. Revenue in the International segment was stable at EUR 192.2m. The DACH segment achieved an Adjusted EBITDA of EUR 14.5m (2023: EUR 16.1m) and an Adjusted EBITDA margin of 5.8% (2023: 6.8%). The decline was due to continued investments in brand awareness in Germany. Adjusted EBITDA in the International segment was EUR 9.8m (2023: EUR 2.1m), corresponding to an Adjusted EBITDA margin of 5.1% (2023: 1.1%). This positive trend was mainly due to an increased Westwing collection share and the switch to a mostly global and more premium product assortment.

The primary driver of the year-over-year revenue growth disparity between the two segments was the complexity reduction measures implemented as part of the Company's three-step transformation plan. The transition to a mostly global and more premium product assortment had a significantly greater impact on the International segment than on the DACH segment in 2024. For the 2025 financial year, the changeover effects are expected to subside and development is expected to be more balanced.

2.2.2 CHANGES IN FINANCIAL POSITION

CONDENSED STATEMENT OF CASH FLOWS

EURm	2024	2023	Change in EURm
Cash flows from operating activities	16.6	33.3	– 16.7
Cash flows from investing activities	– 7.5	– 3.8	– 3.6
Cash flows from financing activities	– 21.8	– 23.9	2.1
Net change in cash and cash equivalents	**– 12.7**	**5.7**	**– 18.3**
Effect of exchange rate fluctuations on cash held	0.0	– 0.1	0.2
Cash and cash equivalents as at 1 January	81.5	76.0	5.5
Cash and equivalents as at 31 December	**68.8**	**81.5**	**– 12.7**

Westwing generated cash flows from operating activities of EUR 16.6m in 2024 (2023: EUR 33.3m). The decrease was mainly a result of a build-up of inventories. In contrast, 2023 showed a large positive cash flow effect from the reduction of excess inventories. Net working capital – defined as inventories plus prepayments, current trade receivables and other financial assets less trade payables, accruals, supplier finance arrangements and contract liabilities – decreased year-over-year and amounted to EUR – 10.1m in 2024 (2023: EUR – 8.0m). In addition, cash flow from operating activities in 2024 was impacted to a greater extent by restructuring expenses compared to the previous year.

Cash flows from investing activities amounted to EUR -7.5m in 2024 (2023: EUR – 3.8m). This development was primarily due to higher investments in intangible assets, especially in internal software development, which amounted to EUR 6.6m in 2024 (2023: EUR 3.9m). In addition, the Company invested into warehouse automation and safety, which led to elevated investments into purchases of property, plant and equipment of EUR 3.6m (2023: EUR 1.5m). Furthermore, Westwing received interest income of EUR 1.7m (2023: EUR 1.1m) as well as income from subletting surplus office and warehouse space totalling EUR 1.4m.

Free cash flow for the full year 2024 decreased due to the changes in cash flows from operating activities and cash flows from investing activities described above and amounted to EUR 9.1m (2023: EUR 29.5m).

Cash flows from financing activities were EUR – 21.8m (2023: EUR – 23.9m). They include a EUR 10.8m purchase of treasury shares (2023: EUR 3.7m) as well as lease expenses, primarily for office and warehouse locations, amounting to EUR 9.8m (2023: EUR 10.6m).

Cash and cash equivalents decreased by EUR 12.7m compared to 31 December 2023 and amounted to EUR 68.8m at the end of 2024. Westwing had credit lines of up to EUR 20.0m in 2024 compared to EUR 33.0m in the previous year. This change is attributable to the return of a credit line of EUR 13m with Norddeutsche Landesbank.

Principles and Objectives of Financial Management

Westwing's financial management activities focus on managing cash and working capital, and on maintaining liquidity. The nature and volume of cash transactions are aligned with the operating business. Westwing only has term deposits such as highly liquid short-term investments with original maturities of three months or less. Rolling 12-month as well as 13-weeks cash flow planning is used to determine liquidity requirements.

The Company maintains cash reserves to cover additional investments in growth, to support its ongoing business, and to navigate weak market developments. Westwing consistently ensured that enough liquid funds were available to fund operations and was always able to meet its payment obligations.

Details of financial risk management can be found in the Notes to the Consolidated Financial Statements (Note 22).

2.2.3 FINANCIAL POSITION

CONDENSED STATEMENT OF FINANCIAL POSITION

EURm	2024	2024 in % of total	2023	2023 in % of total	Change in EURm	Change in %
Total assets	**199.3**	**100.0**	**203.4**	**100.0**	**– 4.1**	**– 2.0**
Non-current assets	60.1	30.2	67.0	32.9	– 6.9	– 10.3
Current assets	139.2	69.8	136.4	67.1	2.8	2.0
Total equity and liabilities	**199.3**	**100.0**	**203.4**	**100.0**	**– 4.1**	**– 2.0**
Equity	59.4	29.8	75.0	36.9	– 15.6	– 20.8
Non-current liabilities	34.0	17.1	36.7	18.1	– 2.7	– 7.3
Current liabilities	105.9	53.1	91.7	45.1	14.2	15.5

Non-current assets mainly consisted of property, plant and equipment, and intangible assets. Property, plant and equipment decreased from EUR 44.6m as at the end of 2023 to EUR 37.9m as at the end of 2024. The decline is partly caused by a revaluation of warehouses and office buildings formerly capitalised under IFRS 16, which are now reported under non-current (EUR 2.4m) and current receivables (EUR 1.6m) due to their subletting. Intangible assets, which were primarily attributable to the capitalisation of software development expenses, dropped by EUR 3.1m, partly as a result of the change in the Company's technology strategy. Capitalised software development expenses were EUR 6.5m in 2024, while amortisation amounted to EUR 9.6m.

Current assets amounted to EUR 139.2m as at 31 December 2024 (31 December 2023: EUR 136.4m). Cash and cash equivalents dropped to EUR 68.8m (31 December 2023: EUR 81.5m). This decline was driven by lower cash flows from operating and investing activities, as well as higher investments into share buybacks. Inventories increased to EUR 47.5m (31 December 2023: EUR 28.1m), while trade and other current financial receivables declined slightly by EUR 1.4m to EUR 10.7m (31 December 2023: EUR 12.1m); this item included expected credit losses of EUR 7.1m (31 December 2023: EUR 4.0m).

The Company's equity decreased to EUR 59.4m as at 31 December 2024 compared to EUR 75.0m as at the end of 2023. This change was mainly caused by the net loss for the year of EUR 5.0m and the EUR 10.8m increase in treasury shares, which were deducted from equity.

Non-current liabilities fell by EUR 2.7m to EUR 34.0m (31 December 2023: EUR 36.7m). The decline is mainly due to lower long-term leasing liabilities and lower deferred tax liabilities.

As at 31 December 2024, the Group had credit lines of EUR 10.0m at UniCredit Bank AG (31 December 2023: EUR 10.0m) that are valid until further notice, with EUR 5.5m of this amount being used as a bank guarantee facility. It also had credit lines of EUR 10.0m at Norddeutsche Landesbank that were valid until 31 December 2024. No supplier finance arrangements were in place as at 31 December 2024.

Current liabilities increased by EUR 14.2m year-over-year to EUR 105.9m (31 December 2023: EUR 91.7m). This development was primarily driven by an increase in trade payables and accruals from EUR 35.9m at the end of 2023 to EUR 46.0m as at 31 December 2024, and by higher contract liabilities which amounted to EUR 23.3m (31 December 2023: EUR 19.3m). Lease liabilities were down EUR 2.2m to EUR 9.0m as at 31 December 2024 (31 December 2023: EUR 11.2m).

Overall Assessment of the Group's Economic Position

In 2024 Westwing returned to growth on a full year basis and improved its profitability significantly year-over-year in terms of Adjusted EBITDA and operating result. This was accomplished despite a challenging market environment characterised by macroeconomic uncertainties and persistently subdued consumer sentiment in the Home & Living sector.

Strong improvements in unit economics, driven by an increased Westwing Collection share and efficiency gains, as well as cost-saving measures from complexity reduction, contributed to the positive profitability development. The Company is therefore confident that it will be able to further enhance its economic position, especially once the market environment improves.

3. EMPLOYEES

Westwing Group employed 1,291 full time equivalents (FTEs) as at the end of December 2024, a decrease on the 1,614 FTEs recorded as at the end of 2023.

In December 2024, most staff were employed by the Munich-based legal entities Westwing Group SE (242 FTEs) and Westwing GmbH (270 FTEs), and by the Group's Polish entity (654 FTEs). The latter also operates Westwing's shared service centre and logistic centre.

Westwing's workforce is highly international. As at the end of 2024, the Company employed people from more than 66 different nationalities. Likewise, Westwing sees gender diversity as an important factor: 62.1% of the Company's employees and 62.0% of its leadership team are female.

4. SUSTAINABILITY STATEMENT

4.1 GENERAL INFORMATION
ESRS 2 | General Disclosures

4.1.1 BASIS FOR PREPARATION

The sustainability statement has been prepared on a consolidated basis for Westwing Group SE in full compliance with the European Sustainability Reporting Standards (ESRS). At the same time, it fulfills the requirements for non-financial reporting according to 289b et seq. and 315b to 315c of the German Commercial Code (Handelgesetzbuch – HGB), It presents the company's overall sustainability performance and its combined impacts. The consolidation of the sustainability statement follows the same principles as for the financial statements, and detailed information regarding the scope of this consolidation can be found in Note. 2.3 of the Annual Report. Westwing does not have any subsidiaries included in the consolidation scope that are exempt from individual or consolidated sustainability reporting under Articles 19a or 29a of Directive 2013/34/EU. Westwing Group SE (single entity) is the parent company of the Westwing Group (conglomerate) and is responsible for business decisions. Therefore, with regard to the content of the non-financial statement for Westwing Group SE (single entity) pursuant to § 289b HGB, reference can be made to the statement concerning the Group. For our non-financial statement regarding Westwing Group SE (single entity) pursuant to § 289b HGB, we have not used a framework because an ESRS sustainability statement for the Group is relevant to our stakeholders.

The disclosed sustainability matters and figures are based on the double materiality assessment. Westwing's sustainability statement covers both the upstream and downstream value chains, as well as its own operations. The materiality assessment extends to both upstream and downstream value chains, capturing the impacts, risks, and opportunities (IROs) within these areas. Westwing's policies, including its code of conduct, actions, and targets, also cover the value chain where feasible, particularly in relation to our Westwing Collection suppliers, brand partners, and other suppliers and service providers. Data from upstream and downstream activities, where available, are included in disclosed metrics to provide a comprehensive view of impacts across the value chain.

The upstream value chain includes sourcing, procurement, and shipping from suppliers and brand partners in Asia and Europe, over which Westwing has limited operational control. The company's own operations span its offices, logistic centres, and stores, all of which are located in leased spaces, limiting the extent of direct operational control. The downstream value chain includes order processing, packaging, shipping to customers, and product end-of-life management across 12 European countries. While Westwing has direct operational control over specific processes such as selecting packaging materials, and managing order processing systems, broader responsibilities within the value chain, such as the practices of packaging suppliers or outsourced customer service providers, remain outside our direct operational oversight.

Westwing has not used the option to omit information related to intellectual property, know-how, or innovation results, nor has it applied the exemption from disclosing impending developments or matters under negotiation.

BP-2 – Disclosures in relation to specific circumstances

TIME HORIZONS

The time horizons used are the same as the time horizons specified in ESRS 1 section 6.4.

(a) short-term time horizon: the reporting period in our financial statements;
(b) medium-term time horizon: up to 5 years from the end of the short-term reporting period;
(c) long-term time horizon: 5-10 years.

For climate risks, different time horizons were selected due to the need for scenario planning to capture the extended nature of climate-related impacts and opportunities. Westwing deviated from the medium- and long-term definitions in ESRS 1 to better align with industry practices and long-term climate commitments, defining short-term as 1–3 years, medium-term as 3–10 years, and long-term as up to 2050. This adjusted approach reflects the prolonged timeframes required to assess potential climate impacts and develop effective mitigation and adaptation strategies.

VALUE CHAIN ESTIMATIONS

Concerning our value chain metrics, some have been estimated from indirect sources. Here is an overview in the following table.

VALUE CHAIN METRICS ESTIMATED FROM INDIRECT SOURCES TABLE

Metric	Basis for preparation	Level of accuracy	Planned actions to improve the accuracy in the future
Scope 3 greenhouse gas (GHG) emissions (tCO_2e)	Scope 3 GHG emissions were estimated using category-specific approaches. For Category 1 (Purchased Goods & Services), material composition information from suppliers was used when available, applying industry-average emission factors. Where supplier data was unavailable, average values were applied to address data gaps. For Category 4 (Upstream Transportation and Distribution), average distances were used to calculate total tkm for activity data. For Category 11 (Use of Sold Products), emissions were estimated based on assumptions about product durability and typical usage patterns. For Category 12 (End-of-Life Treatment of Sold Products), disposal methods were determined using sector averages from emission factor databases.	The accuracy of these estimates is moderate. Emission factors and certain activity data were based on industry averages rather than supplier-specific information, which may limit precision. Categories with assumptions, such as product durability (Category 11) and disposal methods (Category 12), introduce additional variability, though these are consistent with accepted sector averages and standard practices.	For Category 1 (Purchased Goods & Services), the implementation of a Product Lifecycle Management (PLM) system will enable us to gather higher-quality data from suppliers on material composition, reducing our reliance on averages. For transportation (Category 4), we plan to collect carrier-specific emissions data to improve precision in our footprint calculations. Additionally, for the use of sold products (Category 11), we intend to investigate market-specific variances in product usage through desktop research to enhance the accuracy of our estimations.

SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY

Some quantitative metrics and monetary amounts disclosed in the sustainability statement are subject to a high level of measurement uncertainty. Here is an overview in the following table.

QUANTITATIVE METRICS AND MONETARY AMOUNTS SUBJECT TO A HIGH LEVEL OF UNCERTAINTY TABLE

	Metric	Sources of measurement uncertainty	Assumptions, approximations and judgements made in measurement
Quantitative Parameter	Scope 3 GHG emissions – Purchased Goods & Services	Limited availability of product material composition from suppliers.	Reliance on the accuracy of supplier-provided data, with extrapolations made where data is unavailable.
	Scope 3 GHG emissions – Upstream transportation and distribution	Limited availability of distance data.	Estimated distances are calculated based on available origin and destination information.
	Scope 3 GHG emissions – End of life	No data available on specific product disposal methods.	Industry-average disposal methods are applied in the absence of customer-specific information.
	Scope 3 GHG emissions – Direct use-phase	Limited data on product durability and customer usage patterns.	Assumptions are based on average product durability, usage patterns, and wattage due to the lack of product-specific and customer-specific data. Indirect use-phase emissions are not included.
	E5-5 36c) The rates of recyclable content in products and their packaging	Limited availability of packaging material composition from third-party product suppliers.	Assumptions are based on the packaging material composition and weight of similar items where primary data is available.

REPORTING ERRORS IN PRIOR PERIODS

As this is the first reporting year under the CSRD, there are no changes in preparation or presentation of the sustainability information, nor have there been any errors identified.

DISCLOSURES STEMMING FROM OTHER LEGISLATION OR GENERALLY ACCEPTED SUSTAINABILITY REPORTING PRONOUNCEMENTS

HGB Disclosures

This Sustainability Statement in accordance with ESRS simultaneously meets the requirements for the non-financial statement prepared in accordance with 289b et seq. HGB and 315b to 315c HGB. The initial full application of the European Sustainability Reporting Standards (ESRS) as a framework pursuant to 315c para. 3 in conjunction with 289d HGB is based on the importance of ESRS as the sustainability reporting standards formally adopted by the European Commission.

The five aspects mentioned in the HGB are addressed in the ESRS as follows:

- Environmental matters: ESRS E1-E5
- Employee matters: ESRS S1, S2
- Social matters: ESRS S1, S2, S4
- Respect for human rights: ESRS S1, S2
- Corruption and anti-bribery: ESRS G1

EU TAXONOMY

As part of the environmental information in this Sustainability Statement, the disclosures required by Article 8 of Regulation 2020/852 (EU Taxonomy Regulation) for Westwing Group are included in Chapter 2 Environmental Information.

4.1.2 GOVERNANCE

GOV-1 – The role of the management and supervisory bodies

Governance structure and board composition

Westwing has a two-tier (dualistic) board structure, consisting of a Supervisory Board and a Management Board. In total, the Management Board, according to the German system, is responsible for the management of the company and comprises two executive members. The Supervisory Board comprises five (non-executive) members and has the task of advising and monitoring the Management Board. In line with the applicable legislation, the Supervisory Board of Westwing Group SE does not include employees or other workers' representatives. Four of the five Supervisory Board members are deemed independent.

The board members have experience relevant to the e-commerce, retail, and financial sectors, ensuring effective oversight of business operations. The Management Board is currently all-male. The Supervisory Board has a 40% female representation, with the average ratio being 3:2.

Experience and expertise of board members

	Supervisory Board					Management Board	
Skills and expertise	Christoph Barchewitz	Aymeric Chaumet	Michael Hofmann	Dr. Antonella Mei-Pochtler	Susanne Samwer	Dr Andreas Hoerning	Sebastian Westrich
Marketing and sales	x	x	x	x		x	
HR and organisational planning	x		x	x		x	
e-commerce / Retail	x	x	x	x	x	x	x
Technology			x				
Legal and compliance	x		x			x	x
Finance	x	x	x	x	x		x
Audit	x		x		x		x
Risk management	x		x	x			x
Strategy	x	x	x	x		x	x
Supply chain	x					x	
Leadership	x	x	x	x		x	x
External supervisory board expertise	x		x	x			x
Home & living	x		x	x	x	x	x
Sustainability			x	x	x		x
European work experience	x	x	x	x	x	x	x

Sustainability Expertise in Governance

Westwing systematically ensures the sustainability expertise of its management and supervisory bodies. The Management Board has access to an in-house sustainability team with proven expertise, is supported by external experts as needed, and relies on clearly defined processes for integrating sustainability into decision-making and governance. The Supervisory Board incorporates relevant sustainability expertise through its composition, including experience in social engagement, Environmental, Social, and Governance (ESG)-related committee work in other companies, and active involvement in overseeing sustainability topics within corporate strategy and risk management.

To strengthen ESG expertise, Management Board members receive regular training and briefings on current regulatory developments, particularly regarding the EU Taxonomy, CSRD, and other ESG-related standards. In addition, regular assessments of sustainability risks and opportunities are integrated into strategic decision-making processes.

The Supervisory Board regularly monitors sustainability aspects, particularly through the Audit Committee. It also evaluates the adequacy of its expertise in sustainability through annual self-assessments and consults internal and external sustainability specialists as needed.

This process ensures continuous development and the availability of relevant knowledge to effectively oversee material sustainability impacts, risks, and opportunities. Sustainability topics can thus be monitored with expertise aligned with Westwing’s specific IROs.

ROLES AND RESPONSIBILITIES IN OVERSEEING IROS

The Management Board is responsible for ensuring compliance with all legal provisions, internal policies, and risk management processes. It supervises and has the responsibility for the integration of sustainability objectives within corporate governance and decision-making processes. The Management Board also oversees the implementation of sustainability initiatives, ensuring integration into operational and financial planning. Its role includes setting sustainability-related objectives and monitoring progress through internal governance structures.

The Sustainability Steering Committee, chaired by the Director of Corporate Sustainability, comprises the Management Board, C-level executives from core business areas, and the Group’s Vice President Legal. plays a key role in overseeing sustainability strategy implementation, reviewing progress, and aligning sustainability objectives with financial and operational targets.

The Supervisory Board's responsibilities include overseeing sustainability-related matters, risk management, compliance, and corporate governance. It advises and oversees the Management Board in developing the strategic guidelines for sustainability, ensuring alignment with regulatory requirements and business strategy. The Audit Committee of the Supervisory Board, is responsible for the review and compliance with sustainability reporting, internal controls, and risk management processes, ensuring integration with financial oversight.

The responsibilities of the Management Board and Supervisory Board with respect to IROs are reflected in their mandate as well as in the Sustainability Policy.

DELEGATION AND REPORTING LINES

The Audit Committee of the Supervisory Board monitors the aspects of sustainability and also supervises the broader topics of Governance, Risk, and Compliance (GRC). In this context – next to the Management Board – the Director for Sustainability, the GRC Manager, and the VP Legal report regularly directly to the Audit Committee.

The Corporate Sustainability team (reporting to the CFO) and the Quality and Sustainability team (reporting to the Chief Operations and Sourcing Officer) provide focused expertise to the Management Board, connecting sustainability with financial and operational decision-making. In 2025, sustainability-related expertise was consolidated as the sustainability functions of the Quality and Sustainability team were integrated into the Corporate Sustainability team. This restructuring further strengthened cross-departmental collaboration in materiality assessments and risk evaluations.

INTERNAL CONTROLS

Sustainability-related controls are embedded within Westwing’s GRC framework, linking sustainability with financial reporting and compliance functions for a cohesive management approach. These controls are integrated into existing risk management processes, ensuring that sustainability-related risks are considered in internal risk assessments and reviewed by the Audit Committee. Compliance tracking systems monitor key sustainability performance indicators, which are aligned with broader company risk management functions.

The governance structure supports cross-functional collaboration between finance, compliance, and sustainability teams, reinforcing accountability and ensuring sustainability-related controls are effectively implemented and maintained. These controls are embedded within Westwing's GRC framework, integrating sustainability objectives with financial reporting and compliance functions for a cohesive management approach. While this framework is in place, CRSD-related controls are not yet implemented and are planned for introduction next year.

TARGET SETTING AND MONITORING

The Sustainability Steering Committee, which includes the Management Board, monitors progress quarterly. The Supervisory Board receives at least one annual update from the Management and Corporate Sustainability Team on specific sustainability metrics and the effectiveness of the Sustainability Policy. The Audit Committee reviews regularly sustainability-related risks and mitigation strategies, and monitors compliance with Westwing's broader governance framework.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's management and supervisory bodies

The Sustainability Steering Committee which includes the Management Board is informed by the Corporate Sustainability team about the company's material sustainability IROs as part of the materiality assessment process. It is also informed on a quarterly basis on the effectiveness of due diligence processes and related policies, actions, metrics, and targets, if and as appropriate. The Corporate Sustainability team is responsible for monitoring and analysing these factors across the value chain in cooperation with experts across all Westwing departments. The Audit Committee of the Supervisory Board is updated regularly on key sustainability topics, including material impacts, risks, and opportunities, as well as the implementation and effectiveness of due diligence processes. These updates are provided by the Corporate Sustainability team, which monitors and analyses these factors across the value chain in cooperation with experts across relevant Westwing departments. The Chair of the Audit Committee reports back to the Supervisory Board regularly and ensures that the Supervisory Board is informed about these topics. Additionally, at least once a year, the Director of Sustainability provides an overview directly to the Supervisory Board, covering, as necessary, the results and effectiveness of policies, actions, metrics, and/or targets adopted to address material impacts, risks, and opportunities.

The Management Board and Supervisory Board evaluate IROs as part of their management and oversight duties, focusing on the company's strategy, key transactions, and risk management processes. Each year, sustainability goals are integrated into the company's business strategy as well as into departmental strategies as appropriate. The corporate risk register is updated biannually, under the supervision of the Management Board, to reflect current IROs. The management and supervisory bodies consider IROs through regular reviews of strategy, risk management, and major operational decisions. These reviews include an assessment of trade-offs to align business goals with environmental and social factors.

During the reporting period, the management and supervisory bodies have addressed the IROs related to climate change and energy, resource use and circular economy, own workforce, workers in the value chain, consumers and end-users, and business conduct.

GOV-3 – Integration of sustainability-related performance in incentive schemes

Westwing integrates sustainability performance and climate-related considerations into its incentive schemes of the Management Board through a variable remuneration system, with a portion of the variable pay tied to the achievement of non-financial parameters such as the emission reduction targets. This system comprises a short-term variable remuneration (STI) and long-term variable remuneration (LTI). The STI pertains to annual targets related to sustainability performance, while the LTI is structured to incentivize longer-term environmental and social objectives that align with Westwing's sustainability goals. In accordance with the German Corporate Governance Code, there are no variable components, and therefore no climate-related considerations, in the remuneration of the Supervisory Board.

For 2024, the selected non-financial STI component is the "Share of plastics containing over 60% recycled materials." The selected non-financial LTI components for the 2023–2025 performance period are the "Share of suppliers committed to setting science-based targets (SBTs)" and the "Percentage reduction of Scope 1 and Scope 2 emissions. A significant portion of the variable remuneration consists of share-based payments, aligning management's interests with those of shareholders. Other remuneration components are designed to support sustainability goals. Sustainability-linked remuneration accounts for 20% of the total long-term variable remuneration.

Sustainability-related performance metrics are not currently considered as performance benchmarks or included in remuneration policies. This exclusion reflects a current focus on financial performance metrics as the primary benchmarks in remuneration policies.

The remuneration system for the Management Board is established by the Supervisory Board based on the remuneration systems approved by the Annual General Meeting (AGM). The Remuneration Committee of the Supervisory Board prepares the details and provides recommendations to the full Supervisory Board. The current remuneration system was approved by shareholders at the 2023 AGM, and the remuneration report for FY 2023 was further approved at the 2024 AGM. This process reflects a structured governance approach to regularly updating and approving the remuneration framework. This process reflects a structured governance approach to regularly updating and approving the remuneration framework.

GOV-4 – Statement on due diligence

Core elements of due diligence	Disclosure Requirements	Section and page in the sustainability report
Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the undertaking's management and supervisory bodies	GOV-2 – Information provided to and sustainability matters addressed by the undertaking's management and supervisory bodies (p.61)
	ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes	GOV-3 – Integration of sustainability-related performance in incentive schemes (p.62)
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model (p.69)
Engaging with affected stakeholders	ESRS 2 GOV-2	GOV-2 – Information provided to and sustainability matters addressed by the undertaking's management and supervisory bodies (p.61)
	ESRS 2 SBM-2: Interests and views of stakeholders	SBM-2 – Interests and views of stakeholders (p.68)
	ESRS 2 IRO-1	IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities (p.73)
	ESRS 2 MDR-P Topical ESRS: reflecting the different stages and purposes of stakeholder engagement throughout the due diligence process	E1-2 – Policies related to climate change mitigation and adaptation (p.96) E5-1 – Policies related to resource use and circular economy (p.112) G1-1 – Business conduct policies and corporate culture (p.168) S1-1 – Policies related to own workforce (p.129) S2-1 – Policies related to value chain workers (p.146) S4-1 – Policies related to consumers and end-users (p.158)
Identifying and assessing negative impacts on people and the environment	ESRS 2 IRO-1 (including Application Requirements related to specific sustainability matters in the relevant ESRS)	IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities (p.73)
	ESRS 2 SBM-3	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model (p.69)
Taking action to address negative impacts on people and the environment	ESRS 2 MDR-A Topical ESRS: reflecting the range of actions, including transition plans, through which impacts are addressed	E1-3 – Actions and resources in relation to climate change policies (p.97) E5-2 – Actions and resources related to resource use and circular economy (p.113) S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions (p.135) S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions (p.149) S4-4 – Taking action on material impacts on consumers and end-users (p.161)

Core elements of due diligence	Disclosure Requirements	Section and page in the sustainability report
Tracking the effectiveness of these efforts	ESRS 2 MDR-M	E1-5 – Energy consumption and mix (p.106) E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions (p.108) E1-7 – GHG removals and GHG mitigation projects finance through carbon credits (p.111) E5-4 – Resource inflows (p.124) E5-5 – Resource outflows (p.126) S1-6 – Characteristics of employees within the company's workforce (p.140) S1-14 – Health and safety metrics (p.142) S1-17 – Incidents, complaints and severe human rights impacts (p.143)
	ESRS 2 MDR-T Topical ESRS: regarding metrics and targets	E1-4 – Targets related to climate change mitigation and adaptation (p.102) E5-3 – Targets related to resource use and circular economy (p.117) S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (p.138)

GOV-5 – Risk management and internal controls over sustainability reporting

Westwing's risk management and internal control processes in relation to sustainability reporting are designed to ensure accuracy and reliability, particularly for ESG metrics. These processes are built on the COSO framework (Committee of Sponsoring Organizations of the Treadway Commission), which includes control environment, risk assessment, control activities, information and communication, and monitoring. The Non-Financial Internal Control System is a key feature, providing a structured approach to managing and mitigating risks related to non-financial reporting, including compliance with regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD). This framework is planned for implementation next year.

Westwing's risk assessment is carried out through a detailed risk manual that undergoes regular review and updates. All risks are assessed based on their likelihood and potential impact over a one-year horizon. Mitigation measures are considered, and an aggregated risk assessment is conducted for the most critical risks, rated on a scale from "low" to "extreme." This prioritization ensures that the most significant risks are addressed with appropriate mitigation strategies.

Key risks identified within the sustainability reporting process include non-compliance with the CSRD regulation and the potential for receiving an adverse opinion from external auditors. These risks pose reputational and financial threats to Westwing. In response, Westwing has updated its risk catalogue to include these risks and has implemented the COSO-based Non-Financial Internal Control System to mitigate them. Controls are in place to help ensure that sustainability data is accurately reported, and any gaps identified during assessments are addressed through corrective action plans.

The findings from Westwing's risk assessments and internal controls are integrated into the company's relevant internal functions and processes. Corrective action plans, informed by risk assessment outcomes, are developed and implemented by the responsible departments. This integration aims to ensure that sustainability reporting practices are continuously improved, and any risks identified are systematically addressed. Continuous monitoring reinforces accountability and ensures that team members are aware of their roles in maintaining data integrity.

Specific risks monitored include the completeness and integrity of data, estimation accuracy, data availability from upstream and downstream sources, and timing for the inclusion of this information in the reporting cycle.

Westwing's findings related to risk assessments and internal control evaluations are periodically reported to the Management and Supervisory Board (and/or the Audit Committee). These reports provide insights into the effectiveness of internal controls and highlight any risks related to sustainability reporting. This is aimed to enable the management and supervisory bodies to oversee the sustainability reporting process, ensuring compliance and alignment with the company's risk management objectives.

4.1.3 STRATEGY

SBM-1 – Strategy, business model and value chain

Westwing aims to be Europe's leading one-stop destination for premium home and living. The company offers a carefully curated selection of Home & Living products across key categories such as textiles, décor, kitchen accessories, lighting, and furniture. Each item is thoughtfully designed and sourced to balance premium quality with responsible material choices, including an increasing share of certified and recycled materials where feasible. In addition to its own collection, Westwing provides a curated range of premium products from third-party brands, complemented by regularly refreshed content featuring daily shopping themes. The company does not impose product bans in specific markets, enabling it to offer a diverse assortment of items across regions. The product categories for the Westwing Collection remained consistent during the reporting year.

In 2024, Westwing expanded its operations to include Portugal, bringing its presence to a total of 12 European countries. The company's business is divided into two primary segments: DACH, which includes Germany, Switzerland, and Austria, and the International segment, which covers Spain, Portugal, Italy, France, Poland, the Czech Republic, Slovakia, Belgium, and the Netherlands. The company's key customer group, the "Design Lover" community, values premium design products which aligns with the emphasis on high-quality and durable products. This focus supports the increasing integration of certified materials and responsible sourcing practices. Additionally, growing sustainability awareness among consumers in key European markets drives efforts to improve transparency and product sustainability information.

As of December 2024, Westwing employs a total of 1,392 people, with 660 based in Germany, 667 in Poland and 54 in other locations. In 2024, the company generated total revenue of €444 million, with 57% coming from the DACH region and 43% from international markets. As a retail company without own manufacturing facilities, Westwing's primary impacts and risks are concentrated within its value chain, particularly in its supply chain. Westwing is not involved in industries such as fossil fuels, chemical production, controversial weapons, or tobacco cultivation and production.

Westwing’s sustainability goals focus on areas where the company has greater operational control, particularly the Westwing Collection and its supplier base, as well as the countries where most of its operations are located - Germany and Poland. These goals also emphasize strengthening relationships with key stakeholders, including suppliers, logistics partners, and customers, to drive progress toward sustainability targets. For instance, supplier engagement initiatives focus on sustainable sourcing practices, while logistics partners are involved in efforts to reduce emissions.

Westwing prioritises the Westwing Collection in its sustainability strategy, increasing the use of certified materials and responsible sourcing. Additionally, as a curated platform, it influences sustainability through third-party brand selection. Across its 12 European markets, customer expectations for responsible products drive efforts to improve transparency and offer more sustainable options.

Westwing’s key customer groups shape its sustainability approach. "Design Lovers" prioritise premium aesthetics and durability, reinforcing the focus on high-quality, long-lasting products. Sustainability-conscious consumers expect clear information on product certifications and sourcing. Additionally, consumers who rely on product labels and manuals to prevent misuse, particularly for items with potential health or safety implications, are a key consideration in Westwing’s approach to transparency. Ensuring product information is accessible and accurate supports responsible consumption.

As Westwing expands its collection, product range, and offline presence, key sustainability challenges include logistics emissions, packaging waste, and supply chain risks. Planned initiatives such as improving logistics efficiency and increasing European-based sourcing aim to mitigate these impacts while maintaining sustainability progress across all markets.

In the context of Westwing’s expansion, collecting data from offline stores on energy consumption and emissions will be important to enhance our sustainability reporting and keep us aligned with our targets as we expand.

BUSINESS MODEL AND VALUE CHAIN

(a) **Inputs and Approach to Securing Them**

Westwing’s business model is built on sourcing key materials such as wood, cotton, wool, and leather from suppliers primarily located in Europe and Asia. These materials are critical for manufacturing products for both the Westwing Collection and third-party brands. Key activities in securing these materials include product development, sourcing, procurement, and quality control.

Westwing aims to ensure the quality of materials used in the Westwing Collection through strategic, long-term relationships with suppliers, though the company has limited operational control over them. This effort is supported by a combination of strategic suppliers and in-house design and buying teams that develop and curate the Westwing Collection. Investments in talent and technology also play a critical role in securing and optimizing inputs for the company’s unique group strategy.

From a materiality perspective, the upstream value chain for the Westwing Collection is essential to value creation, as it directly impacts the availability, quality, and cost structure of materials. Through a materiality assessment conducted under ESRS 1, Chapter 3, the company has identified raw material price fluctuations and supply chain disruptions as key risks, particularly relevant in the home furnishings sector. These risks have prompted Westwing to prioritize sustainable sourcing practices and minimize resource use where possible in the creation of the Westwing Collection.

(b) **Outputs and Outcomes for Customers, Investors, and Other Stakeholders**

Westwing's outputs primarily consist of a wide array of Home & Living products sold via its e-commerce platform, with the Westwing Collection contributing more than 50% of the gross merchandise value (GMV). Current benefits of these outputs for customers include a differentiated shopping experience that aims to blend lifestyle content with premium products. Expected benefits of these outputs for customers include long-term satisfaction, supported by the Westwing Collection's continued expansion and enhanced product quality.

The key resources driving these outputs include Westwing's in-house design teams, who aim to create exclusive product designs, and marketing and creative teams, whose goal is to lead impactful brand and product campaigns. These teams also strive to develop engaging daily content that inspires customers, fosters high retention rates, and strengthens the brand's presence.

For investors, current benefits of Westwing's outputs include a clear path to improved profitability and cash flow, driven by the strategic focus on high-margin proprietary products and operational efficiency, supported by financial performance metrics such as €444 million in revenue and an Adjusted EBITDA of €24 million in 2024. Expected benefits for investors include higher enterprise valuation based on further profitability improvements, driven by the continued expansion of the Westwing Collection, efficiency improvement measures, and scale effects from expansion.

For other stakeholders, including employees and the broader community, Westwing delivers current benefits of its outputs, such as employment opportunities and contributions to addressing sustainability challenges. Expected benefits for these stakeholders include enhanced career opportunities for employees through company growth and broader adoption of sustainable practices throughout the value chain, including further reductions in environmental impacts through minimising packaging waste and emissions reductions.

Customer satisfaction is key in driving repeat business and long-term growth. The downstream value chain also presents expected downstream outcomes, such as opportunities for further optimisation, including reducing carbon emissions through enhanced packaging and operational efficiencies.

(c) Main Features of the Upstream and Downstream Value Chain

Westwing's upstream value chain encompasses the sourcing, procurement, and shipment of products to its logistics centre. The key business actors in this value chain include Westwing Collection suppliers and third-party brands located in Europe and Asia, as well as logistics operators responsible for transporting goods. Westwing acts as a strategic partner to its suppliers, focusing on quality management while having limited direct operational control. These suppliers provide essential materials and products that significantly contribute to Westwing's gross merchandise value, particularly through the Westwing Collection, which accounts for more than half of the company's sales.

Downstream, Westwing oversees the packaging, order processing, and shipment of products to customers across 12 European countries. Distribution channels involve third-party logistics operators, complemented by partial control over deliveries through the Westwing Delivery Service. Efficient logistics are critical to Westwing's business, as fast and reliable delivery enhances customer loyalty and drives repeat purchases. The company's logistics providers play a vital role in this value chain, ensuring products are delivered efficiently, safely, and on time, contributing to Westwing's overall performance.

SBM-2 – Interests and views of stakeholders

Westwing engages with its primary stakeholders—investors, customers, employees, suppliers, and business partners—through dedicated channels tailored to each relationship. Investor relations are managed via quarterly earnings calls, investor conferences and meetings, and the investor relations website. Employee feedback is collected through regular surveys, the eNPS (employee Net Promoter Score), and company-wide meetings. Customer input is gathered via surveys, product reviews, and customer service interactions. Suppliers engage through performance reviews, audits, and regular business meetings.

The purpose of engagement varies for each stakeholder group: for investors, it focuses on transparency and financial performance; for employees, it emphasizes workplace culture and satisfaction; for customers, it aims to improve product offerings and experiences; and for suppliers and business partners, it ensures quality, sustainability alignment, competitive pricing, and reliable product availability.

Westwing recognizes that aspects of its business model, such as reliance on logistics operations and a temporary workforce structure, may influence workforce-related risks, particularly regarding health and safety. To mitigate these risks, the company implements relevant training and collects stakeholder feedback through surveys and meetings. Insights into workforce interests, including health and safety, well-being, and professional development, are analyzed to refine operations and adjust working conditions, training, and development programs. This ensures workforce needs are integrated into the business model and strategic decisions, reflecting Westwing's commitment to fair and safe workplace practices.

Value chain workers are key stakeholders affected by Westwing's sourcing practices, particularly regarding human rights and fair working conditions. While Westwing does not directly engage with value chain workers, it relies on recognized bodies to conduct social audits assessing their rights and well-being. These audits inform strategic decisions on responsible sourcing and supplier relationships, supporting a sustainable and ethical business model aligned with stakeholder expectations.

Consumers and end-users play a central role in Westwing's strategy, particularly regarding sustainability, product safety, data protection, and transparent communication. Feedback from surveys, product reviews, and other channels highlights consumer interests such as reliable products, privacy-respecting services, and sustainability information. These insights influence product design, customer service strategies, and marketing practices aimed at building consumer trust. Policies like the Information Security Policy ensure GDPR-compliant handling of consumer data, while product safety standards address concerns around health and satisfaction by maintaining high-quality offerings. Responsible marketing practices further enhance consumer trust and market differentiation by prioritizing transparency.

Westwing's engagement activities guide strategic decisions and align operations with stakeholder expectations, particularly around sustainability. The Corporate Sustainability team evaluates feedback through the double materiality assessment under the CSRD and shares relevant insights with the Sustainability Steering Committee to address identified gaps.

Different teams provide regular updates to the management, and supervisory bodies on stakeholder feedback. For example, customer feedback may influence product design and material sourcing, while employee input shapes workplace culture and policies. Progress towards value chain-related targets, such as social audits and social management systems, is also reported to these bodies, ensuring alignment with stakeholder interests and rights.

Recent strategic amendments include a focus on sustainable product sourcing reflecting consumer and regulatory feedback. These changes aim to strengthen consumer trust and meet expectations around sustainability and privacy. Additionally, Westwing has prioritized European suppliers to align with consumer preferences and sustainability and operational efficiency goals. While these adjustments are expected to positively influence consumer perceptions, no significant changes to stakeholder relationships or perceptions are anticipated, and no further steps are currently planned.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The materiality assessment has shown that the main IROs for Westwing are as follows. Please refer to section IRO-1 for the detailed materiality assessment process.

Topic	Description	Impact, Risk, Opportunity	Value chain	Time Horizon
E1 - Climate Change	Carbon emissions from supply chain, logistics and own operations	Actual negative impact	Upstream	Short-term
E1 - Climate Change	Reduced production of raw materials (e.g., wood, cotton) and complications in finishing processes, resulting in increased costs and prices due to water scarcity	Risk	Upstream	Long-term
E1 - Climate Change	Damages and disruptions in the logistics chain and the production of raw material due to extreme weather events resulting in increased prices	Risk	Upstream	Long-term
E1 - Climate Change	Increased costs of implementing decarbonisation technologies and/or transitioning to lower-carbon footprint production	Risk	Own operations	Medium-term
E1 - Climate Change	Cost savings and greater customer appeal through adoption of renewable energy sources, energy efficiencies and strategic partnerships with sustainable energy providers	Opportunity	Own operations	Medium-term
E1 - Climate Change	Increased manufacturing and logistics costs due to dependencies on energy-intensive processes and non-renewable energy sources in the value chain	Risk	Upstream	Long-term
E5 - Circular economy	Resource use as a result of supplying home & living products	Actual negative impact	Upstream	Short-term
E5 - Circular economy	Increased revenue and competitive advantage from growing demand for resale, refurbished, and sustainable products driven by shifting consumer preferences	Opportunity	Own operations	Long-term
E5 - Circular economy	Reduced customer loyalty and revenues resulting from failure to adapt and respond to customers' sustainability preferences on local country markets	Risk	Own operations	Long-term
E5 - Circular economy	Cost savings and improved operational efficiency through resource optimisation	Opportunity	Upstream	Medium-term
E5 - Circular economy	Cost savings, and increased customer loyalty through resource efficiency, waste reduction, and circular product design	Opportunity	Upstream	Medium-term

Topic	Description	Impact, Risk, Opportunity	Value chain	Time Horizon
E5 - Circular economy	Higher costs, and regulatory non-compliance due to inefficient resource use in the value chain	Risk	Upstream	Medium-term
E5 - Circular economy	Operational risks due to increased costs and complexities from warranties, returns, and customer care in circular business models	Risk	Own operations	Long-term
S1 - Own workforce	Legal liabilities, reputational damage, and litigations due to poor working conditions such as inadequate health and safety measures	Risk	Own operations	Short-term
S2 - Workers in the value chain	Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions	Potential positive impact	Upstream	Short-term
S2 - Workers in the value chain	Reputational damage, supply chain disruptions, and legal liabilities due to labour rights violations within the value chain	Risk	Upstream	Short-term
S4 - Consumers and end-users	Consumers adopt more sustainable lifestyles by promoting responsible consumption and providing adequate sustainability information	Potential positive impact	Downstream	Long-term
S4 - Consumers and end-users	Consumer harm or dissatisfaction from supplying unsafe or unreliable products	Potential negative impact	Downstream	Short-term
S4 - Consumers and end-users	Reduced customer trust, increased costs and potential legal liabilities due to product quality issues	Risk	Downstream	Short-term
G1 - Business Conduct	Reputational damage and regulatory penalties arising from non-compliance with ethical standards and business conduct policies	Risk	Own operations	Long-term

Westwing's material IROs arise from its operational activities and extensive relationships within its upstream and downstream value chain. These impacts are central to Westwing's business model, informing its approach to sustainable operations, product sourcing, distribution, and customer engagement. Through a materiality assessment, Westwing identified key focus areas across climate change, circular economy, labour conditions (own operations/value chain), and consumers/end-users, which influence the company's decision-making and strategic adaptations.

MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES ACROSS OPERATIONS AND THE VALUE CHAIN

Westwing's operations, primarily based at its headquarters in Germany and logistics centre in Poland, contribute to carbon emissions and resource use impacts. To address these challenges, Westwing implements energy-efficient practices, waste reduction programs, and renewable electricity sourcing wherever possible to minimize its environmental footprint.

In its upstream value chain, the company prioritizes sustainable materials such as Forest Stewardship Council (FSC)-certified wood and organic cotton, reducing environmental degradation risks and aligning with its sustainable product strategy. This commitment is supported by partnerships with Westwing Collection suppliers, many of which are based in Europe. Regular supplier audits ensure compliance with fair labour practices and sustainable standards, mitigating reputational and compliance risks related to labour conditions.

In the downstream value chain, Westwing's distribution network spans 12 European countries. The company minimizes environmental impact through optimized logistics and efficient routing. Furthermore, its product design emphasizes durability and recyclability, addressing increasing customer demand for sustainable products while fostering brand loyalty over the long term.

EFFECTS ON BUSINESS MODEL, STRATEGY, AND DECISION-MAKING

Westwing's strategy and business model are shaped by material IROsacross key areas such as climate change, circular economy, workforce, and value chain. Immediate measures, such as sustainable sourcing, packaging optimisation, and waste reduction, address short-term challenges like carbon emissions and operational efficiencies, aligning with resource optimisation goals. Current opportunities, such as adopting energy-efficient practices and leveraging circular product design, contribute to cost savings and enhance customer loyalty, further strengthening the business model.

Anticipated effects of long-term risks, such as resource scarcity and disruptions in logistics and raw material production due to climate change, drive Westwing's focus on diversifying sourcing strategies. Similarly, medium-term risks, including rising costs in manufacturing and logistics, influence sourcing decisions and supplier partnerships. In parallel, long-term opportunities, such as the growing demand for resale and refurbished products, shape efforts to enhance product durability and refurbishment capabilities, ensuring alignment with shifting consumer preferences and sustainability goals.

Westwing's value chain is influenced by risks like regulatory compliance challenges and inefficiencies in resource use, which necessitate enhanced supplier engagement strategies. At the same time, opportunities such as resource optimisation and emissions reductions are pursued to achieve cost savings and support environmental objectives.

Decision-making processes are informed by material impacts, risks, and opportunities, with priorities set around addressing regulatory compliance risks. Strategic adjustments, such as strengthening supplier relationships, reflect Westwing's proactive approach to managing these factors while adapting to long-term sustainability and operational challenges.

CONNECTION OF IMPACTS TO STRATEGY, TIME HORIZONS, AND NATURE OF INVOLVEMENT

Westwing's strategy and business model impact both people and the environment, with specific actions in place to manage these effects. Carbon emissions from logistics, supply chain activities, and internal operations contribute to climate change, creating short-term environmental challenges. These emissions stem directly from Westwing's operational and distribution model across Europe. To address this, the company is implementing energy-efficient practices, packaging and waste reduction programs, and increasing its use of renewable electricity, aligning its operations with environmental goals in the short and medium term.

Resource use in sourcing materials for Westwing's products also impacts the environment, particularly within the upstream supply chain. To mitigate these effects, Westwing prioritizes sustainable materials, such as FSC-certified wood and organic cotton, as part of its sustainable product strategy. This approach reduces resource-related impacts and strengthens the company's commitment to sustainability through partnerships with responsible suppliers.

Social impacts are also a key focus for Westwing, particularly in the upstream supply chain. The company promotes fair and ethical treatment of workers by supporting labour standards and social responsibility through its partnerships with Westwing Collection suppliers. Regular audits ensure compliance with these standards, reducing short-term compliance and reputational risks related to worker treatment.

In the downstream value chain, Westwing manages potential negative impacts on consumer safety and satisfaction through stringent quality controls to prevent harm from unsafe products. Additionally, by providing sustainability information, Westwing encourages responsible consumer choices, contributing to long-term brand trust as demand for sustainable products continues to grow. This downstream impact on consumer behaviour aligns with Westwing's mission to offer safe, reliable home and living products and supports its long-term engagement goals.

STRATEGIC ADAPTATIONS AND FUTURE COMMITMENTS

Westwing continually evolves its strategy, prioritising sustainable sourcing, energy-efficient upgrades, and waste reduction to address its material impacts. These adaptations help to ensure that Westwing remains aligned with regulatory requirements, customer demands, and long-term growth objectives, providing resilience across its value chain.

FINANCIAL EFFECTS

Based on our climate risk assessments and double materiality assessment, we have not identified any current financial effects of our material risks and opportunities on our financial position, performance, or cash flows.

INVESTMENT AND FUNDING

Westwing's current investments are focused on reducing carbon emissions, enhancing resource efficiency, and sourcing sustainably. While these initiatives are intended to support long-term financial and sustainability goals, they remain flexible and are not yet contractually committed, allowing Westwing to adjust its plans as needed. Funding will primarily come from internal sources.

Westwing has assessed the resilience of its strategy and business model by evaluating its capacity to address material impacts, risks, and opportunities through existing risk management and business planning processes. This assessment considered short- and medium-term risks, including regulatory changes, supply chain disruptions, and operational constraints in leased logistics centres, as well as opportunities arising from expanding sustainable product lines and responsible sourcing. Westwing's sustainability-focused practices inherently reinforce this resilience by integrating sustainability into core business functions. For example, sustainable sourcing and packaging optimisation reduce environmental impacts, while efforts to strengthen supplier relationships mitigate risks related to regulatory compliance and resource scarcity. Additionally, the focus on product durability and longevity aligns with consumer demand, enabling Westwing to capture market opportunities. A more structured and comprehensive resilience analysis, incorporating long-term time horizons and scenario-based assessments, is planned for completion in 2025.

Material IROs are reported this year for the first time. In this report, with the exception of IROs linked to resource outflows related to products and services, the personal health and safety of consumers and/or end-users, and business conduct, all other IROs are covered by entity-specific disclosures in addition to the ESRS Disclosure Requirements.

4.1.4 IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

IMPACTS

The Double Materiality Assessment (DMA) enabled Westwing to identify and evaluate its environmental and social impacts across the upstream, internal, and downstream value chain. Aligned with CSRD requirements, the assessment process involves selecting relevant ESG topics, evaluating impacts across the value chain, and gathering stakeholder insights on both potential and actual effects on people and the environment. The assessment outputs inform Westwing's corporate risk management process for sustainability-related risks, ensuring alignment with the company's broader risk framework. This approach is guided by a due diligence framework that prioritizes factors increasing the risk of adverse impacts, such as specific geographies, business relationships, and operational activities.

The assessment examines potential and actual impacts on people, including unsafe working conditions, limited growth opportunities, and risks to physical and mental health, as well as environmental impacts. These are evaluated across Westwing's own operations, including its logistics centre and offices, and its business relationships, encompassing suppliers and downstream logistics such as final customer delivery. Expert judgment and stakeholder engagement—through surveys, interviews, and follow-ups with employees, customers, suppliers, business partners, and top management—are key to gathering and interpreting views on material topics and their associated impacts. Stakeholders are ranked by influence, urgency, and legitimacy to weigh their input appropriately, and external experts are consulted for additional insights on complex issues.

Negative and positive impacts are then prioritized based on their severity and likelihood, with a focus on those with the most significant adverse effects, such as unsafe working conditions or human rights violations, and environmental harms. Negative impacts are assessed by their scale, scope, and remediability, while positive impacts are evaluated by their scale and scope. Materiality thresholds, as defined by ESRS standards, determine which impacts are deemed material, using a 5-point scale where a severity score of 3 or above designates an impact as material.

For each material impact identified, the information disclosed is selected based on its relevance to stakeholders and alignment with ESRS disclosure requirements. This ensures that disclosed information reflects the most significant and actionable aspects of material impacts on people and the environment.

The process to monitor impacts on people and the environment includes periodic engagement with stakeholders such as employees, customers, and suppliers, along with internal reviews of operational practices, supplier audits, desk research and the analysis of key performance indicators related to identified material impacts. The monitoring process is aimed at the evaluation of both negative and positive impacts on people and the environment, enabling updates to the priorities, mitigation strategies and the corporate risk management, as necessary.

FINANCIAL RISKS AND OPPORTUNITIES

In addition to assessing impacts, the DMA incorporates an evaluation of financial risks and opportunities linked to ESG issues, linking Westwing's identified impacts with associated financial dependencies to create a view of potential effects on financial stability. While impacts and opportunities are not part of Westwing's corporate risk management framework, impacts are assessed separately through the DMA to support strategic business planning and provide context for related risks and opportunities. Sustainability-related risks, however, are integrated into the corporate risk management process and inform decision-making at both operational and strategic levels. This integration focuses on risks arising from dependencies on natural and human resources. For instance, resource scarcity may increase financial risks through higher costs, while adopting sustainable practices can generate opportunities for cost-saving efficiencies.

Westwing assesses the likelihood, magnitude, and nature of financial risks using a 5-point scale and established thresholds from its general risk management process, where the magnitude, whether low or high, is linked to specific monetary sums. The process for identifying sustainability-related risks and opportunities involves collecting data from internal and external sources, evaluating potential dependencies, and determining material risks and opportunities. These are then assessed for their impact on financial and operational outcomes, ensuring consistency with the corporate risk management methodology. The extent of integration is focused on material sustainability-related risks, which are categorised and prioritised alongside other strategic risks to support Westwing's overall risk management objectives. This structured approach links sustainability-related risks to defined financial outcomes, helping Westwing prioritise these risks alongside other types within its broader risk strategy. Financial materiality is designated when the score (likelihood * magnitude) reaches a threshold of 3 or above and/or magnitude has a value of 3 or above. For each material risk and opportunity identified, the information disclosed is determined based on its relevance to financial stakeholders and alignment with ESRS disclosure requirements, ensuring transparency and prioritisation of significant financial effects.

CLIMATE-RELATED IROS

To assess its climate-related impacts, Westwing has focused on its GHG emissions across Scopes 1, 2, and 3. Scope 1 emissions encompass direct emissions from Westwing's operations, including heating systems and company vehicles. Scope 2 covers indirect emissions from purchased electricity, while Scope 3 addresses emissions generated along the value chain, such as raw material sourcing, transportation, and product disposal.

Westwing's assessment considered the company's full carbon footprint by evaluating both current and potential future GHG emission sources. This screening process includes setting assessment boundaries, gathering internal and external data, and evaluating emissions from both operational and supply chain activities. Beyond present operations, the assessment also anticipates future growth, projected energy needs, and potential shifts in material sourcing that may influence GHG emissions. Additional climate-related impacts, such as land-use changes within the supply chain, are also considered where relevant.

Using data collected from operations and its value chain, Westwing assesses total GHG emissions and compares these against its science-based targets. This assessment supports strategic planning aimed at increasing renewable energy use and energy efficiency in its operations.

Risks

Westwing's climate-related scenario analysis informs the identification and assessment of both physical and transition risks and opportunities across the short-, medium-, and long-term time horizons. The short-term (1–3 years), medium-term (3–10 years), and long-term (up to 2050) definitions broadly reflect Westwing's planning approach, which typically focuses on the next year for operational decisions, three-year horizons for business growth and strategy execution, and longer-term considerations for sustainability and market developments. While not fully aligned, these horizons are used as a basis for capital allocation decisions: short-term investments address immediate operational priorities, medium-term allocations support strategic growth and resilience initiatives, and longer-term considerations inform high-level evaluations of energy and infrastructure needs.

The climate-related scenario analysis includes identifying climate hazards and transition events and assessing how assets and business activities are exposed to and sensitive to these hazards and events, resulting in gross climate risks. Transition events were identified through desk research, focusing on publicly available sources such as regulatory roadmaps, industry reports, and climate science literature, including the IPCC Sixth Assessment Report (AR6). This research aimed to understand potential drivers of change, such as stricter emissions regulations, technological advancements, and shifts in consumer preferences for sustainable products. Transition events were assessed for their relevance to Westwing's operations and value chain, highlighting potential exposure to increased compliance costs, supply chain disruptions, and changing consumer demand. This analysis is qualitative in nature and serves as a preliminary step toward more detailed assessments. The assessment considered short-term (1–3 years), medium-term (3–10 years), and long-term (up to 2050) timeframes to address immediate and future impacts. The scenarios used—SSP5-8.5 (high-emissions) and SSP1-2.6 (low-emissions)—were selected for their alignment with state-of-the-art climate science, however, the scenario analysis does not currently include a specific 1.5°C-aligned scenario, such as SSP1-1.9. Developed by the climate research community through collaboration, these scenarios are widely recognized and form part of the IPCC Sixth Assessment Report. The scenario analysis considers key forces such as policy changes, macroeconomic trends, energy usage, and technological developments. For example, assumptions about regulatory policies and emissions standards are used to evaluate potential impacts on costs and supply chain disruptions. Key constraints of the scenarios include uncertainties in climate projections, particularly regarding the frequency and severity of extreme weather events, and the lack of granular, localized data. Assumptions about policy, technology, and socio-economic conditions may not fully reflect future developments, and the static nature of these assumptions limits adaptability. Additionally, long-term projections are less reliable due to the complexity of climate systems and interdependencies with other risks.

By using these two scenarios, both worst-case and best-case climate futures are addressed, covering a spectrum of potential impacts on operations. This approach enables the anticipation of supply chain disruptions, infrastructure vulnerabilities, and changes in consumer behaviour, allowing resilient strategies and adaptation plans to be developed to mitigate risks and seize opportunities across different time horizons.

Westwing does not currently align specific climate scenarios with the assumptions applied in its financial statements. The company's financial projections do not incorporate climate-related IROs, nor are differentiated discount rates or time horizons explicitly used to account for such uncertainties. However, Westwing remains aware of the potential long-term impacts of market trends and regulatory changes related to climate, which may influence broader strategic decisions over time. Scenario inputs were drawn from regional data sources where available. Future scenario analysis will seek to incorporate more location-specific data where possible to enhance the understanding of regional climate vulnerabilities specific to Westwing's main markets and supply chain locations as well as quantitative information. As the company refines its approach to climate-related risks and opportunities, it may further integrate these considerations into financial planning processes.

Physical Risks

Westwing identified and assessed climate-related physical risks that could impact its business across its operations and along its upstream and downstream value chain over the short, medium and long term using the SSP5-8.5 high-emission scenario. This scenario assumes continued reliance on fossil fuels and limited mitigation measures, resulting in a high-emission, high-temperature pathway. It includes a projected global temperature rise of 4°C or more by 2100, significant sea level rise of up to one meter, and increased frequency and severity of extreme weather events. Key identified climate related hazards included chronic risks such as water scarcity and heat stress, and acute risks like extreme weather events, including floods and storms. The analysis also considered temperature-related hazards, such as heatwaves; water-related risks, including droughts and floods; and soil-related vulnerabilities that could impact sourcing regions in Asia and Europe. Under this scenario, an increased frequency of extreme weather events is assumed, posing risks to supply chains and logistics infrastructure for our retail operations, particularly over the medium and long term. This necessitates potential investments in resilient infrastructure and diversified supplier networks.

Over the short term (1–3 years), acute risks such as extreme weather events (e.g., storms and floods) were identified as key hazards due to their potential to disrupt logistics and supply chains. Over the medium term (3–10 years), chronic risks, such as water scarcity and heat stress, are expected to increase in relevance, alongside continuing acute risks. Long-term risks (up to 2050) include both chronic risks, such as prolonged droughts and soil degradation, and the compounded effects of frequent extreme weather events, impacting sourcing regions and logistics infrastructure. These time horizons were defined to align with Westwing's operational and strategic planning: short-term risks reflect immediate supply chain needs, medium-term risks align with typical supplier contract durations, and long-term risks consider infrastructure lifetimes.

Westwing conducted a high-level screening to assess whether its assets and business activities may be exposed to the identified hazards. This screening relied on desk research, focusing on publicly available climate risk data, such as regional projections and general hazard mappings (e.g., IPCC reports), to identify areas of potential exposure. While detailed geospatial analysis was not conducted, the process highlighted risks in sourcing regions in Asia and Europe, particularly for areas likely to experience water stress or extreme weather events under the SSP5-8.5 scenario.

Westwing evaluated the exposure and sensitivity of its assets, activities, and suppliers to each identified risk. Risks were prioritised by likelihood and severity, supported by publicly available data where available. The assessment applied region-specific data, as feasible, to understand vulnerability across key sourcing and logistics regions, focusing on areas most likely to experience significant climate impacts. By examining the vulnerability of its operations and supply chain, Westwing aimed to identify gross physical risks that could emerge under severe climate conditions, informing its strategic risk management.

Transition Risks and Opportunities

Westwing identified transition risks and opportunities within its operations and value chain over the short, medium and long term by using the SSP1-2.6 low-emissions scenario. The analysis also drew on data from the International Energy Agency's Net Zero Emissions by 2050 scenario to assess the effect of potential regulatory trends, market developments, and technological innovation opportunities. The SSP1-2.6 scenario describes a world where strong climate action drives transition to a low-carbon economy, with widespread adoption of clean technologies. The global temperature rise is limited to 1.5°C to 2°C above pre-industrial levels by 2100, with gradual warming. Sea level rise is projected to be between 0.3 to 0.6 meters, reducing the risk of severe coastal flooding. The IEA Net Zero Emissions by 2050 Scenario prepares for a future where advanced economies achieve net zero emissions ahead of emerging markets. By evaluating these scenarios, Westwing assessed the likelihood, magnitude and duration of transition events, enabling it to prioritise risks.

This approach allowed Westwing to gauge its capacity to adopt low-carbon technologies and adjust product offerings to meet emerging sustainability standards, identifying both risks and opportunities linked to the shift toward a low-carbon economy.

CIRCULAR ECONOMY AND RESOURCE USE IROS

Westwing's assessment of IROs related to resource use and the circular economy aligns with the ESRS 2 IRO-1 guidance. This structured approach prioritises resource inflows, outflows, and waste management across the value chain.

Based on the Locate, Evaluate, Assess and Prepare (LEAP) approach, the materiality assessment began by identifying where Westwing's operations and value chain interact with environmental resources. Key stages were identified, including sourcing, warehousing, logistics, and end-of-life product management. This helped locate dependencies on renewable and non-renewable resources, assess environmental impacts, and classify these as either actual or potential over the short-, medium-, and long-term horizons.

To ensure thorough identification of IROs, Westwing screened its assets and activities across its value chain, including the leased logistics centre and stores, to identify areas of significant resource use, emissions, and waste generation. The screening assumed that impacts stem mainly from sourcing, packaging, logistics, and product end-of-life.The methodologies used included desk research, expert judgment, the existing risk management system, and benchmarking against industry standards and peers. Findings were validated through consultations with stakeholders, including suppliers, customers, and internal experts, who provided valuable insights into resource use and circular economy considerations. Though no direct consultations with affected communities were conducted, this stakeholder feedback informed the materiality assessment and supported decision-making on resource use and circularity goals.

The assessment examined resource inflows, focusing on circularity and optimisation of renewable and non-renewable material use. For resource outflows, it assessed impacts linked to products and services, particularly regarding waste reduction and hazardous waste management. Internal methodologies, combined with benchmarking against peers, provided a framework for evaluating impacts on resource use. Although Environmental Footprint methods and Material Flow Analysis (MFA) are recognised approaches, Westwing's assessment relied primarily on stakeholder inputs and data specific to its value chain.

The outcomes of the materiality assessment identified business units such as our logistics centre, Westwing Collection, and Brand Partners as the most relevant contributors to resource use and circular economy impacts. Westwing has prioritised key resources essential to its circular economy goals, focusing on key materials such as wood, cotton, plastics and packaging materials. These resources were selected based on their significance to regulatory compliance and operational efficiency, as well as their potential for optimisation within a circular model. The materiality assessment indicated that maintaining business-as-usual practices poses material risks, including increased regulatory exposure, operational inefficiencies, and reputational harm linked to unsustainable resource use. In contrast, transitioning to a circular economy offers significant opportunities, such as cost savings through resource optimisation, responding to consumer demand for sustainable products, and enhancing product lifecycle management. Across the value chain, Westwing has identified that material sourcing, logistics, and end-of-life stages concentrate the most significant resource use, risks, and impacts. These stages serve as focal points for improving resource efficiency and minimising waste, aligning with Westwing's circular economy objectives.

BUSINESS CONDUCT IROS

Westwing's process to identify and assess material impacts, risks, and opportunities related to business conduct matters considered location, activity, sector, and transaction structure. The process reviewed supplier regions, focusing on differences in regulatory frameworks, with European countries offering stricter governance compared to regions with weaker enforcement of labour rights or anti-corruption measures. Activities such as sourcing, supplier onboarding, and third-party logistics were evaluated as they involved higher engagement with external partners.

Sector-specific considerations included risks common in the e-commerce retail industry, such as supply chain transparency and customer data protection. The structure of transactions was also taken into account, with long-term supplier contracts seen as reducing risks, while spot transactions received additional scrutiny. These criteria were used to form a balanced evaluation of business conduct-related risks and opportunities.The evaluation revealed one material risk linked to corporate culture which is possible reputational damage and regulatory penalties arising from non-compliance with ethical standards and business conduct policies, no material opportunities were identified.

POLLUTION, WATER AND MARINE RESOURCES, AND BIODIVERSITY AND ECOSYSTEMS IROS

Westwing evaluates its operations and value chain to screen for material impacts, risks, dependencies, and opportunities related to the various CSDR topics such as climate change and energy, resource use and circular economy, pollution, water and marine resources, and biodiversity and ecosystems. These evaluations were informed by internal expertise, supplier data where available, peer benchmarking and publicly available data.

Pollution

Westwing screened its site locations and value chain activities to identify pollution-related impacts, risks, and opportunities, focusing on air, water, and soil pollution. This screening considered indirect pollution risks arising from supplier practices and logistics operations. The findings confirmed that pollution is not material for Westwing, as the company's operations do not include pollution-intensive activities, and its value chain operates largely under strict environmental regulations, particularly in Europe. While indirect risks exist, they are not significant enough to pose material financial, operational, or strategic implications for Westwing's business.

No consultations with affected communities regarding pollution-related impacts were conducted, as the preliminary assessment indicated that pollution was not a material issue.

Water- and Marine-Resources
Westwing assessed water-related risks and impacts across its operations and value chain, focusing on sourcing activities and supplier regions where water scarcity might pose challenges. The findings indicated that water and marine resources are not material issues for Westwing, given the low water intensity of its e-commerce operations and the absence of significant direct water use or marine resource dependency. Supplier regions, particularly in Europe, operate under strict environmental regulations that mitigate water-related risks. No consultations with affected communities regarding water-related impacts were conducted, as these issues were deemed immaterial.

Biodiversity- and Ecosystems
Westwing evaluated its site locations and value chain for impacts, risks, dependencies, and opportunities related to biodiversity and ecosystems. The assessment used internal expertise and information along with publicly available data to identify potential interactions with biodiversity-sensitive areas. The findings confirmed that biodiversity is not material for Westwing due to its low reliance on activities that directly harm ecosystems, such as deforestation or intensive agriculture.

(a) Actual and potential impacts on biodiversity and ecosystems were assessed, focusing on supplier practices and locations near biodiversity-sensitive areas.

(b) Dependencies on ecosystem services were evaluated, considering critical resources like timber, which are largely certified (e.g., FSC®) to mitigate biodiversity risks.

(c) Transition and physical risks, such as habitat loss and regulatory changes, were considered alongside potential opportunities to enhance biodiversity through sustainable sourcing.

(d) Systemic risks, including broader ecological degradation, were also part of the evaluation but were found to pose no significant threat to Westwing's operations or value chain.

No consultations with affected communities were conducted regarding biodiversity-related impacts, risks, or dependencies, as significant negative impacts were not identified. Westwing's sourcing practices emphasise responsible certifications, such as FSC® and GOTS, to minimise potential impacts.

Use of Scenario Analysis

Westwing has not conducted scenario analyses related to pollution, water and marine resources, or biodiversity and ecosystems. These topics were determined to be immaterial based on screening results, and therefore scenario analysis was not applied to assess material risks and opportunities over different time horizons.

INTEGRATION AND MANAGEMENT OF SUSTAINABILITY-RELATED RISKS

Westwing integrates sustainability-related risks into its risk management framework, assessing them alongside operational and strategic risks to maintain a balanced approach across business priorities. These risks are evaluated using Westwing's established risk-assessment criteria, contributing to the company's objectives of financial stability and alignment with its long-term strategy. While opportunities and impacts are managed through separate strategic initiatives, identified risks are incorporated into the corporate risk management process. This process ensures compliance with regulatory standards, alignment with strategic priorities, and thorough evaluations of their influence on Westwing's overall risk profile.

The decision-making process for sustainability and financial risks is supported by Westwing's Non-Financial Internal Control System, which adheres to the COSO framework. Through this system, material sustainability-related risks are integrated into the overall risk profile, enabling their significance to be assessed relative to operational and financial stability. This allows Westwing to evaluate and adjust its risk management processes based on the materiality of these risks and their alignment with corporate objectives.

Risk identification and assessment are conducted using data from internal and external sources. Once identified, risks are reviewed and validated by relevant departments, with decision pathways evaluated against regulatory standards and strategic priorities. Post-implementation monitoring ensures that adjustments align with Westwing's broader risk strategy and provide ongoing refinement of the process.

Sustainability-related risks are fully integrated within Westwing's corporate risk management framework, offering a unified perspective on the company's risk profile and facilitating a coordinated response to market or regulatory changes. Opportunities identified through the Double Materiality Assessment (DMA) are managed separately but pursued through strategic initiatives that align with Westwing's business objectives.

Westwing's input parameters for risk assessment include quantitative and qualitative data sources across the value chain, reflecting a comprehensive scope of operations. These data points incorporate stakeholder perspectives, potential regulatory changes, and financial thresholds, with assumptions informed by historical data, current market trends, and stakeholder feedback.

The materiality assessment process undergoes regular updates to ensure alignment with evolving standards. The most recent modification was completed in October 2024, with the next scheduled review set for the upcoming fiscal year to incorporate updates from ESRS and CSRD guidelines.

IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

In Westwing's DMA, E2 Pollution, E3 Water and Marine resources, E4 Biodiversity and Ecosystems and S3 Affected communities have not been identified as material topics, and therefore not covered in the sustainability statement. Although S1 and G1 have been assessed as material, certain specific Disclosure Requirements listed below were not deemed material, and not included in the reporting:

- E5-5 Resource outflows/ Waste
- S1-8 Collective bargaining coverage and social dialogue
- S1-9 Diversity metrics
- S1-10 Adequate wages
- S1-11 Social protection
- S1-12 Percentage of employees with disabilities
- S1-13 Training and skills development metrics
- S1-15 Work-life balance
- S1-16 Remuneration metrics (pay gap and total remuneration)
- G1-2 Management of relationships with suppliers
- G1-3 Prevention and detection of corruption and bribery
- G1-5 Political influence and lobbying activities
- G1-6 Payment practices

As this is the first reporting year under the CSRD, we are using phase-in provisions in accordance with Appendix C of ESRS 1 for the following disclosures:

- ESRS 2 SBM-3 48e Anticipated financial effects
- E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities
- E5-6 Anticipated financial effects from resource use and circular economy-related risks and opportunities
- S1-7 Characteristics of non-employees in the undertaking's own workforce
- S1-14 Health and safety - data points related to non-employees

There is no data in this sustainability statement derived from other EU legislation. The exhaustive list of Disclosure Requirements complied with in preparing the sustainability statement can be found in the table below.

DISCLOSURE REQUIREMENTS COMPLIED WITH IN PREPARING THE SUSTAINABILITY STATEMENT TABLE

ESRS	Disclosure Requirements	Reference in the sustainability statement
E1 – Climate change	GOV-3 – Integration of sustainability-related performance in incentive schemes	p. 62
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	p. 69
	IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 74
	E1-1 – Transition plan for climate change mitigation	p. 93
	E1-2 – Policies related to climate change mitigation and adaptation	p. 96
	E1-3 – Actions and resources in relation to climate change policies	p. 97
	E1-4 – Targets related to climate change mitigation and adaptation	p. 102
	E1-5 – Energy consumption and mix	p. 106
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	p. 108
	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	p. 111
	E1-8 – Internal carbon pricing	p. 111
E5 – Resource use and circular economy	IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	p. 77
	E5-1 – Policies related to resource use and circular economy	p. 112
	E5-2 – Actions and resources related to resource use and circular economy	p. 113
	E5-3 – Targets related to resource use and circular economy	p. 117
	E5-4 – Resource inflows	p. 124
	E5-5 – Resource outflows	p. 126

ESRS	Disclosure Requirements	Reference in the sustainability statement
S1 – Own workforce	SBM-2 – Interests and views of stakeholders	p. 68
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	p. 69
	S1-1 – Policies related to own workforce	p. 131
	S1-2 – Processes for engaging with own workers and workers' representatives about impacts	p. 134
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	p. 136
	S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	p. 137
	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 140
	S1-6 – Characteristics of the undertaking's employees	p. 142
	S1-14 – Health and safety metrics	p. 144
	S1-17 – Incidents, complaints and severe human rights impacts	p. 145
S2 – Workers in the value chain	SBM-2 Interests and views of stakeholders	p. 68
	SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	p. 69
	S2-1 – Policies related to value chain workers	p. 148
	S2-2 – Processes for engaging with value chain workers about impacts	p. 149
	S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	p. 150
	S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	p. 151
	S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 154

ESRS	Disclosure Requirements	Reference in the sustainability statement
S4 – Consumers and end-users	SBM-2 – Interests and views of stakeholders	p. 68
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	p. 69
	S4-1 – Policies related to consumers and end-users	p. 160
	S4-2 – Processes for engaging with consumers and end-users about impacts	p. 161
	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	p. 162
	S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	p. 163
	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 168
G1 – Business conduct	GOV-1 – The role of the supervisory and management bodies	p. 59
	IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	p. 73
	G1-1– Corporate culture and business conduct policies and corporate culture	p. 170

4.2 ENVIRONMENTAL INFORMATION

Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

In accordance with Article 8 of the EU's Taxonomy Regulation, this section includes information on how Company activities that are considered eligible and aligned qualify as environmentally sustainable under that regulation.

OUR ACTIVITIES

In 2022, Westwing performed a detailed review of the climate change-related economic activities listed in the Taxonomy Regulation and supplementary legislation and mapped potential sustainable business activities to its business model. After screening for macro sector applicability in relation to the two environmental objectives of climate change mitigation and climate change adaptation, the Corporate Sustainability department reviewed all Taxonomy activities for their potential applicability to Westwing. Longlisted activities were investigated further and their eligibility discussed with multiple executive team members and senior Westwing employees. As a result, two climate change mitigation[9] activities were identified as relevant for reporting:

- Activity 7.7 Acquisition and ownership of buildings (in relation to CapEx)
- Activity 8.1 Data processing, hosting and related activities (in relation to OpEx)

In 2023, the Corporate Sustainability team, in collaboration with the Finance team, conducted a reassessment of the shortlisted climate change-related economic activities, including the activities that were newly introduced by the amended Delegated Act on climate change mitigation and adaptation[10]. Following a thorough assessment and discussions involving the Chief Financial Officer, the same two activities, 7.7 (in relation to CapEx) and 8.1 (in relation to OpEx), are defined as relevant for eligibility[11]. In relation to turnover no activities were identified as taxonomy-eligible. Similarly, economic activities involving the technical screening criteria for the four other environmental objectives (sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems) were screened and mapped to the Company's business activities. However, after consultations with relevant departments and senior leaders, including the Chief Financial Officer, no activities were defined as eligible for Westwing.

The Corporate Sustainability team conducted a review in 2024 to identify any changes. Since there were no significant changes in the nature of business activities, the reported activities for 2024 remain the same as in 2023.

In 2024, leasing of assets such as office buildings and warehouses (7.7. Acquisition and ownership of buildings) accounted for EUR 5.5m, or 53% of total capital expenditure (2023: EUR 3.3m or 38%). Our expenses on cloud services (Activity 8.1 Data processing, hosting and related activities) accounted for EUR 2.7m, or 1.2% of operational expenditure (2023: EUR 1.8m or 1.3%).

It was not possible to claim Taxonomy alignment for the two activities due to our current inability to comply with all 'substantial contribution,' 'do no significant harm,' and 'minimum safeguards' criteria." The Corporate Sustainability team will continue to explore the possibility of claiming alignment at a future point in time.

9 As outlined in Commission Delegated Regulation (EU) 2021/2139.

10 Amendments to Annexes I and II to Delegated Regulation (EU) 2021/2139 (27 June 2023).

11 For Westwing these activities are not eligible as climate change adaptation activities are not considered enabling under climate change adaptation objective, thus, no turnover, CapEx and OpEx can be associated with these activities as eligible.

PROPORTION OF TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2024

Financial year 2024	Year 2024			Substantial contribution criteria					
Economic activities (1)	Code (2)	Turnover, year 2024 (3)	Proportion of turnover, year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)
		EURm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1 Environmentally sustainable activities (taxonomy-aligned)		0	0%	0%	0%	0%	0%	0%	0%
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%
Of which enabling			0%	0%	0%	0%	0%	0%	0%
Of which transitional			0%	0%					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Turnover of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
A. Turnover of taxonomy eligible activities (A.1 + A.2)		0	0%	0%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Turnover of taxonomy non-eligible activities		444.3	100%						
Total		444.3	100%						

	DNSH criteria ("Does not significantly harm")									
	Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A2) turnover, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
	N	N	N	N	N	N	N	0%		
	N	N	N	N	N	N	N	0%		
	N	N	N	N	N	N	N	0%		
								0%		
								0%		

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2024

Financial year 2024		Year 2024		Substantial contribution criteria					
Economic activities (1)	Code (2)	CapEx, year 2024 (3)	Proportion of CapEx, year 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)
		EURm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)		0	0%	0%	0%	0%	0%	0%	0%
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	N
Of which Enabling			0%	0%	0%	0%	0%	0%	N
Of which Transitional			0%	0%					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Acquisition and ownership of buildings	7.7	5.5	53%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		5.5	53%	53%	0%	0%	0%	0%	0%
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		5.5	53%	53%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy-non-eligible activities		4.8	47%						
Total		10.3	100%						

DNSH criteria ("Does not significantly harm")									
Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A2) CapEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
N	N	N	N	N	N	N	0%		
N	N	N	N	N	N	N	0%		
N	N	N	N	N	N	N	0%		
							38%		
							38%		
							38%		

PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2024

Financial year 2024		Year 2024		Substantial contribution criteria					
Economic activities (1)	Code (2)	OpEx, year 2024 (3)	Proportion of OpEx, year 2024 (4)	Climate change mitigation (5)	Climate change adaption (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)
		EURm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)		0	0%	0%	0%	0%	0%	0%	0%
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%
Of which Enabling			0%	0%	0%	0%	0%	0%	0%
Of which Transitional			0%	0%					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Data processing, hosting and related activities	8.1	2.7	1.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2.7	1.2%	1.2%	0%	0%	0%	0%	0%
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		2.7	1.2%	1.2%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
OpEx of Taxonomy-non-eligible activities		233.2	98.8%						
Total		235.9	100%						

DNSH criteria ("Does not significantly harm")									
Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A2) OpEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		
N	N	N	N	N	N	N	0%		
N	N	N	N	N	N	N	0%		
N	N	N	N	N	N	N	0%		
							1.3%		
							1.3%		
							1.3%		

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

OUR KPIS

The calculation methodology for the KPIs reported in this section did not change compared to the previous year. All KPIs are calculated at Group level.

We will closely track and evaluate future developments to the Taxonomy Regulation going forward, and will adapt our reporting as necessary. In the meantime, we will continue to concentrate on delivering on our Sustainability Strategy and on implementing sustainability-centred initiatives and activities, as outlined in this Sustainability Statement.

ACCOUNTING POLICIES

The KPIs are determined in accordance with Annex I of the Article 8 Delegated Act. The Taxonomy-eligible and Taxonomy-aligned KPIs are determined in accordance with the legal requirements as follows:

The proportion of our total turnover accounted for by Taxonomy-eligible and Taxonomy-aligned economic activities has been calculated as the share of net turnover derived from products and services associated with Taxonomy-eligible and Taxonomy-aligned economic activities (numerator) divided by the net turnover (denominator). The denominator of the turnover KPI is based on our consolidated net revenue in accordance with IAS 1.82(a). Please see section 2.5. of the Notes to the Consolidated Financial Statements for further details on the accounting policies used with our consolidated net revenue. As explained above, we did not identify any Taxonomy-eligible or Taxonomy-aligned activities for the numerator. Our consolidated net revenue can be reconciled to our consolidated financial statements; see the Consolidated Statement of Profit or Loss.

Our CapEx KPI is defined as our Taxonomy-eligible and Taxonomy-aligned CapEx divided by our total CapEx. Total CapEx comprises additions to tangible and intangible fixed assets including right-of-use assets during the financial year before depreciation, amortisation and any remeasurements (including those resulting from revaluations and impairments), but excluding changes in fair value. Our total CapEx can be reconciled to our consolidated financial statements; see Notes 12 and 13 in the Notes to the Consolidated Financial Statements.

Our OpEx KPI is defined according to subsection 1.1.3.1 of Annex I of Delegated Regulation (EU) 2021/2178 as our Taxonomy-eligible and Taxonomy-aligned OpEx divided by our total operating expenses. Operating expenses consist of direct non-capitalised costs relating to research and development, short-term leases, maintenance and repairs.

Our corporate accounting policies ensure the avoidance of double-counting by clearly allocating the amounts of Taxonomy aligned turnover, CapEx and OpEx in the numerator of the relevant KPIs.

ESRS E1 | Climate Change

4.2.1 INTRODUCTION

As climate change presents a significant challenge to businesses and society as a whole, it is imperative for companies to understand and manage their climate risks and opportunities in order to ensure long-term sustainability and resilience. This section provides an overview of Westwing's climate-related policies, actions, and targets, as well as key metrics such as our energy mix consumption and GHG emissions. In addition, it outlines the actions we have implemented or planned to reduce our carbon footprint.

4.2.2. GOVERNANCE

GOV-3 Integration of sustainability-related performance in incentive schemes

Please see GOV-3 Integration of sustainability-related performance in incentive schemes.

4.2.3. STRATEGY

E1-1 – Transition plan for climate change mitigation

Recognising the urgency of adapting and responding to climate change, Westwing has recently developed a formal Climate Transition Plan to consolidate and expand upon our ongoing efforts for climate change mitigation. Approved by the company's management board, this plan aligns with Westwing's overall business strategy and financial planning, and main elements embedded within the annual strategy development process. It informs the overarching 3-year Group Strategy, which emphasises areas like expansion and premium positioning. Each department develops annual strategies aligned with Group priorities, with the Corporate Sustainability team working closely with the Executive team and other departments to embed sustainability initiatives throughout these strategies. The Executive team reviews the strategies to maintain consistent alignment with the long-term Group Strategy and sustainability goals.

While currently excluded from the EU Paris-aligned Benchmarks, Westwing is committed to decarbonisation and aligning with the 1.5°C pathway of the Paris Agreement. Westwing's GHG emission reduction targets, validated by the Science Based Targets initiative (SBTi), align with the 1.5°C pathway using cross-sector guidance due to the lack of an e-commerce-specific pathway.

Our Scope 1 and 2 emissions reduction targets include a 75% reduction in Scope 1 and 2 greenhouse gas (GHG) emissions by 2030 (from a 2022 baseline). Both direct emissions from our own operations (Scope 1) and indirect emissions from purchased energy sources (Scope 2) are covered. We also set a supplier engagement target, committing ourselves to ensuring that 80% of all our suppliers, measured in terms of our spend on purchased goods and services, and upstream transportation and distribution providers will have set their own science-based targets by 2027.This target includes Westwing Collection suppliers, third-party brand suppliers, and logistics carriers.

As part of our Sustainability Strategy 2030, we also aim to increase the share of renewable energy we use in our operations. Currently, the larger of our two warehouses in our logistics centre in Poznan uses solar PVs for 14% of its electricity, and all offices (except our office in Hong Kong and China) and delivery hubs use renewable electricity. For sites where the transition to renewable energy sources is not feasible due to technical or other constraints, Guarantees of Origin will be considered as an alternative.

Westwing's decarbonisation levers include:

- Use of renewable energy
- Energy efficiency measures
- Electrification of owned and operated vehicle fleet
- Supply chain decarbonisation
- Changes in product portfolio
- Sustainable procurement of packaging materials
- Resource efficiency measures

Specific actions to reduce carbon emissions include sourcing renewable electricity, where feasible, and exploring opportunities to transition to renewable heating for our logistic centre, supported by energy-efficient technologies to lower energy demand. In product design for Westwing Collection, the company sources certified raw materials and collaborates with suppliers to develop innovative recycled materials, in efforts to reduce emissions associated with raw material extraction. To minimise value chain emissions, Westwing engages suppliers to set science-based targets and optimises logistics operations. Within its own operations, the company aims to transition its fleet to electric vehicles.

Investments have been allocated to energy optimisation in the logistics centre and renewable electricity procurement. Key performance indicators (KPIs) include tracking renewable energy use, Scope 1 and 2 GHG emission reductions, and the share of suppliers by spend with science-based targets.

A qualitative assessment indicates no locked-in GHG emissions from key assets or products that could jeopardise emission reduction targets, as Westwing does not own fossil fuel-intensive infrastructure. Operations focus on reducing emissions through renewable energy sourcing, energy efficiency measures, and responsible sourcing practices, mitigating the risk of significant locked-in emissions. If relevant, Westwing will consider potential Scope 3 locked-in GHG emissions from the use of sold products if these emissions are found to contribute significantly to the total Scope 3 emissions footprint.

In 2024, Westwing's activities were not classified as sustainable under the EU Taxonomy, and the company had no CapEx investments in coal, oil, or gas-related activities. Additionally, no future investments in these areas are currently planned. The alignment of CapEx, OpEx, and revenues with taxonomy-aligned criteria is expected to remain unchanged in the long term.

Key progress was made in several areas outlined in the Climate Transition Plan during 2024. This included engaging with logistics centre operators to explore options such as renewable energy sources. Efficiency measures were implemented, including the use of door seals and optimized forklift battery charging. Westwing also collaborated with suppliers to enhance sustainable sourcing practices and launched innovative products made from recycled materials.

ESRS 2 – SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Westwing conducted a qualitative risk, opportunity, and scenario analysis covering its entire operations and value chain, focusing on high-risk high impact areas. In our operations, we focused on our headquarters and our logistics centre in Poland, where the majority of our employees and operations are based. For our upstream activities, we concentrated on high-risk commodities, such as cotton. As stores currently contribute only a small share of revenues, they were excluded from this analysis. No material physical or transition risks were excluded. The scenario analysis was conducted over the last year, reflecting available climate data and industry developments relevant to our e-commerce model and our international operations across Europe and Asia. The retail sector is less exposed to climate risks compared to high-emitting sectors, and our assets have been assessed as not being at risk. Additionally, no business activities have been identified as incompatible with, or requiring significant efforts to align with, the transition to a climate-neutral economy. Westwing's main actual impact is linked to the carbon emissions from its supply chain, logistics and own operations. In terms of risks and opportunities, the analysis revealed certain physical and transition risks and one main opportunity. On the physical risks side, water scarcity was identified as a risk that could affect the production of key raw materials such as wood and cotton, leading to increased costs. Additionally, extreme weather events pose a risk of disrupting the logistics chain, which could result in material shortages and higher prices. Transition risks were also identified, primarily related to increased costs from the implementation of decarbonisation technologies required to comply with regulatory changes aimed at reducing carbon emissions. Costs are also associated with dependencies on energy-intensive processes and non-renewable energy sources in the value chain. Furthermore, the shift towards renewable energy consumption might result in financial impacts due to the need for investments in new energy systems and the adaptation of production processes to align with a low-carbon economy. The adoption of renewable energy sources, increasing energy efficiencies and collaborating with suitable partners present an opportunity for cost savings and greater customer appeal in the medium- to long-term.

Critical assumptions were made using established climate scenarios, particularly SSP5-8.5 and SSP1-2.6, to understand how different scenarios would impact macroeconomic trends, energy consumption, and technological deployment. Assumptions included increased renewable energy sourcing, with a focus on energy-efficient technologies for our logistics centre and no in-house manufacturing, relying instead on suppliers in Europe and Asia. These scenarios informed strategic responses to the risks identified and required mitigation resources.

The analysis was conducted over short-, medium-, and long-term time horizons (up to 2050) and was aligned with Westwing's GHG emissions reduction targets under the SBTi. These time horizons aim to align with climate scenarios to assess potential impacts by 2030 and 2050, supporting our goal to reduce emissions and mitigate climate-related risks in the e-commerce sector. This scenario planning revealed financial risks, including increased costs from water scarcity affecting raw material production, disruptions in logistics, and challenges related to regulatory compliance. However, it also highlighted opportunities for cost savings through energy efficiency measures and increased adoption of renewable energy sources.

The analysis also considered uncertainties, particularly those related to geographic vulnerabilities in Asia and Europe. Uncertainties include variable supply conditions across sourcing regions and evolving regulatory landscapes in our key markets, potentially impacting logistics, supplier resilience, and raw material availability. Our strategies consider these uncertainties to adjust supplier relations, logistics planning, and sourcing resilience as necessary. To mitigate these risks, Westwing is diversifying its supplier base and developing logistics contingency plans.

Westwing has assessed the resilience of its strategy and business model to climate change by evaluating material transition risks, such as regulatory changes and market shifts in sustainable sourcing, and physical risks, including extreme weather disruptions. These were considered through business continuity planning, and regulatory monitoring, focusing on short-term time horizons. We aim to conduct a comprehensive resilience assessment, integrating scenario-based evaluations across other time horizons in 2025.

4.2.4 IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the processes to identify and assess material climate- related impacts, risks and opportunities

Please see ESRS 2 IRO 1 - Climate related IROs.

E1-2 – Policies related to climate change mitigation and adaptation

Westwing's Sustainability Policy outlines commitments focused on managing climate-related material impacts, risks, and opportunities (IROs), including emissions from operations and logistics, challenges in raw material availability, cost implications of transitioning to lower-carbon production, opportunities for cost savings through greater efficiencies, and increased customer appeal through more climate-friendly operations and practices.

The policy directly addresses climate change mitigation by prioritizing emissions reduction and promoting sustainable practices across operations. Climate change adaptation is incorporated through resilience-building measures, including sourcing strategies and logistical adjustments to manage risks posed by climate impacts. Energy efficiency improvements are pursued across operations, supported by increased sourcing of renewable energy and partnerships with sustainable energy providers. The policy does not currently address additional climate-related areas beyond those explicitly mentioned.

Monitoring of climate commitments is conducted through a KPI system, with indicators tracked monthly, quarterly, or annually, as appropriate. Annual assessments of GHG emissions are complemented by more frequent reviews of material sourcing, energy efficiency metrics, and progress on supplier engagement targets under the SBTi.

The scope of the policy is broad, covering all Westwing operations across geographies and value chain activities, with no exclusions. Accountability rests with the Management Board, which ensures the policy is integrated into daily operations, while the Corporate Sustainability team and other company experts handle day-to-day implementation.

The Sustainability Policy is shaped by stakeholder insights, including feedback from suppliers and industry experts during materiality assessments, as well as input from Westwing experts, benchmarking, and assessments of applicable regulations. Guidance from the Sustainability Steering Committee ensures alignment with internal goals and standards such as the SBTi and the Paris Agreement. The policy is accessible to affected stakeholders through Westwing's intranet and a digital tool, the "Policy Manager," which provides employees with compliance rules and corporate governance practices. It is also available on the corporate website.

E1-3 – Actions and resources in relation to climate change policies

In addition to establishing a Climate Change Policy, Westwing has additionally put forth an action plan to address climate change. These actions focus on key levers of decarbonisation, including the use of renewable energy, energy efficiency measures, electrification of our owned and operated vehicle fleet, supply chain decarbonisation, changes in our product portfolio, sustainable procurement of packaging materials, and resource efficiency measures.

SUMMARY OF ACTIONS TAKEN TO ADDRESS CLIMATE CHANGE

Decarbonisation Lever	Action	Expected Outcome	Achieved or Expected GHG emission reduction[12] (tCO_2e)
Use of renewable energy	Source renewable energy across all operational sites, where market availability allows	Reduction in Scope 1 and 2 GHG emissions Reduced reliance on fossil fuel electricity sources	2400 (expected)
	Purchase Renewable Electricity Certificates (RECs)	Reduction in Scope 2 GHG emissions	
	Transition to renewable heating sources across all operational sites	Reduction in Scope 1 GHG emissions Reduced reliances on fossil fuel heating sources	2600 (expected)
Energy efficiency measures	Implement energy-efficient technologies and practices across operations	Reduction in Scope 1 and 2 GHG emissions Reduction in overall energy consumption and expenses	700 (achieved)
Changes in product portfolio	Sourcing certified raw materials	Reduction in Scope 3 GHG emissions related to raw material consumption	N/A
	Developing products with innovative recycled materials by collaborating with suppliers	Reduction in Scope 3 GHG emissions by reducing use of virgin material consumption	N/A

12 Cumulative values provided are based on base year (2022) and only provided for the absolute emission reduction target in place.

Progress in 2024	Time Horizon	Scope	Related target(s)
Active engagement with our logistics centre operators to collaboratively explore options for installing additional solar PVs at leased sites and to identify renewable energy sources for both heating and electricity beyond solar PV	2024 – 2030	Own operations: Scope 1 and 2	To reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year To source 100% of overall energy used from renewable sources by 2027
Exploration of options to cover remaining electricity consumption through the purchase of Renewable Energy Certificates (RECs) or Guarantees of Origin	2024 – 2030	Own operations: Scope 2	To reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year To source 100% of overall energy used from renewable sources by 2027
Conducted feasibility studies for our leased logistics centre in Poland to identify options for renewable heating transition	2024 – 2027	Own operations: Scope 1	To reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year To source 100% of overall energy used from renewable sources by 2027
Implementation of door seals and optimised charging patterns for forklift batteries	2024	Own operations: Scope 1 and 2 (Logistics centre)	To reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year To source 100% of overall energy used from renewable sources by 2027
Collaborated closely with suppliers to transition their procurement of raw materials to certified sources, collaborated with suppliers to secure FSC licensed products. Identified animal byprocucts in our portfolio and explored responsible sourcing certifications for each relevant material.	2024 – 2026	Upstream value chain: Scope 3 (Westwing Collection)	To use more than 90% certified sustainable wood by 2026 in our Westwing Collection products. To use more than 90% certified organic, recycled, and/or responsibly sourced cotton by 2026 in our Westwing Collection products To use more than 90% responsibly sourced animal by-products by 2026 in our Westwing collection products
Launch of Keani lamp – Lighting solution utilising modern 3D printing technology and recycled plastic as the primary material Development of Danilo Tables and Stools – Innovative table and stool family using fabric veneer made from recycled textile waste combined with a biodegradable binder. Expected to launch in 2025.	2024 – 2025	Upstream value chain: Scope 3 (Westwing Collection)	N/A

Decarbonisation Lever	Action	Expected Outcome	Achieved or Expected GHG emission reduction[12] (tCO_2e)	
Supply-chain decarbonisation	Engage suppliers to establish science-based targets	Reduction in Scope 3 GHG emissions	N/A	
	Implement strategies to optimise logistics operations	Reduction in Scope 3 GHG emissions	N/A	
			N/A	
Electrification	Transition of the vehicle fleet to include more electric vehicles	Reduction in Scope 1 GHG emissions	120 (expected)	
Sustainable procurement	Increase the use of recycled materials in packaging	Reduction in Scope 3 GHG emissions	N/A	
Resource efficiency measures	Eliminate single-use plastics and foams	Reduction in Scope 3 GHG emissions	N/A	

12 Cumulative values provided are based on base year (2022) and only provided for the absolute emission reduction target in place.

	Progress in 2024	Time Horizon	Scope	Related target(s)
	Upskilled internal teams on carbon emissions and science-based target setting. Piloted our supplier engagement program by engaging with all key Westwing Collection suppliers, logistics carriers and a selection of third-party brand partners on the topic of carbon emissions	2024 – 2027	Upstream value chain: Scope 3	80% of suppliers by spend covering purchased goods and services, and upstream transportation and distribution will have science-based targets by 2027
	Increased linehaul utilisation Moved primary injection hub closer to our logistics centre	2024	Upstream value chain: Scope 3	N/A
	Piloting pick up and drop off locations for customer orders	Planned for 2025	Upstream value chain: Scope 3	N/A
	Monitor market for suitable options to transition owned/operated vehicle fleet	2024 – 2027	Own operations: Scope 1	Reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year Source 100% of overall energy used from renewable sources by 2027
	Increased the use of recycled plastics in plastic packaging materials. Inbound plastic bags and plastic used for the automatic bagging machine is now made with more than 60% recycled content. Increased the use of 100% recycled paper in packaging materials.	2024	Upstream and downstream value chain: Scope 3 (Logistics centre)	Replace more than 90% of plastic packaging with alternatives made of at least 60% recycled plastic by 2025
	Replaced the main foams used in packaging with internally repurposed shredded cardboard. Reduced single-use plastics in the logistics centre except for tape. Replaced plastic packaging materials with paper alternatives for bags, ribbons, and tape. Replaced non recyclable packaging with recycled plastic	2024 – 2030	Upstream and downstream value chain: Scope 3 (Westwing Collection and logistics centre)	Eliminate foam in packaging by 2025 Eliminate single-use plastics in packaging by 2030

The implementation of the climate action plan did not require significant capital expenditures (CapEx) or operational expenditures (OpEx) in 2024. The implementation of Westwing's climate-related action plan may require CapEx and OpEx in the future.

Westwing's ability to implement its climate-related actions depends on several key preconditions. The availability and scalability of decarbonisation technologies are crucial for reducing emissions across operations and the value chain. Additionally, successful implementation relies on strong alignment with suppliers and logistics partners to ensure that sustainability measures are adopted throughout the supply chain. Government regulations and incentives also play a significant role, as supportive policies can accelerate efforts, while stricter environmental requirements may increase compliance costs. Access to renewable energy infrastructure is essential, especially in regions where Westwing operates, as is the availability of financial resources to invest in decarbonisation technologies and energy-efficient processes. Lastly, consumer demand for sustainable products influences the pace at which Westwing can adapt its offerings and business models to meet climate goals.

4.2.5 METRICS AND TARGETS

E1-4 – Targets related to climate change mitigation and adaptation

As Westwing is dedicated to playing its part in mitigating climate change and reducing its GHG emissions, we have set the below targets to help lower our carbon footprint. Our climate-related targets are for the years 2027 and 2030, we have not yet set targets for the year 2050. Westwing did not directly involve stakeholders in the target-setting process for climate-related matters. Instead, we relied on internal expertise and benchmarking against industry best practices and peer targets to ensure that our goals are ambitious, relevant, and aligned with evolving standards and expectations.

Westwing has considered future developments and their potential impact on the company's GHG emissions reduction objectives when setting targets. Key assumptions include planned mitigation measures such as energy efficiency improvements and the phased introduction of renewable electricity. These measures were evaluated based on projected timelines for implementation and their expected contribution to reducing emissions relative to the 2022 baseline. For example, energy efficiency projects were prioritised based on their potential to deliver short-term emission reductions, while the introduction of renewable energy was assessed for its medium- and long-term impact due to the technical complexities and the availability of adequate solutions. Business growth projections were also taken into account to ensure that the targets reflect the company's expected operational scale. This included forecasting increases in sales volumes and associated operational emissions, with targets designed to account for these anticipated changes and maintain alignment with a 1.5°C-compatible trajectory.

The targets assumed continued progress in grid decarbonisation across operational geographies, supported by national and regional policies to facilitate the transition away from fossil fuels. Future regulatory factors were incorporated by analysing current policy roadmaps and estimating their likely influence on operational emissions and the availability of low-carbon technologies. The availability of low-carbon technologies and the feasibility of securing renewable energy through mechanisms such as Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs) were also critical to setting the target. Westwing evaluated the market availability and costs of these mechanisms to ensure the feasibility of achieving the targets within the specified timeframe.

The 2022 base year emissions inventory serves as the foundation for the target and was developed using the most updated data available at the time, covering all relevant business activities and ensuring a reliable and representative baseline.

Westwing monitors progress against its science-based emissions reduction targets to track the effectiveness of its actions and policies. This includes annual evaluations of Scope 1, 2, and 3 emissions reductions relative to the selected baselines, focusing on material impacts such as carbon emissions from supply chain, logistics, and own operations.

To track the effectiveness of measures related to material risks and opportunities, Westwing reviews the progress of planned mitigation actions, such as energy efficiency improvements and renewable electricity adoption. These reviews are data-driven, allowing us to assess alignment with our emissions reduction goals and identify areas requiring further action.

Westwing Group SE's climate targets are designed with consideration for global sustainable development and local circumstances. The 75% reduction in Scope 1 and 2 GHG emissions by 2030 target contributes to reducing reliance on fossil fuels, aligning with broader climate goals such as Sustainable Development Goal (SDG)13 (Climate Action). Regional grid decarbonisation and local energy infrastructure challenges are considered, with energy efficiency measures complementing renewable energy efforts where grid progress is slower. The supplier engagement target, requiring 80% of suppliers by spend to adopt science-based targets by 2027, supports the transition to low-carbon supply chains while fostering sustainable practices in regions where suppliers operate, including building capacity in areas with potentially less advanced climate policies. The commitment to source 100% renewable energy by 2027 contributes to SDG 7 (Affordable and Clean Energy) by addressing the transition to cleaner energy systems. Regional differences in renewable energy availability are considered, with solutions such as PPAs and RECs supporting progress where direct access to renewables is limited.

Westwing has set a combined Scope 1 and 2 absolute reduction target and a supplier engagement focused target for Scope 3, as these best align with our business model and overall climate ambition. The Scope 3 supplier engagement target includes an interim target for 30% of suppliers by spend to publicly commit to setting science-based targets by the end of 2025. In 2024, a 22% share was reached. The methodology for assessing this KPI is in line with the methodology used for Target 2 in the table below. Additional absolute reduction or intensity targets for Scope 1 or Scope 3 have not been set.

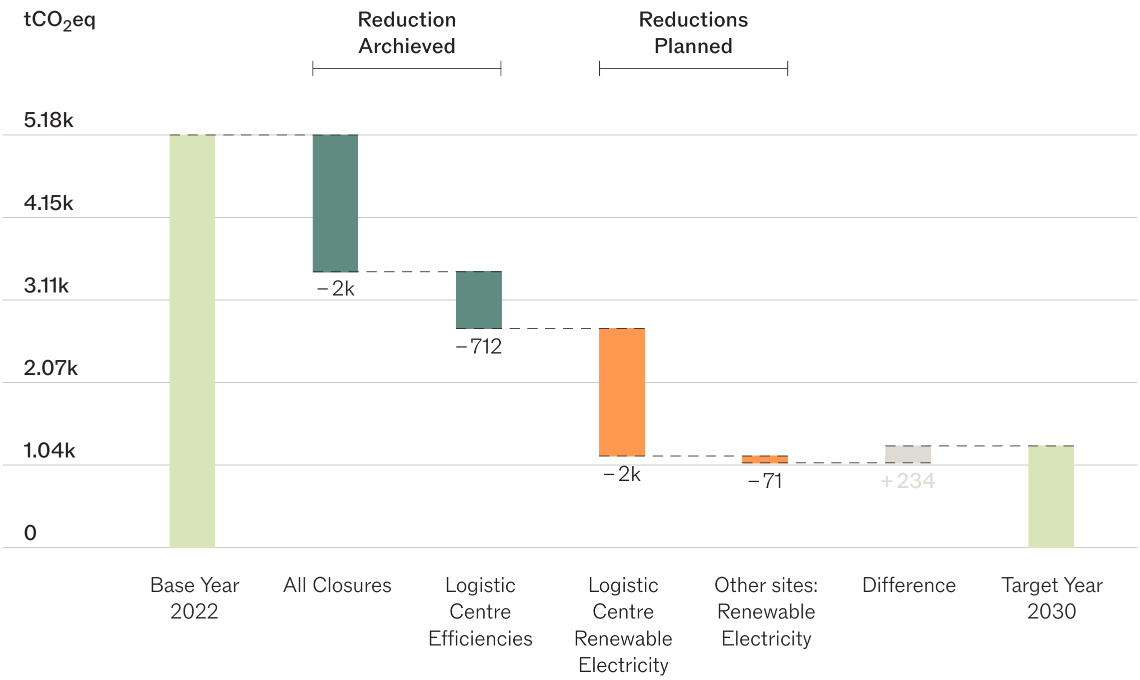
SUMMARY TABLE OF WESTWING CLIMATE-RELATED TARGETS

	Unit	Target 1
Name and description	–	Westwing Group SE commits to reduce absolute Scope 1 and 2 GHG emissions 75% by 2030 from a 2022 base year.
Policy objective target contributes to	–	Climate change mitigation, energy efficiency, renewable energy deployment.
Expected outcome (absolute value)	tCO_2eq	1,293
% of coverage	%	100 of Scope 1 and 2 GHG emissions
Baseline year	–	2022
Baseline value	tCO_2eq	5,173
Target year	–	2030
Performance against target	–	64% – in line with expectations
2030 target value (absolute)	tCO_2eq	1,293
Scope of target in terms of business activity, geography, and value chain	–	Our Scope 1 and 2 emission reduction target encompasses all direct emissions from our own operations (Scope 1), including fuel consumption and company-owned vehicle emissions, as well as indirect emissions from purchased energy sources (Scope 2), such as electricity and heating. This target applies to the entire Westwing group, covering all operational entities and sites across both Europe and Asia.
Calculation Methodology	–	Market-based method
Data sources used	–	• Electricity consumption derived from invoices • Heating and cooling consumption derived from invoices • Fuel consumption from expense reports
Monitoring and review	–	This target is monitored on an annual basis. The Scope 1 and 2 GHG emissions are calculated annually and integrat-ed in our modelling to assess progress towards our target year.
Consistency with company's GHG inventory boundaries	–	The boundary of our Scope 1 and 2 GHG inventory fully aligns with the boundary of this emissions reduction target. There are no deviations between the sources of emissions included in our GHG inventory and those covered by this target.
Compatible with 1.5°C or well-below 2°C?	–	In line with 1.5°C (Paris Agreement)
Validated by the SBT Initiative?	–	Yes
Framework used	–	Science-based Targets Initiative Cross-sector pathway
Reference value		42% reduction in ac-cordance with the SBTi Target Setting Tool
Assured by an independent third party?	–	Our target has been officially verified by the Science-based Targets initiative

	Target 2	Target 3
	Westwing Group SE commits that 80% of its suppliers by spend covering purchased goods and services, and upstream transportation and distribution will have science-based targets by 2027.	To source 100% of overall energy used from renewable sources by 2027
	Climate change mitigation	Climate change mitigation, renewable energy deployment.
	N/A	N/A
	Scope 3 categories included: Category 1: Purchased goods and services Category 4: Upstream transportation and distribution	N/A
	2021	2021
	N/A	N/A
	2027	2027
	12% – in line with expectations	9% – below expectations
	N/A	N/A
	This target includes Scope 3 GHG emission category 1 Purchased goods and service and category 4 upstream transportation and distribution.	Energy includes electricity, heating and cooling for our offices and logistics centre, and renewable fuel for our vehicle fleet trucks.
	Cross-sector pathway by the Science-based Targets Initiative	Based on energy consumption data from invoices and documentation of the energy source.
	• Material composition provided by product suppliers • Volume of products sold from internal systems • Average distances calculated using distance calculators and origin and destination information • Weight of products transported from internal systems	• Electricity consumption derived from invoices • Heating and cooling consumption derived from invoices • Fuel consumption from expense reports
	This target is monitored on a quarterly basis. The suppliers which have set SBTs are reviewed through the SBTi website to assess progress towards our target year.	This target is monitored on an annual basis. Overall energy consumption is calculated annually as part of the data collection exercise supporting our GHG emission calculations.
	The boundary of our Scope 3 target is including the following Scope 3 categories: category 1 purchased goods and service, category 4 upstream transportation and distribution. There are no deviations between the sources of these two categories included in this target and our GHG inventory.	N/A
	N/A	N/A
	Yes	N/A
	Science-based Targets initiative supplier engagement guidance	N/A
	30% of suppliers by spend publicly committed to setting SBTs by end of 2025	
	Our target has been officially verified by the Science-based Targets initiative	No

SCOPE 1 AND 2 GHG EMISSION REDUCTION TARGET PATHWAY

The efforts to date have already significantly contributed to meeting our science-based emissions reduction target. Specifically, the insourcing of several operational sites, the energy efficiency measures implemented and the introduction of renewable electricity have led to an approximate 64% reduction in Scope 1 and 2 emissions compared to the 2022 base year. This tracking process includes ongoing monitoring of emissions data and internal reporting to ensure accountability and transparency in achieving our targets. To further support the achievement of our GHG emissions reduction targets, we closely collaborate with our logistics centre landlord to evaluate available options such as the implementation of heat pumps to reduce emissions associated with heating at our logistic centre, as well as the potential expansion of on-site photovoltaic (PV) systems. This pathway is illustrated in the graphic below.



E1-5 – Energy consumption and mix

The following tables provide an overview of Westwing's energy consumption and mix, highlighting key metrics such as total energy consumption and the share of renewable energy in the overall energy mix. This information is crucial for understanding the company's energy performance and identifying areas for improvement. These metrics are not validated by an external body other than the assurance provider.

TABLE: ENERGY CONSUMPTION RELATED TO OWN OPERATIONS

Energy consumption and mix	2024
6. Total fossil energy consumption (MWh)	6,326
Share of fossil sources in total energy consumption (%)	91
7. Consumption from nuclear sources (MWh)	0
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	n/a
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	506
10. The consumption of self-generated non-fuel renewable energy (MWh)	109
11. Total renewable energy consumption (MWh)	615
Share of renewable sources in total energy consumption (%)	9
Total energy consumption (MWh)	6,941

Westwing calculates and discloses energy consumption and mix metrics using the latest available data at the time of reporting. When the most recent data pertains to the year prior to the reporting year, adjustments are made to estimate values for the reporting year, accounting for significant changes during that period, such as changes in warehouse space. Energy consumption is apportioned based on the share of the space exclusively occupied by Westwing during the reporting period to ensure accuracy. For heating, data is primarily received in cubic meters (m^3) of natural gas, which is converted into megawatt-hours (MWh) using best-practice guidance to standardize energy reporting and facilitate comparability. For electricity mix calculations, the methodology incorporates data on grid energy sources, supplier-specific information (where available), and green electricity supply contracts with energy providers. Electricity generated and consumed from on-site solar panels is monitored through an automated system that provides daily tracking of both energy production and usage in megawatt-hours (MWh).

Westwing does not operate in any high climate impact sectors and therefore does not publish energy intensity from high climate impact sectors.

For a more in-depth understanding of the specific actions taken to reduce our non-renewable energy consumption and energy consumption in general, please refer to section E1.3 – Actions and resources in relation to climate change policies of this report. Section E1.3 provides detailed information on the initiatives undertaken to optimise energy efficiency, increase renewable energy integration, and minimise the company's reliance on fossil fuels

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E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Westwing has set an absolute emission reduction target of 75% for its Scope 1 and 2 emissions by 2030. No other intermediate emission reduction targets or milestones have been defined. Westwing has calculated its carbon footprint for scope 1, 2, and 3 emissions. A breakdown of the scope emissions for the reporting year can be found in the table below.

WESTWING'S CARBON FOOTPRINT EMISSIONS IN tCO_2eq

	Retrospective			Milestones and target years			
	Base Year (2022)	2024	% 2024/ 2023	2025	2030	2050	Annual % target / Base year
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (tCO_2eq)	2,777	1,081	n/a	n/a	n/a	n/a	n/a
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (tCO_2eq)	2,783	1,023	n/a	n/a	n/a	n/a	n/a
Gross market-based Scope 2 GHG emissions (tCO_2eq)	2,397	771	n/a	n/a	n/a	n/a	n/a
Significant Scope 3 GHG emissions	**Base Year (2021)**						
Total gross indirect (Scope 3) GHG emissions (tCO_2eq)	**208,456**	**137,753**	**n/a**	**n/a**	**n/a**	**n/a**	**n/a**
1 Purchased goods and services	127,521	72,769	n/a	n/a	n/a	n/a	n/a
4 Upstream transportation and distribution	27,016	34,294	n/a	n/a	n/a	n/a	n/a
11 Use of sold products	26,244	13,038	n/a	n/a	n/a	n/a	n/a
12 End-of-life treatment of sold products	27,675	17,652	n/a	n/a	n/a	n/a	n/a
Total GHG emissions							
Total GHG emissions (location-based) (tCO_2eq)	–	139,856	n/a	n/a	n/a	n/a	n/a
Total GHG emissions (market-based) (tCO_2eq)	–	139,604	n/a	n/a	n/a	n/a	n/a
GHG intensity per net revenue							
Total GHG emissions (location-based) per net revenue (tCO_2eq/M€)	–	315	n/a	n/a	n/a	n/a	n/a
Total GHG emissions (market-based) per net revenue (tCO_2eq/M€)	–	314	n/a	n/a	n/a	n/a	n/a
Financial statement reference	Annual Report (2024) – Note 5		n/a				

SCOPE 1 AND 2 GHG EMISSIONS

Westwing calculates Scope 1 GHG emissions using emission factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA). These emission factors were selected due to their wide acceptance, frequent updates, and alignment with international best practices. The measurement methodology follows the average-data method, which utilizes activity data such as heating consumption from utility providers and fuel consumption from gas receipts. This approach was chosen for its practicality and reliability in accurately reflecting emissions based on readily available operational data. In cases where activity data is unavailable for the reporting period, historic data is used as the basis for estimation, adjusted for significant changes such as differences in the area size occupied during the current period. These assumptions were adopted to ensure that emissions calculations remain as precise and consistent as possible, even in the absence of complete current data.

Westwing calculates Scope 2 GHG emissions using both location-based and market-based methodologies. For location-based Scope 2 emissions, grid-average emission factors from reliable sources, such as DEFRA and the International Energy Agency (IEA), are applied. These factors were chosen for their accuracy and relevance to the regions in which Westwing operates. The calculation is based on energy consumption data provided by utility providers for Westwing-occupied spaces, using the average-data method.

For market-based Scope 2 emissions, renewable electricity contracts with suppliers and energy generated from Westwing's own solar PV installations are utilized. These renewable energy sources reflect actual purchased and generated electricity from renewable sources. The calculation methodology follows the market-based method as outlined in the GHG Protocol, using supplier-specific emission factors and residual emission factors from DEFRA or the IEA for any electricity not covered by renewable energy contracts. No significant assumptions are used to calculate Scope 2 emissions.

Biogenic emissions cannot be reported separately as the emission factor databases used do not differentiate between biogenic and non-biogenic emissions.

SCOPE 3 GHG EMISSIONS

Westwing calculates and measures its Scope 3 GHG emissions in accordance with the GHG Protocol. The reporting boundary for Scope 3 emissions includes all indirect emissions arising from activities within the upstream and downstream value chain of Westwing Group and its entities The following Scope 3 categories are included in our emissions inventory:

- Purchased goods and services
- Upstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products

The following scope 3 categories have been excluded from our inventory as they represent a smaller proportion of our total emissions, involve minimal financial expenditure for Westwing, and offer limited opportunities for the company to influence or reduce emissions:

- Capital goods
- Fuel- and energy-related activities (not included in Scope 1 and Scope 2)
- Waste generated in operations
- Business travel
- Employee Commuting

The following scope 3 categories have been excluded from our inventory as they are not relevant to our business activities.

- Upstream leased assets
- Downstream transportation and distribution
- Downstream leased assets
- Investments
- Franchises

To calculate Scope 3 GHG emissions, Westwing uses various emissions factors sourced from reputable databases such as DEFRA, EcoInvent, and ADEME, depending on the category.

For purchased goods and services, emissions are measured using a hybrid approach that combines average-data and spend-data methodologies. For products and packaging, emissions are calculated using material composition and weight data provided by suppliers, when available. For purchased services, emissions are primarily estimated using spend data, as direct activity data is limited. The inputs used in this category are derived from specific activities within our upstream value chain.

For upstream transportation and distribution, emissions are measured using activity data derived from average distances based on customer shipping information and carrier-specific hub locations, which are stored in our warehouse management system. These inputs are directly tied to specific activities within our logistics operations and the upstream value chain, particularly related to transportation distances and locations.

For the direct use-phase of products sold and end-of-life treatment, emissions are estimated based on generic assumptions about customer behavior, product lifespan, and disposal practices. These assumptions are based on general industry data and consumer behaviour and differ between product categories, as each category may have distinct usage profiles. Common disposal practices are assumed for each product category, such as recycling for packaging materials, landfilling for non-recyclable items, and incineration for products that may not be recycled. These assumptions do not account for regional variations in disposal methods or infrastructure.

To facilitate all GHG emission calculations, Westwing uses a software tool.

E1-7 – GHG removals and GHG mitigation projects finance through carbon credits

Our focus with respect to climate change is on avoiding and reducing GHG emissions. While these efforts are underway, we have invested in a combination of GHG emission removal and avoidance carbon credit projects to broaden our impact beyond immediate targets. These credits do not contribute to our GHG emission reduction targets.

In 2024, we purchased 6,728 tCO_2eq carbon credits outside the company's value chain, verified against quality standards and cancelled during the reporting period. These carbon credits were sourced from a mix of mitigation projects and removal projects using biogenic sinks. Westwing has not developed any projects within its own operations or contributed to any projects in its upstream or downstream value chain. The company does not plan to cancel any carbon credits in the future based on existing contractual agreements.

Carbon credits cancelled in the reporting year	2024
Total (tCO_2eq)	**6,728**
Share from removal projects (%)	10%
Share from reduction projects (%)	90%
Recognised quality standard 1 – Verra (%)	69%
Recognised quality standard 2 – Gold Standard (%)	20%
Recognised quality standard 3 – Plan Vivo (%)	7%
Recognised quality standard 4 – Carbon Standards International (%)	3%
Share from projects within the EU (%)	0%
Share of carbon credits that qualify as corresponding adjustments (%)	0%

E1-8 – Internal carbon pricing

Westwing does not apply any internal pricing schemes.

ESRS E5 | Resource Use and Circular Economy

4.2.6 INTRODUCTION

Resource use significantly contributes to environmental impacts, including climate change, pollution, water depletion, and biodiversity loss. As expectations for sustainable practices grow, companies are being urged to move beyond the traditional "take-make-waste" model, which depends on extracting finite resources to produce goods that are eventually discarded. In contrast, a circular economy supports sustainable resource use throughout extraction, production, consumption, and waste management, offering environmental benefits such as reduced material and energy consumption, and lower emissions.

This section outlines Westwing's strategic approach to incorporating circular economy principles, emphasising waste reduction, and optimising resource use throughout its operations. Additionally, it presents the associated risks and opportunities, as well as their financial implications in the short-, medium-, and long-term.

ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Please see ESRS 2 IRO 1 - Circular Economy and Resource Use IROs.

E5-1 – Policies related to resource use and circular economy

Westwing's Sustainability and Raw Material Sourcing policies outline commitments aimed at managing material IROs related to resource use and circular economy practices. These policies are designed to cover the entire company and its value chain, including upstream raw material sourcing, internal operations, and downstream suppliers and partners. They include standards for both Westwing Collection and broader supplier networks, ensuring resource use and circular economy commitments extend across all relevant value chain stages. The focus is on sustainable sourcing, reducing reliance on virgin resources, prioritising the use of renewable sources, enhancing waste prevention, and embedding circularity into Westwing's operations.

The policies address resource use and circular economy IROs, starting with the impact of supplying home and living products on people and the environment. They also address the use of renewable resources, prioritising certified materials such as FSC-certified wood and GOTS-certified cotton, as well as promoting the integration of recycled and renewable inputs into product design and packaging. Opportunities include increased revenue and competitive advantage from resale and sustainable products, as well as cost savings through resource optimization. Risks include reduced customer loyalty if sustainability preferences are unmet, higher costs and regulatory risks from inefficient resource use, and operational complexities around warranties and returns in circular business models.

Aligned with the waste hierarchy, the Sustainability Policy focuses on minimising waste through product durability, repairability, reuse, and recycling. In support of circular economy goals, the policy promotes the use of recycled and renewable materials and encourages designs that enhance product longevity. The policy also prioritises waste prevention through the use of reclaimed materials, considering energy recovery as a secondary option and disposal only as a last resort. Each stage of the waste hierarchy – prevention, reuse, recycling, recovery, and disposal – is embedded in this approach, with an emphasis on strategies like repair and refurbishment to minimise waste further.

Monitoring of resource use and circular economy commitments is conducted through KPIs tracked at monthly or quarterly intervals. Regular audits of Westwing Collection suppliers ensure adherence to sustainability standards under recognised frameworks like Higg FEM, OEKO-TEX® STeP, and amfori BEPI. The Corporate Sustainability team, responsible for defining the sustainability strategy and reporting on the relevant KPIs, reviews progress and adjusts policies and practices based on audit findings and stakeholder inputs, if and as necessary.

Westwing's policies align with standards like FSC, PEFC, GOTS, BCI, Global Recycled Standard (GRS), REACH, and OEKO-TEX® to support responsible sourcing and sustainable management of renewable resources such as certified wood and cotton. The Sustainability Policy also aligns with international frameworks, such as the Paris Agreement, United Nations Sustainable Development Goals, and Science-Based Targets initiative (SBTi), reinforcing Westwing's commitment to recognised sustainability principles.

The policies' scope encompasses all Westwing operations across geographic regions and value chain activities, covering both upstream suppliers and downstream partners without exclusions. These policies are part of Westwing's larger environmental and sustainability strategy, so as to ensure that resource use and circular economy goals are aligned with broader company-wide objectives for a more consistent and effective approach. The Management Board is the most senior level accountable for the implementation of Westwing's policies. This board is directly responsible for embedding policy commitments into Westwing's operations and ensuring their effective execution throughout the organisation.

The Corporate Sustainability team, along with other company experts, leads day-to-day implementation of sustainability-related policies. Benchmarking against industry best practices, assessment of relevant regulations and input from Westwing's internal experts and the Sustainability Steering Committee informed the policies' development.

These policies are accessible via Westwing's intranet, Policy Manager, and corporate website, ensuring transparency for affected stakeholders and those involved in implementation.

E5-2 – Actions and resources related to resource use and circular economy

Westwing is committed to improving resource efficiency by reducing resource consumption and increasing the sourcing of sustainable materials, particularly for its products and packaging. These efforts extend to Westwing Collection suppliers and logistics centre operations across all regions where Westwing operates.

For the Westwing Collection, the company promotes sustainable materials by using recycled synthetic fabrics and is actively exploring increased recycled plastic content in furniture items. In its packaging strategy, Westwing is working towards 100% recyclable packaging and adheres to Extended Product Responsibility principles. Additionally, the company is shifting from virgin plastics to recycled alternatives and supports sustainable packaging efforts focused on enhancing recyclability and reducing single-use plastics.

To further extend product lifespans and minimize waste, Westwing incorporates circular design principles where applicable and has established a small-scale repair and restoration service within its logistics centre for returned products. This not only helps prevent waste but also provides valuable insights into product durability and repair needs. Westwing's focus on premiumisation aligns with its efforts to enhance product durability.

Collaboration is central to these efforts. For its Westwing Collection, the company seeks to identify and collaborate with other businesses on innovative products that integrate circular design principles and sustainable materials, contributing its own experience and expertise to these initiatives. Westwing also participates in an informal industry group to exchange ideas and best practices with peers.

SUMMARY TABLE OF WESTWING ACTIONS

The outlined actions cover all operation geographies unless stated otherwise. As there were no instances of harm related to actual material impacts, no specific remedial actions were required or implemented. The identified key actions cover multiple stakeholder groups, including suppliers, employees, and customers. Suppliers are engaged through sustainable material requirements and packaging guidelines, employees are encouraged to integrate environmental considerations in decision-making, and customers benefit from products designed with circular principles, durability, and recyclability in mind.

Goal: Promote product longevity and circular design
Value chain: Upstream/ own operations

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Premiumisation of Westwing Collection by investing in high-quality materials and design	Increasing the product durability and lifespan	Using high quality materials in products such as durable stainless steel, Alpi veneer Using mould technology for better precision in products	2024 – 2027	Westwing Collection Products	–	Opportunity
Publishing comprehensive care instructions detailing how customers can care for their products to last longer	Increasing the product durability and lifespan	Drafted care instructions for our main materials and categories.	2024 – 2025	Westwing Collection Products	–	Opportunity
Developing products with innovative recycled materials by collaborating with suppliers	Creating innovative products that reduce virgin material consumption by incorporating recycled materials	**Launch of Keani lamp –** Lighting solution utilising modern 3D printing technology and recycled plastic as the primary material **Development of Danilo Tables and Stools –** Innovative table and stool family using fabric veneer made from recycled textile waste combined with a biodegradable binder. Expected to launch in 2025 **Switching Chair family Claire** to plastic recyclates Planned for 2025	2024 – 2025	Westwing Collection Products	–	Opportunity
Introduction of extended warranty to customers: Offering customers extended warranty on Westwing Collection furniture	Increasing the product durability and lifespan		Planned for 2025 – 2027	Westwing Collection Products	–	Opportunity/ Risk

Goal: Reduction of waste, improved waste management, and increased resource efficiency
Value chain: Upstream / own operations

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Reduce the amount of plastic packaging used per item shipped	Reducing the amount of virgin materials used	Switched to thinner stretching foil resulting in less plastic weight per pallet shipped. Purchased second Ergopack machine so that more pallets are strapped with banding tape and not wrapped with stretching foil. From June 2024 inbound cosmetics are no longer packed in transparent bags. Fully replaced string bags with paper envelopes	2024 – 2027	Logistics centre	Reduce the amount of plastic packaging used per item shipped by 25% by 2027	Opportunity/ Risk/Actual negative impact
Eliminate foam in packaging	Reducing the amount of virgin materials used	Replaced all foams used in packaging with internally repurposed shredded cardboard.	2024 – 2025	Logistics centre	Eliminate foam in packaging by 2025	Opportunity/ Risk/Actual negative impact
Increase the use of recycled plastics	Reducing the amount of virgin materials used	At the logistics centre packaging inbound plastic bags and plastic used for the automatic bagging machine is now made with more than 60% recycled content	2022 – 2024	Logistics centre and Westwing Collection packaging	Replace more than 90% of packaging with alternatives made of at least 60% recycled plastic by 2025	Opportunity/ Risk/Actual negative impact
Eliminate single-use plastics in packaging	Reducing the amount of virgin materials used	Reduced single-use plastics in the logistics centre packaging except for tape. For Westwing Collection replaced single-use plastic materials with paper alternatives for bags, ribbons, and tape.	2024 – 2030	Logistics centre and Westwing Collection	Eliminate single-use plastics in packaging by 2030	Opportunity/ Risk/Actual negative impact
Increase recycled paper use in packaging	Reducing the amount of virgin materials	Cushioning paper: switched from 100% virgin fibre paper to 100% recycled paper.	2024 – 2025	Logistics centre	Achieve 100% recycled paper use in packaging by 2025	Opportunity/ Risk/Actual negative impact

Goal: Source sustainable materials
Value chain: Upstream

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Increase traceability of key raw materials sourced for Westwing Collection	Improved data on raw material footprint and more resilient supply chains	Started tracking raw material supply chain for wood in the framework of EUTR[5], expanding the scope under EUDR[6].	Planned: 2024 – 2028	Westwing Collection Products		Risk
Sourcing certified raw materials	Reducing environmental footprint of raw material consumption, improving animal welfare	Collaborated closely with suppliers to transition their procurement of raw materials to certified sources, collaborated with suppliers to secure FSC licensed products. Identified animal by-products in our portfolio and explored responsible sourcing certifications for each relevant material.	2022 – 2026	Westwing Collection Products	Use more than 90% certified sustainable wood Use more than 90% of certified, organic, recycled, and/or responsibly sourced cotton Use more than 90% of responsibly sourced animal by-products by 2026	Opportunity/ Risk

The implementation of the climate action plan does not require significant capital expenditures (CapEx) or operational expenditures (OpEx).

Despite Westwing's commitment to reducing resource use and embracing circularity, the successful implementation of these actions depends on certain preconditions. These include availability and access to quality and reasonably-priced sustainable materials and waste reduction technologies, market demand, and availability of supporting regulatory frameworks.

E5-3 – Targets related to resource use and circular economy

Westwing has adopted voluntary targets aimed at addressing its material impacts, risks, and opportunities (IROs) related to resource use and the circular economy. Although specific ecological thresholds were not considered, the disclosed targets are grounded in scientific evidence of the global impacts of increasing waste and plastic pollution on marine ecosystems, wildlife, and human health. The targets are absolute and account for various lifecycle stages such as production, use, and end-of-life, as well as biodiversity impacts. They focus on virgin renewable resources and select product lines, aligning with Westwing's commitment to sustainable sourcing.

Westwing's targets include increasing the percentage of recycled materials in product manufacturing and reducing overall waste generation through recycling and reuse practices across the supply chain. Additionally, the company is committed to minimizing the use of primary raw materials by prioritizing secondary and recycled inputs where feasible. Targets are also set to improve product durability and repairability, extending product lifespans through circular design principles. To enhance circular material use, Westwing aims to increase the proportion of recycled plastics in its products. The company is also working towards sourcing wood, cotton, and animal byproducts from certified sources to ensure responsible management of renewable resources. Waste management targets include introducing recyclable, biodegradable, or compostable packaging, as well as reusing, recovering, or recycling all packaging waste from Westwing's own sites. Resource targets also address reducing virgin plastics in packaging and achieving fully recyclable packaging, aligning with the broader goal of reducing environmental impacts in resource inflows and outflows.

In setting these targets, the Corporate Sustainability team leveraged their expertise, performed benchmarking, and analyzed current and upcoming policies and regulations. While no formal scenario analysis was conducted, feedback received from stakeholders such as suppliers and customers during target implementation was considered to ensure alignment with sustainability standards and market expectations. The proposed targets were reviewed by subject matter experts on resource use and circularity and refined by the Sustainability Steering Committee before presentation to the Supervisory Board. Relevant feedback is evaluated to incorporate lessons and adjustments, continually enhancing the target-setting and implementation process.

Performance against these targets is tracked through specific KPIs, available in the Sustainability dashboard, and monitored quarterly by the Sustainability Steering Committee. Progress is also communicated to the Executive Team on select KPIs and actions on a quarterly basis. The Quality and Sustainability teams, along with logistics centre teams, collect the underlying data. In collaboration with the Corporate Sustainability team, they monitor progress and assess the effectiveness of the initiatives.

Westwing's targets encompass both its internal operations and the upstream and downstream segments of its value chain, promoting a holistic approach to resource efficiency and circularity.

Target 1: Reduce the amount of plastic packaging used per item shipped by 40% by 2027 (logistics centre)

Contribution to Policy objectives	Reduction of waste, improved waste management, and increased resource efficiency: Supports our sustainability policy objectives of reducing our reliance on virgin resources by prioritising the use of secondary (recycled) resources, promoting resource efficiency throughout our operations and minimising environmental impact of our packaging.
Target value	40%
Unit	%
Absolute or relative target	Relative
Scope	Logistics centre
Value Chain	Own operations
Baseline year	2022
Baseline value	26.2 grams
Time horizon of achievement	2027
Consideration of the wider context of sustainable development and/or local situation	Plastics contribute significantly to ocean pollution, harming marine life and ecosystems, and to greenhouse gas emissions during their production and disposal. Eliminating single-use plastic packaging, increasing recyclability conserves resources and promotes a circular economy by reducing the demand for virgin plastic production.
Target is related to	Minimisation of primary raw material
Layer of waste hierarchy	Prevention
Performance 2024	35%
Milestones or interim targets	NA
Data sources	Logistics centre management system
Methodology/assumptions	**1) Packaging material includes materials used:** a) to protect and ship products to our customers (outbound), b) within the logistics centre to protect/store the products, c) for dropshipping provided by the logistics centre. **2) Plastic material excludes:** a) All single-use plastics (plastic tapes, cable ties, all plastic stickers etc) b) All plastic foams.
EU/national/international policies or initiatives	NA

Target 2: Eliminate foams in packaging by 2025 (logistics centre)

Contribution to Policy objectives	Reduction of waste, improved waste management, and increased resource efficiency: Supports our sustainability policy objectives of reducing our reliance on virgin resources by prioritising the use of secondary (recycled) resources, promoting resource efficiency throughout our operations and minimising environmental impact of our packaging.
Target value	0
Unit	%
Absolute or relative target	Absolute
Scope	Logistic centre
Value Chain	Own operations
Baseline year	2022
Time horizon of achievement	2025
Consideration of the wider context of sustainable development and/or local situation	Plastics contribute significantly to ocean pollution, harming marine life and ecosystems and to greenhouse gas emissions during their production and disposal. Eliminating single-use plastic packaging, increasing recyclability conserves resources and promotes a circular economy by reducing the demand for virgin plastic production.
Target is related to	Minimisation of primary raw material
Layer of waste hierarchy	Prevention
Performance 2024	Share of foam packaging material in plastic packaging material: 0.2%
Milestones or interim targets	NA
Data sources	Logistics centre management system
Methodology/assumptions	1) **Packaging material includes materials used:** a) to protect and ship products to our customers (outbound), b) within the logistics centre to protect/store the products, c) for dropshipping provided by the logistics centre. 2) **Foam material** includes spongy plastics (e.g., corners/fleece) and excludes single use plastics.
EU/national/international policies or initiatives	NA

Target 3: Increase to more than 90% the share of plastics with more than 60% recycled content by 2025 (logistics centre)

Contribution to Policy objectives	Reduction of waste, improved waste management, and increased resource efficiency: Supports our sustainability policy objectives of reducing our reliance on virgin resources by prioritising the use of secondary (recycled) resources, promoting resource efficiency throughout our operations and minimising environmental impact of our packaging.
Target value	More than 90%
Unit	%
Absolute or relative target	Relative
Scope	Logistic centre
Value Chain	Own operations
Baseline year	2022
Time horizon of achievement	2025
Consideration of the wider context of sustainable development and/or local situation	Plastics contribute significantly to ocean pollution, harming marine life and ecosystems and to greenhouse gas emissions during their production and disposal. Eliminating single-use plastic packaging, increasing recyclability conserves resources and promotes a circular economy by reducing the demand for virgin plastic production.
Target is related to	Minimisation of primary raw material
Layer of waste hierarchy	Prevention
Performance 2024	98% – Achieved
Milestones or interim targets	NA
Data sources	Logistics centre management system
Methodology/assumptions	**1) Packaging material Includes materials used:** a) to protect and ship products to our customers (outbound), and b) within the logistics centre to protect/store the products c) for dropshipping provided by the logistics centre (e.g. branded stickers). **2) Plastic material Excludes:** a) All single-use plastics (plastic tapes, cable ties, fitting bags/polybags smaller than A4, all plastic stickers, truck seals, silica bags (with non-woven outer bag)) b) All foams. **3) Recycled material Includes: materials that have proof of at least 60% recycled content via:** a) declaration of conformity, b) certificate or, c) company signed declaration.
EU/national/international policies or initiatives	NA

Target 4: Reduce the amount of single-use plastic packaging material by 100% by 2030 (logistics centre)

Contribution to Policy objectives	Reduction of waste, improved waste management, and increased resource efficiency: Supports our sustainability policy objectives of reducing our reliance on virgin resources by prioritising the use of secondary (recycled) resources, promoting resource efficiency throughout our operations and minimising environmental impact of our packaging.
Target value	100
Unit	%
Absolute or relative target	Relative
Scope	Logistic centre and Westwing Collection packaging
Value Chain	Own operations
Baseline year	2023
Baseline value	2.59 grams
Time horizon of achievement	2030
Consideration of the wider context of sustainable development and/or local situation	Plastics contribute significantly to ocean pollution, harming marine life and ecosystems and to greenhouse gas emissions during their production and disposal. Eliminating single-use plastic packaging, increasing recyclability conserves resources and promotes a circular economy by reducing the demand for virgin plastic production.
Target is related to	Minimisation of primary raw material
Layer of waste hierarchy	Prevention
Performance 2024	30%
Milestones or interim targets	NA
Data sources	Logistics centre management system
Methodology/assumptions	**1) Packaging material includes materials used:** a) to protect and ship products to our customers (outbound), b) within the logistics centre to protect/store the products, c) for dropshipping provided by the logistics centre. **2) Single-use plastics includes:** a) Plastic tapes b) Cable Ties c) Fitting bags smaller than A4 d) Polybags smaller than A4 e) All plastic stickers f) Truck seals g) Silica bags
EU/national/international policies or initiatives	NA

Target 5: Achieve 100% recycled paper use in packaging by 2025

Contribution to Policy objectives	Reduction of waste, improved waste management, and increased resource efficiency: Supports our sustainability policy objectives of reducing our reliance on virgin resources by prioritising the use of secondary (recycled) resources, promoting resource efficiency throughout our operations and minimising environmental impact of our packaging.
Target value	100%
Unit	%
Absolute or relative target	Absolute
Scope	Logistic centre
Value Chain	Own operations
Baseline year	2022
Baseline value	77%
Time horizon of achievement	2025
Consideration of the wider context of sustainable development and/or local situation	Focusing on recycled materials contributes to waste reduction and resource efficiency, which are key to circular economy.
Target is related to	Increase of circular material use rate and the minimisation of primary raw material
Layer of waste hierarchy	Recycling
Performance 2024	99%
Milestones or interim targets	NA
Data sources	Logistics centre management system
Methodology/assumptions	**1) Packaging material includes materials used:** a) to protect and ship products to our customers (outbound), b) within the logistics centre to protect/store the products, c) for dropshipping provided by the logistics centre. **2) Recycled material includes materials that have proof of 100% recycled content via:** a) declaration of conformity, b) certificate or, c) company signed declaration. **3) Paper** includes all types of paper.
EU/national/international policies or initiatives	NA

Target 6: Use more than 90% of certified responsibly sourced materials

- Use more than 90% certified responsibly sourced wood
- Use more than 90% of certified responsibly sourced cotton
- Use more than 90% of responsibly sourced animal by-products by 2026

Contribution to Policy objectives	Sourcing Sustainable Materials: Supports our sustainability policy objectives of reducing our reliance on virgin resources promoting the use of secondary (recycled) resources, exploring sustainable alternatives for our Westwing Collection products and increasing the traceability of raw materials used.
Target value	More than 90%
Unit	%
Absolute or relative target	Relative
Scope	Westwing Collection Products
Value Chain	Upstream
Baseline year	2022
Time horizon of achievement	2026
Consideration of the wider context of sustainable development and/or local situation	Increasing the use of organic or responsibly sourced raw materials by prioritising materials with lower environmental impact and ensuring the ethical treatment of workers
Target is related to	Waste management, including preparation for proper treatment
Layer of waste hierarchy	Preparing for reuse, recycling, other recovery
Performance 2024	Share of certified responsibly sourced wood: 94% Share of certified responsibly sourced cotton: 85% Share of responsibly sourced animal by-products: 92%
Milestones or interim targets	NA
Data sources	Certifications obtained from suppliers
Methodology/assumptions	1) Certified wood includes those with a certification from the Forest Stewardship Council (FSC) or the Endorsement of Forest Certification (PEFC). 2) Certified cotton includes the following certifications or frameworks: Fairtrade, GOTS, BCI, OCS, GRS-certified, and RCS-certified. 3) Animal by-products include leather, feathers, down, fur, wool, cashmere wool (added in October 24). The accepted certifications are: • Leather Working Group • Natural Leather IVN • GRS recycled leather • Non-certified recycled leather • Global Traceable Down Standard • Responsible Down Standard • Downpass
EU/national/international policies or initiatives	NA

E5-4 – Resource Inflows

Westwing's upstream value chain resource inflows include essential materials such as wood, cotton, metal, and various other natural or synthetic materials. These materials are used in producing both Westwing Collection and third-party products. In our operations, material resource inflows encompass the packaging materials used at our logistics centre facilities for safely storing and shipping products to our customers such as paper, plastic, metal, and wood. In addition, Westwing's trade goods, including final products sourced from third-party suppliers for direct sale, are also part of our resource inflows. These trade goods primarily include home and living items such as furniture, decor, and textiles, which are procured and delivered to customers as part of our operations. Westwing considers packaging materials as a resource inflow which is material for the company.

Westwing's operational resource inflows include equipment used in warehousing and packaging processes. For warehousing this includes forklifts, pallet trucks, conveyor systems, and for packaging the automated packaging machine, paper cushioning packaging stations, and the waffle machine, which is used to produce cushioning material from packaging waste. Other equipment includes scanners, computers, pallet strapping and wrapping machines, parcel sorters and a welding machine. Water use is minimal and primarily limited to cleaning and facility maintenance.

In the upstream value chain, suppliers also utilise various machinery to produce Westwing Collection and third-party products. This machinery includes woodworking equipment such as saws, lathes, and computer numerical control (CNC) machines for shaping and assembling wooden furniture; textile machinery such as spinning, weaving, and knitting machines for processing cotton and other fabrics; metalworking machinery such as presses, cutters, and welders for creating metal components; and moulding and extrusion equipment for producing synthetic materials like plastics and acrylics. Other resource inflows include materials such as wood, which is primarily sourced for furniture and decor items; cotton, which is used in textiles and soft furnishings; metals such as steel and aluminium, commonly used for structural components and decor accents; synthetic materials like polyester and acrylic for upholstery and decor; as well as animal by-products such as leather and wool, utilized in furniture, textiles, and decorative items. The upstream value chain also has a much greater reliance on water for manufacturing processes essential to producing materials and finished goods. Water use in Westwing's operations is limited to activities like cleaning, facility maintenance, employee welfare (e.g., sanitation and hydration), and other minor operational needs.

Details regarding the resources used in our own operations can be found below:

WEIGHT OF PACKAGING

Metric	Methodology	2024
Overall total weight of products and technical and biological materials used (tonnes)	1. Technical materials include materials made of non-organic, synthetic substances. 2. Biological materials include materials made of organic, renewable substances derived from living organisms. 3. The packaging process that is part of Westwing's operational activities is included and involves materials which Westwing directly handles and uses to store and ship products to customers. 4. All packaging materials used during the reporting period at our logistic centre to store, protect, and ship products is included. 5. All packaging materials used at our offline stores purchased by Westwing (e.g. Westwing bag) is included. 6. The materials used in the production and manufacturing of the products sold by Westwing are not included. These products are not manufactured or produced by Westwing therefore do not fit within the scope of our own operations. 7. Paper use excluded due to immateriality (less than 1% of total weight)	2,959
Percentage of biological materials (and biofuels used for non-energy purposes) used to manufacture the products (including packaging) that is sustainably sourced	Sustainably sourced materials include: a) Paper with greater than 0% recycled content b) Paper with certifications such as FSC Mix, FSC recycled, PEFC c) Pallets made with recycled wood Types of proof accepted: a) declaration of conformity, b) certificate or, c) company signed declaration	93%
Absolute weight of secondary reused or recycled components or secondary intermediary products (tonnes)	Inclusions a) All recycled packaging materials (paper and plastic) with greater than 0% recycled content b) All re-used/repurposed packaging materials (e.g. supplier packaging) c) All pallets that are reused Types of proof accepted: a) declaration of conformity, b) certificate or, c) company signed declaration	1,583
Percentage of secondary reused or recycled components or secondary intermediary products	Inclusions a) All recycled packaging materials (paper and plastic) with greater than 0% recycled content b) All re-used/repurposed packaging materials (e.g. supplier packaging) c) All pallets that are reused Types of proof accepted: a) declaration of conformity, b) certificate or, c) company signed declaration	54%

The data provided comes from direct measurements and estimations are used in cases where the information is not available from the supplier. In this case, the weight is estimated using an average. These metrics are not validated by an external body other than the assurance provider.

Westwing aims to ensure that a significant part of its resource inflows with respect to packaging material are covered by the Forest Stewardship Council (FSC) and Blue Angel Certification. Adhering to these standards not only demonstrates our commitment to environmental stewardship and ethical sourcing but also enhances our brand reputation, fosters consumer trust, and supports our long-term sustainability goals. Resource inflow data is primarily derived from purchase order reports and Westwing's internal order management system (OMS), supplemented by estimations where necessary. These estimations are based on material handling processes in Westwing's logistics centre, where workers conduct weight-based assessments to generate proxy estimates when direct data is unavailable. In cases where reused and recycled materials may overlap, categorisation is based on primary usage to avoid double-counting.

Total resource inflows for direct operational activities during the reporting period amount to 2,959 tonnes. Of this, sustainably sourced biological materials (certified by FSC and Blue Angel) make up 93%. Secondary materials account for 1,583 kg, representing 54% of resource inflows.

E5-5 – Resource Outflows

PRODUCTS AND MATERIALS

Westwing acknowledges the importance of designing products based on circular principles to improve resource efficiency and reduce waste. While the company does not currently offer products specifically defined as circular, considerations such as durability and material selection reflect circular principles in its product design. Westwing does not manufacture or produce the products it sells and does not currently collect data on product durability, repairability, or rates of recyclable content.

Westwing focuses on product durability through its premiumisation strategy, which prioritizes high-quality materials and craftsmanship. Additionally, the company is exploring options for warranties and repairability to ensure products remain functional and valued over time, reinforcing its commitment to longevity and reduced environmental impact.

During the reporting period, the recyclable content in Westwing Group's product packaging materials amounted to 98.6%, calculated using the total weight of packaging materials as the denominator. This metric is not validated by an external body other than the assurance provider.

Metric	Methodology/Assumptions	2024
The rates of recyclable content in products packaging	**Recyclable packaging material includes:** a) the following plastics: LDPE, HDPE, PP, PE b) all paper that is not covered in wax, foil or plastic **Product packaging includes:** a) Packaging used at Westwing logistic centre b) Westwing Collection inbound packaging (from supplier) c) Third-party products packaging (from partners)	98.6%

In terms of packaging, all materials used are reported to the relevant authorities to comply with the EU Extended Producer Responsibility scheme, which addresses end-of-life waste management.

The data disclosed under E5-5 is primarily derived from supplier reports on material content, supplemented by estimations based on the types of packaging materials used in Westwing's operations. In cases where supplier data is not available, assumptions are made by using available data as proxies. Specifically, it is assumed that products within the same category use similar packaging materials.

Westwing's packaging materials are evaluated based on recyclability, with the EU Extended Producer Responsibility scheme serving as the primary criterion for circular design. Assumptions include the compatibility of materials with existing recycling systems and adherence to sustainability standards.

4.3 SOCIAL INFORMATION
ESRS S1 | Own workforce

4.3.1 INTRODUCTION

Westwing's team members are the foundation of the company's success. Their performance enables us to realise our objectives, drive innovation, and fulfil our commitments towards our customers and our stakeholders. Our workforce includes both employees directly employed by Westwing and non-employee workers engaged through contractual arrangements as defined by ESRS. This section describes how we strive to ensure that our team members benefit from fair and appropriate employment standards in areas that are material to Westwing's business.

4.3.2 STRATEGY

ESRS 2 SBM-2 – Interests and views of stakeholders

Please see ESRS 2 SBM-2 – Interests and views of stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

In this disclosure, we consider all individuals in Westwing's workforce who could be materially impacted by the company, whether through our operations or value chain. This includes employees engaged in our operations across 12 European countries, such as full-time, part-time, interns, working students, and temporary positions, as well as self-employed individuals (freelancers working on specific projects or tasks) and third-party workers provided by employment agencies (contractors and temporary workers).

Westwing has not identified any material opportunities or impacts on its own workforce resulting from its strategy or business model. However, certain aspects of the business model, such as reliance on logistics operations and on occasion on temporary workforce structures, create dependencies that may lead to a risk related to health and safety, particularly for employees in logistics roles ('blue collar'). This risk includes legal liabilities, reputational damage, and potential litigation arising from poor working conditions. Operational expectations, such as high-speed delivery and cost efficiencies, are managed with attention to fair and safe working conditions across workforce groups to address these dependencies. Workforce management practices, including regular monitoring of working conditions are designed to mitigate these risks and support operational stability.

Westwing's strategy considers dependencies on its workforce by assessing areas where adjustments may be needed, such as restructuring, job losses, or opportunities for job creation, reskilling, and upskilling. Strategic changes, such as new product introductions, expansion efforts, logistical adjustments, or operational shifts, are evaluated for their potential effects on the workforce. Feedback from employees informs targeted actions to manage workforce dependencies effectively and support strategic objectives. These dependencies, particularly on logistics roles, are integrated into strategic planning to maintain workforce stability and reduce operational risks.

The material risk identified—legal liabilities, reputational damage, and litigation linked to poor working conditions—highlights the importance of aligning business practices with workforce needs. To mitigate this risk, Westwing focuses on enhancing working conditions, offering targeted training programs, and fostering a workplace environment that supports professional development and employee well-being. By addressing this risk through operational practices and aligning them with the business model, Westwing aims to balance workforce well-being, business continuity, and operational efficiency.

Currently, no actual or potential material negative impacts have been identified within the workforce. However, through employee feedback surveys, regular consultations with Westwing's worker's council known as the Westwing Group SE Consultation Body (SE consultation body), and expert assessments of working conditions, it has been identified that logistics centre workers engaged in more physically demanding tasks and temporary roles may face greater exposure to risks compared to other employee groups. This higher exposure is attributed to the specific context of warehouse environments, which involve physical labour and repetitive tasks.

While no material positive impacts on the workforce were identified, certain aspects of operations contribute positively to employee well-being. These include enhancing health, offering tailored growth opportunities, and providing challenging tasks that support retention, productivity, and development. Initiatives such as partnerships with mental health providers and the provision of benefits align with Westwing's strategic goals of fostering a resilient, sustainable, and high-performing workforce. These benefits are more accessible to full-time employees and those on long-term contracts compared to temporary workers or contractors, reflecting variations in how these initiatives are experienced. This focus on employee development and well-being supports broader strategic objectives, such as adapting workforce skills to evolving business needs, aligning with Westwing's commitment to its workforce.

There were no material opportunities identified linked to our workforce and the only material risk is linked to working conditions if these were to ever fall short of industry best practices, leading to potential legal liabilities, reputational damage, reduced employee productivity, and labour disputes. These risks are tied to our operational practices and workforce management and are most pertinent for our logistics centre employees who are exposed to relatively greater health and safety hazards. To date, no operations or geographical areas within Westwing are at risk of forced, compulsory, or child labour. Our regular audits confirm that measures to protect our employees are in place and indicate no significant risk of forced or child labour, particularly in warehousing and logistics activities.

To develop an understanding of which teams may be at greater risk of harm, we regularly conduct employee feedback surveys and also rely on expert judgement. Furthermore, through our regular engagement with the SE consultation body, worker representatives, team members, and third-party contractors, we continuously refine our strategic objectives to align business practices more closely with workforce needs, particularly by adapting our approach to support specific groups, as needed.

4.3.3 IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

S1-1 – Policies related to own workforce

OVERVIEW OF WORKFORCE POLICIES

Westwing manages its workforce through a combination of its Human Rights Policy, Sustainability Policy, Environment, Health and Safety (EHS) Policy, and Code of Conduct, which cover material IROs related to the workforce. These policies and Code of Conduct apply to all regions and Westwing employees. The policies provide a foundation for addressing key risks such as employee disengagement, discrimination, forced labour, and workplace safety, while also identifying opportunities such as professional and skill development, diversity, and inclusion.

The Management Board is the most senior level accountable for the implementation of Westwing's sustainability relevant policies. This board is directly responsible for embedding the policy's commitments into Westwing's operations and ensuring their effective execution throughout the organisation. The Corporate Sustainability team, along with other company experts, leads day-to-day implementation of sustainability-related policies and the P&C department is in the lead for all requirements and policies related to human resources. Benchmarking against industry best practices, assessment of relevant regulations and input from Westwing's internal experts and the Sustainability Steering Committee informed the policies' development.

Westwing's workforce-related policies are aligned with internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the International Labour Organization's (ILO) core conventions, and the OECD Guidelines for Multinational Enterprises. Our policies explicitly address the prohibition of trafficking in human beings, forced labour, compulsory labour, and child labour, and they incorporate due diligence and risk assessments to align with international standards. We regularly review these global standards to ensure our policies reflect the latest developments in labour and human rights. While we do not actively monitor compliance with these policies, we track any reported incidents submitted through our whistleblower tool.

The Sustainability and Human Rights policies were launched in 2024; no changes were made to any other workforce-related policies in 2024. Westwing's Human Rights Policy reflects its commitment to international frameworks, including the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The policy explicitly prohibits child labour, forced labour, and human trafficking. In terms of labour rights, Westwing is committed to ensuring fair wages, safe working conditions, and the right to collective bargaining. The Code of Conduct upholds employees' rights to form or join trade unions and engage in collective bargaining without fear of retaliation, ensuring full respect for labour rights in compliance with local laws.

These commitments are further reinforced in Westwing's Sustainability Policy, which outlines the company's dedication to fostering a high-performance culture, promoting diversity and inclusion, providing tailored learning and development opportunities, and ensuring a safe and healthy workplace.

Westwing's EHS Policy outlines the company's commitment to providing a safe and healthy working environment, focusing on identifying, assessing, and mitigating environmental, health, and safety risks. Westwing supports a zero-accident culture through regular safety training and EHS performance reviews at its warehouses, as well as implementing health and safety measures at its headquarters, in line with applicable laws and regulations. Westwing's workforce is supported by an internal health and safety management system.

NON-DISCRIMINATION, INCLUSIVITY AND EQUAL EMPLOYMENT PRACTICES

Westwing is committed to fostering a diverse and inclusive workplace, with this commitment embedded in its broader workforce-related policies, including the Human Rights Policy and Code of Conduct, which require that provisions in respective laws, regulations, or rules, be it local, national or international be observed and complied with. These policies also specifically prohibit discrimination on grounds such as racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, national extraction, political views and social origin. In developing and updating these policies, Westwing considers stakeholder interests by monitoring legal and regulatory developments, and reviewing best practices, and integrating any feedback received from employee engagement initiatives. These policies guide Westwing in promoting inclusivity, fair treatment, and equal opportunities for all employees and cover all aspects of employment, including recruitment, promotion, training, remuneration, and working conditions. They also serve as a framework for managing material sustainability matters by addressing workforce-related risks and opportunities, ensuring that diversity and inclusion efforts support employee well-being, engagement, and compliance with regulatory and ethical standards.

To support fair treatment and prevent and mitigate discrimination in line with its policies and Code of Conduct, Westwing has implemented specific procedures, including mandatory reporting mechanisms, investigation protocols, and disciplinary actions for violations as appropriate. Team members are required to read the policies on human rights, non-discrimination, health and safety, and workplace conduct to prevent discrimination and harassment. Additionally, 'white collar' team members must demonstrate their understanding by completing a final quiz through the Policy Manager.

Top management is responsible for ensuring equal treatment and opportunities and for ensuring that company policies guide fair employment practices. The SE Consultation Body, comprising employee representatives, facilitates open communication between management and the workforce, helping to identify and address workplace concerns.

Westwing's recruitment, training, and advancement policies are based on qualifications, skills, and experience. The company maintains up-to-date records on recruitment, training, and promotion to ensure equal opportunities across the organisation, implementing unbiased recruitment processes and offering targeted training and development programs to support employee growth.

To support aspiring employees independent of gender or their role, Westwing provides leadership development programs and adjusts work environments, as necessary, to meet specific needs. Skills development is promoted through programs like Insight Learning Sessions, the Leadership Training Curriculum, and the Key Talent Program, all aimed at fostering continuous professional growth and equal advancement opportunities. Diversity and inclusion are further advanced through targeted initiatives, such as calibration meetings during the Performance Review process, where cross-team leaders review promotion decisions into leadership roles, and regular assessments of workplace practices.

Westwing also uses a 'train the trainer' approach to leverage leaders as multipliers of knowledge at HQ. At both the HQ and the logistics centre in Poland, internal recruitment prioritises equally qualified internal candidates over external ones, with defined development paths that motivate employees and enhance competence. Programs like the "Leader's Academy" are designed to nurture leadership skills and provide clear pathways for progression.

REMUNERATION, WORKING HOURS, AND EMPLOYMENT CONDITIONS

Westwing compensates its employees with wages that meet or exceed national minimum wage standards, with all relevant employment terms clearly outlined in their contracts. Westwing complies with laws governing working hours and allows trust-based working times whenever possible.

WORKPLACE ACCESSIBILITY AND JOB REQUIREMENTS

At our logistics centre in Robakowo, we have made adjustments to the physical environment to ensure health and safety for workers, customers, and visitors with disabilities, ensuring accessibility. Although similar adjustments have not been made in office environments, we are committed to promoting inclusive access wherever feasible. Job requirements are regularly evaluated, with each job description for recruiting reviewed before publication, which helps reduce the risk of disadvantaging certain groups.

GRIEVANCE MECHANISMS AND ACCESS TO REMEDY

Westwing provides multiple channels for employees to raise concerns, including a whistleblower tool for confidential, or if so chosen, anonymous, reporting of human rights violations and workplace issues. We encourage open feedback to respective leaders and support this through the People & Culture (P&C) team. Any grievances are investigated thoroughly, with corrective actions taken where necessary. Employees are regularly reminded of the availability of these tools through the intranet and Group All-hands meetings.

COMMUNICATION AND TRAINING

Westwing makes its workforce-related policies available to both potentially affected stakeholders and those responsible for their implementation. These policies are easily accessible to employees, contractors, suppliers, and other stakeholders. For employees and internal stakeholders involved in implementation, policies are hosted on internal platforms, such as the company intranet and the Policy Manager, which also serves training purposes and includes quizzes to help employees understand the content of the policies. These policies are also available on the corporate website, ensuring accessibility to external stakeholders, including suppliers and potentially affected groups. Westwing further communicates relevant policies through supplier onboarding processes and contractual agreements, reinforcing expectations and compliance obligations.

S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

Westwing actively engages with its employees on a regular basis through various direct and representative mechanisms, integrating employee perspectives consistently into both strategic and operational decisions. Engagement involves multiple levels of participation, including surveys, direct communication, and collaboration through the SE Consultation Body and local trade unions offering diverse opportunities for employees to share their views. The engagement frequency depends on the method and the stage of decision-making, whether it is identifying impacts, developing mitigation strategies, or implementing and monitoring actions.

Westwing's primary employee engagement tools and platforms are tailored to various roles and regions to support inclusive and effective communication, fostering freedom of expression and providing multiple channels for employees to share their perspectives and/or concerns:

- **Regular surveys:** Regular surveys assess workplace culture, satisfaction, and team engagement at HQ. Results are reviewed by leaders, the P&C team, and senior leadership to identify optimization areas and align on action steps.

- **eNPS Tool (Poland):** A monthly survey in Warsaw gathers feedback on job satisfaction, with follow-up actions managed by the P&C team to address identified issues.

- **Group Allhands Meetings:** Regularly scheduled meetings update employees on important business topics and performance, and offer opportunities for Q&A. At the logistics centre in Poland, in addition to live discussions, key information is displayed on multiple screens to keep operational staff continuously informed.

- **Upward Feedback and 360° Feedback:** Annual feedback processes allow employees to evaluate their leaders and receive multi-perspective feedback from peers, managers, and direct reports. This supports leadership development and personal growth for employees across the organisation.

- **Whistleblower Tool:** A confidential platform for reporting (also anonymously) potential violations of laws, policies, or unethical behaviour is implemented for all employees. This tool is managed by the Legal team with GRC and selected P&C team members, ensuring that any concerns are handled discreetly and professionally.

- **Intranet:** Westwing's central hub for internal communication, where employees can also access business updates, sustainability information, and policies and comment.

- **Open-door policy:** Employees can request in-person meetings with the management and ask questions directly or they can ask questions through contacting the P&C team. This is especially helpful on a team and department level as it allows concrete insights into specific teams.

Feedback is also gathered during internal P&C processes such as exit interviews. The SE Consultation Body also mediates workforce concerns with management, as necessary, to ensure that all voices are heard. These mechanisms, alongside performance reviews, upward feedback systems, and dedicated email boxes for sustainability and compliance, help us identify and manage conflicts.

While Westwing does not currently have a Global Framework Agreement with workers' representatives related to human rights, the SE Consultation Body and the local trade unions provide structured platforms for employees to discuss and address workforce rights, health, and safety concerns with management. This structure allows the company to gain insights into workforce perspectives, respect human rights within the workplace, and integrate employee feedback into the company's decision-making processes.

- **SE Consultation Body:** The SE Consultation Body facilitates an open dialogue between management and team members, focusing on feedback related to employee rights and organisational changes. Members, elected by respective employee groups of Westwing, meet twice annually with the Management Board and regularly with the P&C team. Feedback is gathered and acted upon, with meeting minutes documented, including next steps and actions taken.

- **Trade unions** (logistic centre Poland): Westwing maintains regular communication with unions, focusing on employee rights, health and safety, labour regulations, and remuneration. Weekly one-on-one meetings are held between union leaders and management, along with quarterly meetings between union representatives and employer representatives. All team members at our logistics centre have the option to join the unions, with union members selecting a speaker every two years. Actions are followed up and addressed by the P&C team, with official meeting minutes prepared after each quarterly session.

Westwing is committed to safeguarding privacy and upholding freedom of expression, thus all feedback collected is strictly confidential. Depending on the communication channel, anonymous feedback is also possible (e.g., through the whistleblower tool). The P&C team is responsible for overseeing the company's engagement processes, collecting all relevant feedback and communicating it effectively to senior leadership. The Chief People Officer (CPO) holds the most senior role in managing employee engagement and integrating feedback into the company's strategies. While this responsibility is part of a broader leadership role, the P&C team also conducts training within their team to enhance their skills or effective employee engagement or integrating feedback. Senior management regularly reviews feedback to address concerns and ensure alignment with company goals. To keep the workforce informed about how their feedback has influenced decisions, Westwing maintains feedback loops through Group Allhands meetings and updates via the company intranet, fostering transparency and employee engagement in the decision-making process. For example, based on feedback from regular surveys highlighting the need for stronger alignment between team and company purpose, Westwing continued its bi-weekly Group Allhands meetings. During these meetings, the CEO communicates updates and insights to ensure employees remain informed about the company's overall objectives and performance.

ENGAGEMENT WITH VULNERABLE AND MARGINALISED EMPLOYEES

Confidential feedback channels, including anonymous surveys and contact with the P&C team, help us identify and address specific needs and challenges related to vulnerable or marginalised employees. Additionally, the SE Consultation Body and unions in the logistic centre act as advocates. Tailored support for at-risk individuals prioritises their wellbeing and career development opportunities. To address potential barriers for vulnerable or marginalised groups, Westwing strives to make information accessible in relevant languages, and always aims to respect cultural sensitivities.

COMMUNICATION AND ACCESSIBILITY

For overall communication with our workforce, we use a multi-channel approach, including internal newsletters, the company intranet, and direct executive communications. We use clear, jargon-free language and have made British English our official company language to help ensure information is accessible to all employees. Our corporate intranet serves as a central hub where employees can access information on working conditions and other relevant topics. Westwing is committed to treat feedback, including that collected from at-risk or vulnerable individuals, confidentially, and to respect employees' privacy throughout the process.

ASSESSING ENGAGEMENT EFFECTIVENESS

The effectiveness of workforce engagement at Westwing is tracked through regular reviews by the P&C team and the Executive Team. A key metric on job satisfaction is included in the sustainability dashboard, where progress against targets and KPIs is tracked, and reviewed by the Sustainability Steering Committee. Feedback from various engagement mechanisms is regularly aggregated and reviewed by senior management to inform strategic decisions. Turnover rates and exit interviews are also tracked through the P&C team. Structured dialogues, such as those with the SE Consultation Body and unions, are documented with official minutes and follow-up actions.

Westwing currently does not have formal internal or external auditing or benchmarking systems in place to assess the effectiveness of its engagement processes. However, the company is evaluating whether additional mechanisms are needed to systematically improve workforce engagement practices. This review is based on recent reporting periods and aims to determine whether further measures are required to enhance engagement effectiveness.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

In the event of negative impacts on Westwing's workforce identified through the whistleblower tool, the process involves identifying the impact, conducting investigations to determine cause and responsibility, implementing remedial actions, and introducing preventative measures as appropriate. Remedies are assessed for effectiveness as necessary. Tailored actions may include changes to workplace policies, additional support, or other corrective measures.

Westwing provides multiple channels for employees to raise concerns, including the whistleblower tool, an open-door policy, direct communications, employee surveys, focus groups, Group Allhands Q&A, the SE Consultation Body, and local trade unions. These channels are accessible to employees, with information about their use communicated through onboarding, internal communications, and the company intranet.

Clear procedures, including timeframes for addressing concerns, are established across all grievance channels to ensure issues are addressed promptly. These channels are structured to be accessible, transparent, and legitimate, with indicative timelines communicated to employees during onboarding and through regular reminders. Feedback is systematically reviewed, and resolutions are communicated to employees. Westwing supports these channels with confidentiality, anonymity, and timely feedback, aligned with best practices in responsible business conduct. Policies are also in place to protect employees and their representatives from retaliation when using these mechanisms. Employees have access to third-party grievance channels, such as those provided by government and NGO initiatives, if they choose to raise concerns outside of Westwing's internal processes.

While formal assessments of trust in grievance mechanisms are not conducted, policies ensure confidentiality and protection are maintained. In the absence of formal satisfaction metrics, assessments rely on consistent engagement, internal feedback, and employee participation rates to gauge effectiveness and trust. Stakeholders, including employees and their representatives, are involved to ensure transparency and accountability. IInsights are used for continuous improvement to prevent future impacts. Westwing prioritizes dialogue with complainants to reach mutually agreed solutions.

Regular data collection, analysis, and management reviews are conducted to monitor the effectiveness of these mechanisms, ensuring the process is responsive and contributes to Westwing's commitment to continuous improvement.

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

MATERIAL NEGATIVE AND POSITIVE IMPACTS ON THE WORKFORCE

In situations where material impacts may arise and adversely affect employees, measures are implemented to identify, prevent, and mitigate these potential negative impacts. To date, Westwing has not had to take action to provide or enable remedy in relation to an actual material impact.

Initiatives to deliver positive impacts for the workforce include flexible work arrangements, paid time off, wellbeing initiatives, childcare support, training and development programs, mentorship, leadership development programs, and employee recognition programs. These initiatives address the key material impacts identified, focusing on employees' health, safety, and overall well-being. Westwing monitors the progress of these initiatives during each reporting period, disclosing the advancements made and outlining aims for continued improvement. During the reporting period, Westwing has advanced its wellness and work-life balance initiatives, including workshops and activities focused on various health and safety aspects in its logistics centre, with specific targets set for improving employee engagement and health.

TRACKING AND ASSESSING EFFECTIVENESS

Westwing tracks and assesses the effectiveness of these actions and initiatives through various methods. Feedback mechanisms, such as regular surveys conducted on a per-need basis, are used to gather employee input on the initiatives. Key performance indicators (KPIs), such as employee satisfaction rates, see also the calculation on page 141, which consistently remain above 80%, are monitored.

Effectiveness tracking also includes internal audits, external performance ratings, and benchmarking against industry standards. Feedback from stakeholders and the use of grievance mechanisms further help Westwing evaluate the impact of its actions. Metrics such as decreases in turnover rates and improved satisfaction scores serve as indicators of progress.

PROCESSES FOR IDENTIFYING ACTIONS AND MANAGING IMPACTS

Westwing follows a structured process to determine necessary and appropriate actions in response to actual or potential negative impacts. This process includes prioritisation and evaluation, action planning, implementation, monitoring, and continuous improvement. Various feedback mechanisms, such as regular surveys, direct communication channels, the elected SE Consultation Body, and local trade unions, are used to gather information on workforce concerns and potential impacts. Once an issue is identified, Westwing assesses its involvement—whether the company has caused, contributed to, or is directly linked to the impact through its operations or business relationships. This approach recognises that different levels of responsibility require tailored responses. Additionally, Westwing monitors industry trends and regulatory changes to proactively adjust workforce management practices and address potential dependencies or risks. Dialogue with affected employees and relevant stakeholders is conducted to understand root causes and potential solutions. Actions taken are monitored through continuous feedback and follow-up surveys, with adjustments made as necessary.

MANAGING MATERIAL RISKS AND OPPORTUNITIES

Westwing discloses risks related to workforce dependencies, such as potential disruption to business operations caused by significant employee turnover or a lack of skills or training. To manage and mitigate material risks related to workforce impacts and dependencies, the company improves working conditions through regular assessments and upgrades, enhancing safety and comfort. Employee feedback channels are maintained to gather relevant insights. These actions are tracked through a combination of metrics, data analysis, qualitative feedback, benchmarking, and target setting. Effectiveness is measured through employee surveys, KPIs such as turnover rates and sickness rates, and continuous feedback mechanisms. Senior management regularly reviews these metrics and feedback to evaluate progress.

ADDRESSING NEGATIVE IMPACTS FROM BUSINESS PRACTICES

Westwing monitors its practices to prevent contributions to material negative impacts on the workforce. Surveys, audits, and assessments are conducted to identify potential risks. Policies are in place to uphold fair labour standards and protect workers' rights. Open communication channels allow employees to report concerns anonymously, aiding in the identification and mitigation of negative impacts. In cases where business relationships may be terminated, Westwing considers the potential negative impacts on its workforce and aims to address them through measures such as redeployment or providing additional support where appropriate.

Westwing does not have specific measures in place to ensure that its practices in relation to procurement, sales, or data use do not cause or contribute to material negative impacts on its own workforce. However, its overall governance framework, policies, and reporting mechanisms are designed to identify and address potential impacts if and where they arise.

RESOURCES ALLOCATED FOR WORKFORCE MANAGEMENT

A dedicated budget is allocated for health and safety programs and employee wellbeing initiatives. Investments in training and development enable employees to enhance their skills and performance, ensuring they can contribute effectively to the company's success and continuous improvement. Employees responsible for monitoring and addressing workforce impacts include key internal functions such as the P&C team and senior management, who are tasked with managing material workforce impacts. Westwing tracks and reports on the outcomes of its training and wellbeing initiatives, such as the number of training sessions delivered, but is not yet able to track the actual outcomes.

Table 1: Summary table of Westwing actions

In 2024, no actual material negative impacts were identified, hence no actions were needed to remedy their effects. There are no new actions planned at the moment, but many ongoing actions will continue in 2025. The implementation of Westwing's action plan does not require significant OpEx or CapEx.

Goal: Ensure the health, safety and wellbeing of employees
Value chain: Own Operations

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Implement health initiatives in our logistics centre comprising workshops and activities focused on various health aspects, including stress management, health screenings, workplace ergonomics, and overall wellbeing	Improved health and wellbeing of employees	Health week, Safety week and mental health workshop have been completed in 2024.	2024	Robakowo logistics centre	Maintain Westwing employee satisfaction rate above 80%	Risk
Provide Health and Safety Trainings which includes initiatives such as the Safety Academy for supervisors and drivers, fire prevention and first aid trainings, periodic OHS training for all job positions, safe work at height training for the maintenance team, and targeted information campaigns on topics like safe holidays, winter safety, and hot weather precautions	Preventing workplace accidents and improving worker safety	The trainings are completed in 2024 and scheduled to be repeated annually.	2024	Robakowo logistics centre	Maintain a Lost Time Injury Frequency Rate (LTIFR) below 1 in our logistics centre	Risk

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

MANAGING MATERIAL RISKS AND OPPORTUNITIES RELATED TO THE WORKFORCE

Westwing has set two targets related to managing material risks and opportunities within its workforce. These targets were developed based on benchmarking and taking into consideration the employee responses received during Westwing's materiality assessment. While the workforce was not directly engaged in setting these targets, the Chief People Officer (CPO) was consulted to further refine them. The final targets were reviewed and approved by the Executive Team, the Management Board, and endorsed by the Supervisory Board.

MONITORING AND PERFORMANCE TRACKING

Performance against these targets is tracked through specific KPIs which are available in the Sustainability dashboard and are monitored quarterly by the Sustainability Steering Committee.This tracking serves as a primary mechanism to evaluate the effectiveness of Westwing's policies in managing material risks and opportunities related to the workforce by assessing whether the established policies lead to the intended workforce outcomes. Progress is also communicated to the Executive Team. The P&C team collects the underlying data and, in collaboration with the Corporate Sustainability team, monitor progress and assess whether existing policies remain effective or require revision.

Westwing also assesses the effectiveness of its actions in managing material risks and opportunities by reviewing workforce-related KPIs, such as job satisfaction and health and safety indicators, against target expectations. If KPIs indicate that actions are not leading to the expected improvements, the Corporate Sustainability and P&C teams assess whether corrective actions or adjustments to the approach are required.

Westwing does not actively collaborate with its workforce or workers' representatives to identify lessons learned or potential improvements when evaluating target performance. However, adjustments to workforce policies and initiatives are informed by continuous engagement with the workforce and regular review meetings. Feedback from employees is gathered through regular surveys, the P&C team, Group Allhands Q&A sessions, and the SE Consultation Body. This feedback is analysed to assess the impact of initiatives and inform potential adjustments.

TARGETS AND STANDARDS

Westwing's targets aim to monitor whether employees are satisfied with their work environment and whether there are any health and safety issues that need to be addressed. These targets also function as a basis for measuring the effectiveness of policies and actions taken to address workforce-related material risks and opportunities. The approach aligns with frameworks and industry codes that promote best practices in human resources and workplace safety.

Target 1: Maintain Westwing employee satisfaction rate above 80%

Contribution to Policy objectives	Ensure the health, safety and wellbeing of our teams and ensure open communication, feedback and employee engagement
Target value	above 80%
Unit	%
Absolute or relative target	Relative
Scope	1) The metric includes the following employees from the headquarters who have rated their satisfaction in our regular surveys: • full-time • part-time • interns • working students • minijob • temporary employment
Value Chain	Own Operations
Time horizon of achievement	Annually
Consideration of the wider context of sustainable development and/or local situation	Fostering employee satisfaction and well-being contributes to a motivated and engaged workforce, which is essential for driving the company's sustainable growth. This approach aligns with sustainable development goals by promoting decent work, economic growth, and employee welfare.
Performance 2024	87.4%
Milestones or interim targets	NA
Data sources	Survey tool
Methodology/assumptions	Share of employees who provided a "satisfactory" rating for job satisfaction. Satisfactory includes a rating of: • neutral • favourable or • strongly favourable
EU/national/international policies or initiatives	NA

Target 2: Achieve a Lost Time Injury Frequency Rate (LTIFR) rate below 1 for our logistics centre

Policies' objectives contribution	Ensure the health, safety and wellbeing of our teams
Target value	Below 1
Unit	Rate
Absolute or relative target	Relative
Scope	**Logistics centre own employees** (Due to warehouse closures, covering Italy, Spain, and Warsaw until June)
Value Chain	Own operations
Time horizon of achievement	Annually
Consideration of the wider context of sustainable development and/or local situation	Investing in employee safety fosters a culture of care and responsibility, reducing downtime and supporting long-term operational efficiency. It aligns with the sustainable development goals of promoting decent work and employee wellbeing.
Performance 2024	14.23
Milestones or interim targets	NA
Data sources	Logistics centre records
Methodology/ assumptions	(Number of lost time injuries in the reporting period) x 1,000,000/Total hours worked in the reporting period
EU/national/international policies or initiatives	NA

S1-6 – Characteristics of employees within the company's workforce

Table 1: Employee headcounts by gender

Gender	Number of employees (headcount)
Male	532
Female	860
Other	na
Not reported	–
Total employees	1,392

Table 2: Employee headcount in countries where Westwing has at least 50 employees representing at least 10% of its total number of employees

Country	Number of employees (headcount)
Germany	660
Poland	667
Other	65

Table 3: Employees by contract type, broken down by gender (FTE)

Reporting period

	Female	Male	Other	Not Disclosed	Total
Number of employees (FTE)	788	503	na	–	1,291
Number of permanent employees (FTE)	682	397	na	–	1,079
Number of temporary permanent employees (FTE)	94	105	na	–	199
Number of non-guaranteed hours employees (FTE)	12.5	0.5	na	–	13
Number of full-time employees (FTE)	733	499	na	–	1,232
Number of part-time employees (FTE)	55	4	na	–	59

Table 4: Employees by contract type, broken down by region (FTE)

Reporting period

	Germany	Poland	Other	Total
Number of employees (FTE)	573	654	64	1,291
Number of permanent employees (FTE)	507	517	267	1,079
Number of temporary permanent employees (FTE)	52	138	9	199
Number of non-guaranteed hours employees (FTE)	13	–	–	13
Number of full-time employees (FTE)	521	647	64	1,232
Number of part-time employees (FTE)	51	7	–	58

Table 5: Employee turnover (headcount)

Number of employees left	314
Employee turnover rate	20%

S1-14 – Health and safety metrics

Westwing believes that all employees are entitled to a healthy work environment without accidents. We thus aim to prevent all work-related accidents and diseases and create an environment that is safe to work in for all employees. Westwing's workforce is supported by an internal health and safety management system and covers 100% of employees. This system includes comprehensive documentation (procedures, instructions, risk assessments), structured processes (e.g., reporting of accidents, near misses, and hazards), regular audits (safety walks, legal compliance assessments), and a strong safety culture (e.g., organising a Safety Academy and a Health and Safety week, implementing the 10 Safety Golden Rules [13]) in our logistics centre.

At our headquarters, we comply with legal regulations according to occupational health and safety. We focus on the following three pillars:

1. Occupational safety, ensuring a healthy work environment. Here we work together with an agency that conducts risk & hazard assessment. Furthermore, we have designated occupational safety specialists (with training) who flag possible risks. Additionally, four times a year an occupational health and safety meeting is conducted including our company doctor to discuss occupational health topics. On top team members are required to perform an online safety training once a year via the Policy Manager.

2. Accident management, that tracks and identifies any occurred accidents. For this, the reception team owns an accident catalogue, where incidents are tracked. Furthermore, ongoing communication and alignment with our company doctor and Employer's Liability Insurance Association takes place for individual cases.

3. Health initiatives, which are regularly offered. For example, regular health sessions like back checks or vaccinations in cooperation with the company doctor. Furthermore, we offer individual possibilities like yoga classes or Mental Health Day.

While we strive towards creating a zero-accident workplace, in Westwing's operations, there is a risk of accidents and injuries for employees. For the year 2024, there were 0 fatalities, 22 cases of recordable work-related accidents and 0 cases of recordable work-related ill health. The LTIFR for the Westwing Group was 4.6 and the accident rate 6.8. These accidents and illnesses resulted in 239 days lost.

13 A set of fundamental safety principles designed to prevent accidents, promote safe behaviours, and ensure a safe working environment by guiding employees' actions and decisions in the workplace.

S1-17 – Incidents, complaints and severe human rights impacts

In 2024, Westwing received a total of nine cases through its whistleblower tool, seven of which were related to discrimination and harassment. There were no fines, penalties, or compensation for damages associated with these cases.

In the reporting year, Westwing has not encountered any severe human rights incidents.

S1–6

METHODOLOGY

Cross-reference to the financial statements according to ESRS S1-6.50 (f): The metrics are based on end-of-year values. The total number of employees disclosed in the financial statements is 1,291 FTE, while the headcount reported in the sustainability statement is 1,392. The financial statement figure is based on full-time equivalents (FTE).

The reported employee KPIs reflect values at the end of the reporting period. Tables 1 and 2 are based on headcount, while Tables 3 and 4 use full-time equivalent (FTE). Full-time equivalent is calculated by standardising employees' total working hours to a full-time workload. Employee turnover is calculated as the voluntary number of employees who left the company during the reporting period divided by the average number of employees (headcount) in the same period.

S1–14

Work-related injury or ill health that results in any of the following:

i. death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or

ii. significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

LTIFR: (Number of lost time injuries in the reporting period) x 1,000,000 / Total hours worked in the reporting period

Workplace accident rate: (Number of workplace accidents) x 1,000,000 / Total hours worked in the reporting period

The working hours were estimated based on the number of FTEs per month. For simplicity, an average of 30 days per month was assumed.

ESRS S2 | Workers in the value chain

4.3.4 INTRODUCTION

Workers in the value chain are essential to the success and sustainability of our operations. This term includes all employees and contractors involved in the production and delivery processes, from raw material sourcing to end-product distribution. Ensuring fair labour practices, safe working conditions, and equitable treatment of value chain workers is crucial for promoting social responsibility and operational excellence.

In this context, Westwing is committed to upholding high standards for labour practices throughout our value chain. This section provides an overview of our policies, actions, and targets related to workers' rights and conditions in our value chain and highlights our initiatives to improve working conditions, promote worker well-being, and ensure adherence to ethical labour practices across all levels of our value chain.

4.3.5 STRATEGY

ESRS 2 – SBM-2 Interests and view of stakeholders

Please see ESRS 2 SBM-2 - Interests and views of stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As an e-commerce home and living company designing products manufactured in Europe and Asia, while also selling products from reputable brand partners, Westwing's business model depends on a global supply chain with multiple tiers of suppliers and value chain workers. While this structure provides flexibility and scalability, it also creates a material risk, as Westwing does not control working conditions but remains exposed to reputational damage, supply chain disruptions, and legal liabilities if labour rights violations occur.

This dependency on third-party manufacturers makes supply chain due diligence a critical part of Westwing's business model and strategy. The company's potential positive impact on value chain workers stems from its role in shaping fair and ethical labour practices, promoting social responsibility, and improving working conditions. However, its reliance on suppliers, particularly in high-risk sourcing regions, increases exposure to potential labour rights violations. This risk influences strategic decisions on supplier selection, resource allocation, and Westwing's broader approach to maintaining a resilient and ethical supply chain.

Westwing's disclosures in this section cover all materially impacted value chain workers in the Westwing Collection, as well as those across brand partners, service providers, and other suppliers, including vulnerable groups. These workers are part of the upstream and downstream value chain, including those particularly vulnerable to negative impacts. Nonetheless, Westwing's influence on working conditions is strongest within the Westwing Collection supply chain, where there is a more direct relationship with suppliers compared to other brand partners and service providers governed by the Business Partner Code of Conduct.

Westwing is committed to the fair and ethical treatment of workers to promote social responsibility, uphold human rights, and improve labour conditions across its supply chain, focusing on short-term upstream impacts. Aligned with this commitment, the company partners with suppliers in the Westwing Collection who adhere to international labour standards, particularly in higher-risk regions such as China and India. While Westwing does not manage manufacturing directly, its model emphasizes ethical compliance and adherence to international labour standards, including the prevention of child and forced labour. By prioritising these standards, Westwing mitigates risks such as reputational damage, supply chain disruptions, and legal liabilities related to labour rights violations. This approach not only contributes to a stable and resilient supply chain but also aligns with consumer expectations for responsibly sourced products.

The responsible sourcing strategy for the Westwing Collection prioritises suppliers who uphold safe and fair working practices. To support this commitment, Westwing conducts ongoing assessments of working conditions that inform sourcing decisions and strengthen supplier relationships, especially within the Westwing Collection. These assessments incorporate supplier selection criteria tailored to higher-risk geographies, alongside reinforced auditing and monitoring measures. While worker characteristics or specific roles are not systematically analysed, the approach focuses on addressing potential vulnerabilities in regions identified as higher-risk due to socio-economic factors or regulatory gaps. Insights from these assessments, including site audits and supplier self-evaluations, provide a general understanding of contexts where workers may face increased risks. Through this approach, Westwing creates opportunities for positive impacts on the workers of its Westwing Collection suppliers by promoting fair working conditions and supporting capacity-building initiatives within the upstream supply chain.

If specific risks are identified for certain groups of workers, supplier criteria and contractual requirements are further refined to address these risks. Enhanced oversight is applied particularly in vulnerable regions where issues such as labour exploitation may occur.

TYPES OF VALUE CHAIN WORKERS

Westwing focuses on all value chain workers outside its own workforce most likely to be materially impacted by its operations, particularly those employed by Tier 1 manufacturers producing the Westwing Collection. Governed by our Private Label Supplier Code of Conduct, these workers are regularly audited to mitigate risks like child labour, forced labour, and substandard working conditions. Our Business Partner Code of Conduct, meanwhile, covers ethical practices for:

- **Workers in third-party brands:** Employed by companies producing products we sell alongside the Westwing Collection.

- **Upstream workers in our supply chain (non-Tier 1):** Involved in activities like extraction or processing of raw materials (e.g., cotton, wood).

- **Downstream workers:** Employed by logistics partners responsible for delivering Westwing products to customers.

Westwing recognises that certain groups within our value chain, such as migrant workers, young workers and women may face higher risks of negative impacts, particularly in higher-risk regions. While formal assessments for vulnerable categories have not been conducted, our Codes of Conduct and ongoing monitoring aim to mitigate these risks.

GEOGRAPHIES AND COMMODITIES AT RISK

Our supply chain sources products and material from regions in Asia which could be more prone to facing systemic challenges due to socio-economic and regulatory gaps which in turn elevate risks of labour rights violations. In particular, China and India are identified as higher-risk regions concerning labour rights issues like child and forced labour. These risks are especially relevant in sectors such as textiles, furniture, and decor and for key commodities such as cotton and wood which are considered material for Westwing. We mitigate such risks through close engagement, regular monitoring and auditing of our suppliers and the procurement of certified raw materials. Material risks may also arise from individual incidents, such as industrial accidents, which could affect worker safety. We are committed to managing risks thoughtfully to ensure that any potential negative impacts on workers are minimised.

POSITIVE IMPACT AND CAPACITY BUILDING

Westwing's efforts to promote sustainable and ethical practices yield a positive impact on the value chain. By updating purchasing practices and conducting regular audits focused on social standards, working conditions, health, and safety, we monitor and can improve working conditions. By strengthening capacity-building among key and strategic suppliers through training programs provided by amfori—a global business association supporting sustainable trade, responsible resource use, and human prosperity—and initiatives aimed at developing a comprehensive social management system, we support fair wages, safe working environments, and regulatory compliance.

As members of amfori, Westwing also encourages key and strategic suppliers, where possible, to participate in local programs aimed at improving working conditions, such as the amfori program Speak for Change, which empowers workers to actively raise improvement needs through established grievance mechanisms.

MATERIAL RISKS

Westwing's material risk related to value chain workers is reputational damage, supply chain disruptions, and legal liabilities due to labour rights violations. This risk is managed through policies and codes of conduct that set supplier expectations and govern ethical sourcing practices.

Westwing incorporates this risk into its broader risk management framework, which includes monitoring external dependencies such as global supply chain disruptions. Strengthening supplier relationships, particularly in high-risk regions, supports due diligence efforts and reduces exposure to potential violations.

While this risk applies across the value chain, Westwing's materiality analysis indicates that it is most relevant for workers employed by its direct Westwing Collection suppliers. Although Westwing does not control working conditions, it seeks to mitigate this risk through supplier engagement, compliance monitoring, and ethical sourcing commitments.

4.3.6 3. IMPACT, RISK AND OPPORTUNITY MANAGEMENT

S2-1 – Policies related to value chain workers

Westwing manages material impacts, risks, and opportunities (IROs) related to value chain workers through its Sustainability Policy, Human Rights Policy, Environment, Health, and Safety (EHS) Policy, Business Partner Code of Conduct, and Private Label Supplier Code of Conduct. During the reporting year, there were no significant changes in the policies for value chain workers; however, the Sustainability Policy and the Human Rights Policy were newly drafted. These policies and Codes of Conduct apply to workers in the upstream and downstream value chain, including brand partners, subcontractors, and other suppliers. They also account for vulnerable groups, such as migrant and young workers, with safeguards to uphold their rights and welfare. There are no exclusions in terms of geographies or stakeholder groups.

Each policy contains specific objectives related to the fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights, and improving labour conditions. Westwing's policies and Codes of Conduct explicitly address trafficking in human beings, forced labour, compulsory labour, and child labour, prohibiting these practices across its workforce and the wider value chain. The Private Label Supplier Code of Conduct and Business Partner Code of Conduct reflect these commitments, ensuring alignment with ILO standards.

Westwing's sustainability-related policies are guided by and reflect international frameworks, including the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the International Bill of Rights, which includes the Universal Declaration of Human Rights and its two covenants. To date, no cases of non-respect involving value chain workers under the UN Guiding Principles on Business and Human Rights, the ILO Declaration, or the OECD Guidelines have been reported in the upstream or downstream value chain.

Specifically for its direct Westwing Collection suppliers, Westwing monitors compliance with these international frameworks through regular social and environmental audits, risk assessments, and corrective action plans. Identified issues are followed up with specific actions to ensure suppliers adhere to these standards. Auditing includes both Westwing's own internal teams and third-party audits when necessary. As a member of amfori, Westwing actively engages in industry discourse on ethical trade and current global challenges related to human rights in global value chains. This membership helps Westwing stay up to date on the latest developments and best practices in the industry. The company´s whistleblower tool can be also used for reporting alleged incompliance of our brand partners and all other suppliers and service providers.

The Management Board is the most senior level accountable for the implementation of Westwing's policies. This board is directly responsible for embedding the policy's commitments into Westwing's operations and ensuring their effective execution throughout the organisation. The Corporate Sustainability team, along with other company experts, leads day-to-day implementation for sustainability-related policies. Benchmarking against industry best practices, assessment of applicable regulations, input from Westwing's internal experts, and the Sustainability Steering Committee informed the policies' development. These policies are accessible through Westwing's corporate website, can be made part of the contractual agreements, and/or shared with relevant stakeholders during face-to-face meetings. These channels, along with translations where necessary, help remove any barriers to understanding among diverse value chain partners.

S2-2 – Processes for engaging with value chain workers about impacts

While Westwing acknowledges the need for direct engagement with value chain workers, it currently engages with Westwing Collection value chain workers indirectly, primarily through communication with suppliers, who act as proxies. While direct worker engagement is not routine, selected worker interviews are conducted periodically as part of externally led audits, which follow established cycles, and Westwing's internal social assessment protocol, allowing for some direct engagement. Supplier visits, which take place regularly as part of supplier management, also provide opportunities to observe working conditions, although direct interaction with workers during these visits is limited. Through its Private Label Supplier Code of Conduct, Westwing supports worker representation and unions. Workers can additionally raise concerns through the whistleblower tool, which allows for confidential reporting without retaliation.

Westwing assesses the effectiveness of these engagements through audits, monitoring compliance with labour and human rights standards, and tracking corrective actions for continuous improvement. Examples include improvements in worker conditions resulting from audits and supplier feedback. These audits include assessments of vulnerable groups, such as young or migrant workers, focusing on health, safety, and employment practices.

Engagement with Westwing Collection suppliers occurs at key stages, including the selection and onboarding process. During the selection phase, Westwing conducts technical factory audits and requests external social audit reports from non-EU suppliers. After onboarding, ongoing engagements continue through quarterly supplier calls, regular supplier visits, and audits and follow-ups on corrective actions. These interactions also take place as needed during materiality assessments and in response to legal requirements or stakeholder requests. The focus of these engagements is on addressing actual and potential impacts on workers by improving working conditions and ensuring risk mitigation through corrective actions.

Responsibility for these engagements is shared between the Quality and Sustainability Team, headed by the Director of Quality and Sustainability, and the Buying Teams under the VP of Buying. The Corporate Sustainability team, led by the Director of Corporate Sustainability, supports these efforts. While these roles cover broader responsibilities, they ensure that supplier engagement informs Westwing's approach to managing worker-related impacts. Capacity-building activities are provided to relevant employees to develop the necessary skills and knowledge for these engagements, including training on social and environmental requirements and product quality aspects.

Westwing does not have Global Framework Agreements or agreements with global union federations regarding human rights in the value chain but is a member of the UN Global Compact and amfori. These memberships provide guidance on key worker-related issues and support Westwing's understanding of topics relevant to its suppliers, such as pricing, materials, and environmental and social requirements.

At present, beyond the Westwing Collection Tier 1 suppliers, Westwing does not have a process for direct engagement with workers of any other partners or suppliers in its value chain.

S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

Westwing provides all value chain workers with access to a publicly available whistleblower tool, which serves as the primary channel for reporting material negative impacts. This tool allows workers to raise concerns confidentially and, if they choose, anonymously, regardless of their employer within the value chain. The details of the whistleblower tool are included in Section G1-1 Business Conduct Policies. Designated teams handle follow-ups on issues raised, implement corrective actions, and maintain continuous monitoring to ensure effective resolution. The whistleblower tool is referenced in Westwing's Codes of Conduct and is communicated during supplier onboarding.

At present, Westwing does not have formal measures to assess whether value chain workers are fully aware of or trust the whistleblower tool, nor are there additional formal actions to ensure its accessibility within the workplaces of value chain workers. However, Westwing is exploring initiatives to enhance awareness and accessibility of the tool, including leveraging programs like amfori's Speak for Change, which provides shared supply chain workers a platform for raising concerns and seeking independent remediation.

In the reporting year, Westwing has not been made aware of any negative impacts on its value chain workers. If negative impacts on value chain workers were confirmed through the whistleblower tool, a remediation process would be initiated. This process would involve identifying the impact, investigating root causes, assigning responsibility, implementing corrective actions, and introducing preventative measures as appropriate. The effectiveness of these remedies would be evaluated through audits, including compliance and social audits, which help identify any unresolved or recurring issues related to worker concerns.

All issues raised via the whistleblower tool are monitored to ensure concerns are addressed promptly and fairly, with clear procedures and timeframes guiding the case handling. The whistleblower tool follows established procedures designed to ensure fair conduct. Westwing continuously reviews the effectiveness of its whistleblower tool and explores ways to improve engagement with complainants, using insights from grievances to refine future strategies and enhance the process.

S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

PREVENTING, MITIGATING, AND REMEDIATING NEGATIVE IMPACTS AND ADDRESSING RISKS

Westwing manages risks linked to value chain workers with a tailored approach for different types of supplier relationships. For Westwing Collection suppliers, Westwing enforces compliance through social audits, corrective action plans, and regular supplier feedback to uphold labour standards across the supply chain. To further mitigate risks for workers involved in raw material production for these suppliers, Westwing prioritises sourcing certified materials, such as BCI cotton, RWS, European Flax™, and FSC-certified materials, supporting responsible practices at the source.

For other upstream and downstream brand partners, suppliers, and service providers, compliance expectations are outlined in the Business Partner Code of Conduct, which is communicated during the onboarding process.

PROCESSES TO IDENTIFY AND ADDRESS POTENTIAL IMPACTS

Westwing's approach to addressing potential negative impacts on the workers of its Westwing Collection suppliers starts with regular audits, risk assessments, and due diligence. These processes help identify areas requiring action. In case of a validated report on material negative impacts, corrective actions are requested from the respective supplier(s) or, depending on the severity of the issue, orders may be put on hold and/or the business relationship may be terminated. This approach aims to ensure that Westwing's procurement, sales, and operational practices are aligned with ethical standards. In cases where business pressures and preventing negative impacts come into conflict, Westwing prioritises worker rights. For example, corrective actions are prioritised over continuing with unsatisfactory supplier performance.

For all other value chain workers, potential negative impacts are identified if reported by relevant authorities or those directly affected. In such cases, Westwing would decide on relevant action depending on the facts and the severity of the incident. Westwing retains the right to terminate business relationships if any of its suppliers does not respect the conditions set in the respective Code of Conduct.

For non-Westwing Collection suppliers, brand partners, and service providers, Westwing relies on the Business Partner Code of Conduct to outline expectations for ethical practices. However, given the nature of these relationships, Westwing's direct involvement in monitoring or enforcing compliance is limited. Our influence with these partners is primarily exercised during onboarding, and our governance relies on the standards set forth in their own business practices.

No severe human rights incidents were reported in 2024.

DELIVERING POSITIVE IMPACTS

Westwing's efforts also focus on achieving positive material impacts for its Westwing Collection value chain workers. This includes capacity-building initiatives, such as training through the amfori academy, to improve labour practices across the supply chain. The company actively collaborates with industry peers through multi-stakeholder initiatives, including amfori, to further ethical labour standards. These initiatives have led to positive outcomes, including safer working environments, fairer wages, and reduced working hours in key supplier factories.

No specific initiatives are undertaken with respect to any other value chain workers. However, the whistleblower tool is accessible to all external stakeholders, including the workforce within the supply chain.

TRACKING EFFECTIVENESS AND RESOURCE ALLOCATION

Westwing tracks the effectiveness of its policies and actions with respect to the material IROs relevant to the Westwing Collection value chain workers through internal and external audits, supplier feedback, and grievance mechanisms. The outcomes of audits, such as the resolution of corrective actions and reduced non-compliance, are key indicators used to assess effectiveness. The effectiveness of corrective actions is reviewed with follow-up audits, with comparisons made between current and previous assessments. Feedback from suppliers and workers, such as improvements in working conditions measured through audit findings, is integral to this process.

Additionally, Westwing evaluates the effectiveness of its policies and actions in managing material IROs related to value chain workers by reviewing KPIs linked to social management systems, audit outcomes, and working conditions. Progress in establishing robust social management systems and improving working conditions is considered a key factor in reducing material IROs. Therefore, if progress in these KPIs is insufficient, the Corporate Sustainability team, together with the Buying team, assesses whether adjustments to supplier engagement are required.

The Buying and Sustainability teams are responsible for ensuring compliance with labour standards, implementing corrective action plans, and engaging suppliers to promote ethical practices.

The implementation of Westwing's actions related to Westwing Collection value chain workers depends on certain preconditions. As a relatively small player, Westwing's influence over suppliers, particularly in Europe and Asia, is limited by its business volume and the absence of owned manufacturing facilities. Suppliers often prioritise larger clients, which can affect their willingness and pace in adopting Westwing's worker-related actions. The company's ability to promote adherence to labour standards and ethical practices across regions depends significantly on supplier cooperation, alignment with local labour laws, and its negotiating power within the supply chain. While Westwing sets clear expectations for workers' rights and ethical behaviour, successful implementation relies heavily on suppliers' responsiveness and commitment to these principles.

In the reporting year, the implementation of the action plan did not require significant CapEx or OpEx.

Table 1: Summary table of Westwing actions

In 2024, no actual material negative impacts were identified, hence no actions were needed to remedy their effects. Westwing actions cover suppliers in all geographies.

Goal: Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions
Value chain: Upstream

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Engage with key and strategic suppliers to establish social management systems	Enhanced processes to ensure compliance with social standards and health and safety protocols	Key and strategic suppliers, representing 10% of purchase order value (Westwing Collection), from China, India, and Lithuania are participating in the implementation of Social Management Systems (SMS). They have received the SMS implementation handbook, toolkit, and self-assessment checklist from the World Bank Corporation. Initial training calls have been conducted, and regular follow-ups on key milestones are in place. Suppliers are expected to submit deliverables demonstrating alignment of their SMS with SA8000 requirements.	2024 – 2028	Key and strategic Westwing Collection suppliers	50% of Westwing Collection suppliers by purchase order volume to have established social management systems by 2028	Risk/ Potential positive impact
Auditing suppliers on social topics, developing corrective action plans, and identifying key areas for improvement to design targeted supplier training programs	Ensure compliance with social standards including human rights	Since 2022, 100% of non-EU suppliers have undergone external social audits. In 2024, most key and strategic EU suppliers were audited either through external audit reports or in-house audits Additionally, third-party social audit reports were collected from complementary suppliers.	Ongoing since 2022	Westwing Collection suppliers in all geographies	100% of Westwing Collection suppliers to be evaluated regularly on social topics by 2025	Risk

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Engage with key and strategic suppliers to take part in programs to improve working conditions	Improve working conditions by increasing worker involvement	Five key and strategic suppliers in India and Vietnam, audited under BSCI, are actively participating in the 'Speak for Change' initiative in 2024. Deployment guides, posters, and flyers were provided to the suppliers, and meetings were held to guide suppliers through the process.	2024 – 2028	Key and strategic Westwing Collection suppliers	50% of Westwing Collection suppliers by POV to establish programs to measure and improve working conditions by 2028	Potential positive impact
Participation of key and strategic suppliers in the amfori training academy which offers training on a range of social topics	Enhanced supplier knowledge of social standards	As part of Westwing's amfori membership, suppliers were encouraged and supported by Westwing to participate in at least one of the offered amfori Academy training sessions.	2024 – 2028	Key and strategic Westwing Collection suppliers	50% of Westwing Collection suppliers by POV to establish programs to measure and improve working conditions by 2028	Potential positive impact
Acceptance of Westwing's Code of Conduct by all permanent brand partners and third-party suppliers (TPS)	Enhanced compliance with Westwing's Code of Conduct	All permanent brand partners accepted Westwing CoC, for non permanent brand partners the process is ongoing.	2023 – 2027	All TPS suppliers/brand partners	All third party brands to be aligned with our Business Partner CoC by 2027	Risk

S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Westwing has established four time-bound and outcome-oriented targets aimed at addressing material IROs related to value chain workers of its Tier 1 Westwing Collection suppliers. The information of these targets can be found below:

Target 1: 100% of Westwing Collection suppliers to be evaluated regularly on social topics by 2025

Contribution to Policy objectives	Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions
Target value	100
Unit	%
Absolute or relative target	Absolute
Scope	Westwing Collection suppliers in all geographies
Value Chain	Upstream
Baseline year	2022
Baseline value	–
Time horizon of achievement	2025
Consideration of the wider context of sustainable development and/or local situation	It contributes to ensuring fair and ethical treatment of workers within the value chain, improving labour conditions and supporting human rights.
Performance 2024	Share of Westwing Collection suppliers by purchase order volume (POV) evaluated regularly on social matters: 98%
Milestones or interim targets	NA
Data sources	Supplier management tool
Methodology/assumptions	Methodology is based on the following KPIs: • Share of Westwing Collection suppliers by POV evaluated regularly on social matters The evaluation includes reviewing valid social audits or self-assessments. The validity of each audit system and initiative varies, and the assessment period is adjusted accordingly, ensuring they are checked before their expiry date. Accepted social audit systems and initiatives: • Amfori Business Social Compliance Initiative • SEDEX/SMETA • SA 8000
EU / national / international policies or initiatives	NA

Target 2: 50% of Westwing Collection suppliers by POV to have established social management systems by 2028

Contribution to Policy objectives	Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions
Target value	50
Unit	%
Absolute or relative target	Relative
Scope	Westwing Collection suppliers in all geographies
Value Chain	Upstream
Baseline year	2022
Time horizon of achievement	2028
Consideration of the wider context of sustainable development and/or local situation	It contributes to ensuring fair and ethical treatment of workers within the value chain, improving labour conditions and supporting human rights.
Performance 2024	Share of Westwing Collection suppliers by POV with SMS: 10%
Milestones or interim targets	NA
Data sources	Supplier management tool
Methodology/assumptions	Purchasing volume of total active Westwing Collection suppliers with social management system (SMS) certification / Purchasing volume of total active Westwing Collection suppliers Accepted SMS include: • SA8000 • Westwing Protocol (defined by Westwing based on SA 8000)
EU / national / international policies or initiatives	NA

Target 3: 50% of Westwing Collection suppliers by POV to establish programs to measure and improve working conditions by 2028

Contribution to Policy objectives	Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions
Target value	50
Unit	%
Absolute or relative target	Relative
Scope	Westwing Collection suppliers in all geographies
Value Chain	Upstream
Baseline year	2022
Time horizon of achievement	2028
Consideration of the wider context of sustainable development and/or local situation	It contributes to ensuring fair and ethical treatment of workers within the value chain, improving labour conditions and supporting human rights.
Performance 2024	76%
Milestones or interim targets	NA
Data sources	amfori academy training records
Methodology/assumptions	Participation in amfori academy trainings and/or amfori speak for change program
EU / national / international policies or initiatives	NA

Target 4: All third-party brands to be aligned with our Business Partner Code of Conduct (CoC) by 2027

Contribution to Policy objectives	Fair and ethical treatment of workers in the value chain, promoting social responsibility, human rights and improving labour conditions
Target value	100
Unit	%
Absolute or relative target	Absolute
Scope	Third party brands in all geographies
Value Chain	Upstream
Baseline year	2022
Time horizon of achievement	2027
Consideration of the wider context of sustainable development and/or local situation	It contributes to ensuring fair and ethical treatment of workers within the value chain, improving labour conditions and supporting human rights.
Performance 2024	66%
Milestones or interim targets	NA
Data sources	Signed CoC documents by brand partners
Methodology/assumptions	Methodology is based on the following KPI: • Share of third party brands sold in Shop who signed Business Partner Code of Conduct • Share of third party brands sold in Club who signed Business Partner Code of Conduct
EU / national / international policies or initiatives	NA

PROCESS FOR SETTING AND TRACKING TARGETS

In setting these targets, the Corporate Sustainability team considered the identified potential impact – fair and ethical treatment of value chain workers – and the risk of reputational damage, supply chain disruptions, and legal liabilities due to labour rights violations. To inform this process, the team leveraged its expertise, conducted benchmarking, and analysed current and upcoming policies and regulations.Although direct engagement with value chain workers did not occur, feedback collected from suppliers and brand partners during the materiality assessment provided insights into key issues. The Sustainability team analyses this feedback as part of the target implementation process to understand supplier experiences and identify areas for improvement. The proposed targets were reviewed by subject matter experts on supplier-related topics and approved by the Executive team before presentation to the Supervisory Board. Lessons and adjustments are incorporated by evaluating this supplier feedback to further enhance the target-setting and implementation process.

Westwing tracks performance against these targets by regularly monitoring the relevant KPIs and reviewing audit reports. Although value chain workers are not directly involved in tracking performance, audits are conducted to assess suppliers' adherence to social and environmental standards.

IDENTIFYING LESSONS AND IMPROVING TARGET-SETTING

Westwing identifies lessons and overall improvements by reviewing audit reports and observations during Westwing Collection supplier visits. These lessons are discussed with the relevant supplier after the review of the audit reports or directly during the visit. If the learnings might be beneficial for other suppliers as well, best practice sharing is conducted via internal teams or agents to amplify the learning effect. These lessons are continuously used to refine strategies and enhance the target-setting process. By engaging in this ongoing review and improvement, Westwing aims to maintain a robust approach to managing Westwing Collection value chain worker-related targets.

No specific actions are taken with respect to other suppliers, brand partners or service providers.

ESRS S4 | Consumers and End-users

4.3.7 INTRODUCTION

Westwing has established policies that prioritise customer well-being, health and safety. This section provides insights into Westwing's approach to identifying, assessing, managing, and, where necessary, remediating material impacts on consumers and end-users. The objective is to provide a clear view of Westwing's influence on consumers, outlining the company's commitment to upholding high standards in its interactions with end-users of its products and services.

4.3.8 STRATEGY

ESRS2 SBM-2 – Interests and views of stakeholders

Please see ESRS 2 SBM-2 - Interests and views of stakeholders.

ESRS2 SBM-3 – Material impacts, risks, and opportunities

This disclosure includes all consumers and end-users materially impacted by Westwing's operations and value chain. These would be, for the most part, consumers who depend on accurate and accessible information, such as product labels or manuals, to prevent misuse, and those particularly vulnerable to health impacts.

Westwing's impact on its consumers and end-users stems from its strategy and business model. By promoting responsible consumption and providing clear sustainability information, Westwing aims to support consumers in adopting more sustainable lifestyles. This positive impact aligns with the company's value proposition and drives continuous improvements in how sustainability information is presented across digital platforms to ensure accessibility and transparency.

At the same time, a negative impact may arise from consumer harm or dissatisfaction caused by supplying unsafe or unreliable products. This impact is linked to the breadth of Westwing's product offerings and its reliance on a diverse supplier base, including third-party brands. To mitigate this, Westwing implements quality control measures, including supplier audits, product testing, and enhanced monitoring systems for the Westwing Collection to ensure alignment with safety standards and consumer expectations. These processes inform regular evaluations of product development practices, supporting ongoing strategy adaptations.

Linked to this impact, Westwing faces a material financial risk: reduced customer trust, increased costs, and potential legal liabilities arising from product quality issues. This risk has driven investment in supplier oversight and quality assurance processes for the Westwing Collection, which are integral to safeguarding trust and ensuring long-term resilience.

Westwing's business model relies heavily on consumer trust and engagement, particularly among customers who prioritise premium and sustainable products. While the company's target demographic is less sensitive to economic instability, events such as significant geopolitical tensions could alter purchasing behaviour or consumer confidence. This underscores the importance of monitoring consumer trends and maintaining agility in product offerings and pricing strategies to mitigate potential risks. This approach helps maintain customer trust and supports Westwing's sustainability commitments as part of its broader corporate governance strategy.

MATERIAL NEGATIVE AND POSITIVE IMPACTS

Westwing does not offer products that are inherently harmful or that increase the risk of chronic diseases, nor does it provide services that could negatively impact privacy, freedom of expression, or non-discrimination rights. In the case of material negative impacts, these are typically handled as individual incidents rather than widespread or systemic issues. For example, if a product defect is identified, it is addressed swiftly to limit any effect on consumers. Instances such as misinformation are also managed promptly to avoid broader consequences. Additionally, specific business relationships, such as third-party brands failing to meet ethical standards or using inappropriate marketing practices, may result in corrective action, including the termination of business relationships, to prevent further negative impacts on consumers.

Regarding positive impacts, Westwing's activities include providing safe, reliable, and durable products. Products marked with the WE CARE label on our website are made from sustainable materials that either hold a sustainability certification or possess sustainable attributes (e.g., recycled materials) that meet our internal thresholds. Depending on the certification behind the label, some products may also meet additional criteria, such as ensuring safety by excluding hazardous materials. Westwing is committed to removing hazardous substances from its products in line with the EU REACH Directive, which safeguards consumer health. Westwing provides its products and services equally to all customers without discrimination. Although no formal process is in place to review accessibility, the design and availability of our offerings inherently support inclusivity and equitable access. Additionally, communication and marketing initiatives aim to offer truthful information, to enable consumers to make informed choices.

UNDERSTANDING CONSUMERS AT GREATER RISK OF HARM

Westwing has developed an understanding of how certain consumer groups are at greater risk of harm during the double materiality assessment, informed by discussions with the marketing, customer service, information technology and quality teams. While there is no specific group consistently at higher risk, it has been noted that younger customers (in their early 20s) present both a risk and an opportunity due to their evolving preferences for digital channels and durable products with low environmental and social impacts, as well as their susceptibility to marketing practices, especially on social media. Marginalised groups, such as those based on sexual orientation, disability, or ethnicity, may be disproportionately affected by certain marketing practices due to societal biases or unequal access to information.

As a result, Westwing tailors its marketing strategies to be inclusive and to accurately represent its products. The WECARE label also provides sustainability-related information for products, enabling customers to make more informed decisions.

4.3.9 IMPACT, RISK AND OPPORTUNITY MANAGEMENT

S4-1 – Policies related to consumers and end-users

Westwing's consumer-related policies address key IROs such as promoting sustainable lifestyles through responsible consumption and clear sustainability information, strengthening market differentiation and customer appeal through privacy-respecting services and high customer service standards, and managing impacts as well as reputational, cost, and legal risks tied to product quality, reliability, and safety. These policies apply to all regions and Westwing employees.

- **Sustainability Policy:** This policy extends to consumers and end-users by outlining Westwing's commitment to their health, safety, privacy, and accessibility of products and services.

- **Responsible Marketing and Communication Policy:** Prevents misleading advertising and regulates marketing to vulnerable groups, including children. This policy aims to ensure that Westwing's marketing practices are ethical, transparent, and aligned with consumer protection standards.

- **Product Safety Policy (GPSR Policy):** Outlines our commitment and guidelines for ensuring that products sold to our customers meet safety standards and regulations to protect consumers. It includes product safety risk assessment, internal procedures for monitoring, testing and quality control. Additionally, it covers mechanisms to react to potential incidents and corrective actions for defective products.

- **Human Rights Policy:** Emphasises non-discrimination, privacy, and product safety, ensuring that all products meet strict safety standards and that information is transparent and accessible. This policy is aligned among others with the UN Guiding Principles on Business and Human Rights, the International Covenant on Civil and Political Rights, and the OECD Guidelines for Multinational Enterprises, and is designed to protect the rights of consumers and end-users through robust processes and mechanisms.

Westwing addresses human rights concerns primarily through reports received from consumers and end-users via feedback channels, as the company does not conduct independent monitoring or assessments. We periodically review our policies to identify necessary updates. Compliance with international standards is supported through guidance from a group of international advisors, desk research and exchange with other experts. During the reporting year, there were no reported instances of non-compliance with the UN Guiding Principles on Business and Human Rights or related instruments in Westwing's downstream value chain. However, should alleged non-compliance occur, it would be investigated by the relevant internal teams, in cooperation with external experts and bodies as necessary and appropriate remediation actions would be taken.

Some of Westwing's policies are relevant to consumer and end-user groups and take into consideration vulnerable groups as they address key areas of interest for consumers such as product safety, privacy, responsible marketing, inclusivity. They apply in general across all Westwing entities, with no geographical exclusions, and it is expected that Westwing suppliers and business partners also adhere to similar principles as those underpinning our policies.

During the reporting year, the sustainability policy was newly drafted, and the Human Rights Policy was adopted. To safeguard human rights, remediation measures shall be implemented in the event of violations. Policies are periodically reviewed to ensure alignment with new regulations, support continuous improvement, and address business needs. Additionally, we are guided by and reflect internationally recognized instruments, including the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Westwing's policies and handling guidelines are published on the intranet for internal stakeholders. Additionally, relevant policies are embedded in the internal Policy Manager. This system ensures that employees review and complete quizzes on key policies, thereby enhancing comprehension and accountability. For the Information Security Policy, data protection training is provided through new starter onboarding and reinforced with ongoing initiatives such as security awareness campaigns and phishing simulations. Some policies are also accessible to stakeholders through the corporate website.

Adherence to policies is individually monitored when concerns are identified internally or reported through external channels, including customer service, social media, and the whistleblower tool. The Management Board holds the highest level of accountability for implementing Westwing's policies and Code of Conduct, ensuring these commitments are effectively integrated into operations. The Corporate Sustainability team, alongside other company experts, leads the day-to-day implementation of sustainability-related policies.

The development of sustainability-related policies is informed by benchmarking against industry best practices, assessment of applicable regulations, input from internal experts, stakeholder views expressed during materiality assessment, and guidance from the Sustainability Steering Committee. Westwing actively engages with consumers and end-users through various channels, such as customer feedback surveys, social media interactions, and direct customer service communications. This engagement ensures that consumer insights inform product development and service improvements, fostering a responsive approach to their needs.

S4-2 – Processes for engaging with consumers and end-users about impacts

Westwing engages with consumers and end-users through various communication channels, collecting feedback across multiple touchpoints to manage actual and potential impacts. These channels include customer satisfaction surveys, product ratings, reviews, direct communication methods such as email, phone, and social media, as well as online forms for product returns. Engagement primarily occurs after each product purchase or customer service interaction through customer feedback surveys or product rating requests, allowing our customers to provide feedback on delivery, products, payments, technical issues, and returns.

Customer concerns are addressed promptly. Customer engagement is also fostered through social media by providing regular updates about products and services, creating ongoing interaction with customers. In addition, Westwing supports dialogue on social media platforms, facilitating two-way communication that enhances customer relationships and brand loyalty. Real-time interaction and feedback analysis enable Westwing to integrate customer concerns into decision-making processes and improvement efforts. Feedback is regularly reviewed to address customer concerns and enhance products and services.

Engagement effectiveness is tracked using key KPIs, including customer satisfaction metrics, response times, social media engagement rates, and survey results. Insights from both feedback and engagement effectiveness metrics are evaluated monthly by the Executive Team and integrated into decision-making processes. Bi-weekly feedback loops ensure insights are communicated across relevant departments, where Quality Managers assess feedback and take necessary actions. Additional insights are gathered from weekly customer satisfaction reports and ad-hoc surveys conducted during brand initiatives. All engagement with our customers is conducted through either Westwing's own channels or, for brand campaigns, third-party agencies, ensuring feedback reflects direct consumer experiences across various platforms.

The Chief Sourcing & Operations Officer (CSOO) oversees direct communication with our customers, supported by a dedicated Customer Care team, and is accountable for managing this engagement and integrating customer feedback into business strategies. Additionally, the CEO leads teams responsible for direct interactions with commercial (B2B) and offline customers. The Chief Marketing Officer (CMO) manages marketing and social media engagement through a dedicated social media team, ensuring that customer feedback informs marketing strategies. The Customer Care team handles customer issues and collaborates with other departments, such as marketing, product development, and sales, to ensure insights drive product and service improvements. To enhance effective engagement, capacity-building activities, such as customer service training, are provided to ensure that staff are equipped with the skills necessary to respond effectively to consumer feedback.

Currently, Westwing does not have a dedicated process for engaging vulnerable or marginalised customers, such as individuals with disabilities or children, and thus does not provide specific disclosures for these groups. Westwing will consider whether it would be necessary to establish such a dedicated process in the future.

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Westwing commits to address and remediate negative impacts on our consumers and end-users if any arise. This would include identifying and reporting issues, conducting investigations to determine the cause and responsibility, implementing appropriate remedial actions, and/or offering compensation as appropriate. The effectiveness of remedies would be assessed through internal controls or reviews of feedback data, ensuring that the actions taken lead to measurable improvements in customer satisfaction.

The channels available to consumers and end-users to raise concerns or express needs directly include email, phone, social media, and the whistleblower tool. The whistleblower tool allows individuals to report violations or unethical conduct - if so chosen - anonymously, with confidentiality maintained throughout the process. Designated personnel from the Legal, GRC, or P&C teams review the report, and updates are provided to the reporter. Westwing's policies clearly outline protection against retaliation for consumers and end-users using the whistleblower tool. Reporters can choose to report fully anonymously, ensuring their identity is fully protected, and have the option to select specific departments or team members to review their case. In all instances, the process is confidential, and no adverse actions are taken against those who report in good faith. Relevant information provided through other channels such as shared CRM systems, partner collaboration and/or vendor agreements are also taken into consideration, if and as applicable, to streamline issue resolution. This approach fosters trust and provides a reliable way to address concerns within the company. Assurance regarding the effectiveness of the whistleblower tool is based on the achieved outcomes and any feedback received.

Westwing builds awareness and trust in its feedback channels by making them publicly available. Feedback is monitored and tracked through defined processes, including data collection, issue categorisation, trend analysis, and reporting. Insights are regularly reviewed and shared with key teams for continuous improvement. All feedback receives a response through established processes.

Westwing evaluates consumer awareness and trust in these channels by assessing the feedback received. Their effectiveness is assessed via regular reviews and impact assessments, alongside KPIs focused on customer satisfaction. The number of complaints received through the whistleblower tool is tracked and reported to the management board and Audit Committee, and insights from these reports are used to improve processes and address concerns more effectively if appropriate.

In addition to Westwing's whistleblower tool and other internal channels, consumers and end-users in regions where Westwing operates can also access third-party mechanisms provided by governments, NGOs, or industry associations to raise concerns. Westwing does not currently require the availability of such channels by its business relationships, however, it does require through the Business Partner and Private Label Supplier Codes of Conduct that its business relationships adhere to similar sustainability principles as Westwing.

S4-4 – Taking action on material impacts on consumers and end-users

IDENTIFICATION OF ACTIONS

Westwing applies a structured process to determine necessary actions in response to potential negative impacts on consumers and end-users. This process includes regular risk assessments to identify potential negative impacts related to product safety, and marketing practices. Consumer feedback is collected through surveys, direct interactions, and focus groups to identify emerging issues. Reported incidents from customer service channels and the whistleblower tool are analysed to determine root causes and required corrective actions. When an impact is linked to business relationships, suppliers and partners are engaged to address the issue through contractual obligations and agreed-upon measures. The findings from these assessments inform decisions on whether mitigation, remediation, or policy adjustments are required.

MANAGING MATERIAL IMPACTS ON CONSUMERS

Westwing follows a structured process for identifying, assessing, and addressing material negative impacts related to unsafe or unreliable products. If a product-related issue is identified, Westwing investigates the cause, determines corrective measures, and ensures appropriate resolution. In the event of an identified impact, Westwing maintains open communication with affected consumers through customer support channels, ensuring transparency and tracking resolution progress until the issue is resolved.

To ensure remedy processes are available, Westwing provides consumers with multiple channels to raise product-related concerns, including customer support, social media, and direct contact via email. In cases of product defects or delivery errors, Westwing evaluates claims individually and provides appropriate compensation, including refunds, replacements, or other corrective actions where necessary. When a material impact occurs, the issue is logged and reviewed to determine whether systemic improvements are needed to prevent recurrence.

Westwing has not yet conducted a formal assessment of whether these processes are effective in their implementation and outcomes. However, customer feedback and resolution timelines are monitored to evaluate whether remedies adequately address consumer concerns related to product safety and reliability.

ADDRESSING MATERIAL IMPACTS THROUGH BUSINESS RELATIONSHIPS

Westwing leverages commercial influence and enforces strict contractual requirements with suppliers to manage risks related to unsafe or unreliable products. To prevent such impacts, suppliers must comply with quality and safety standards, which are verified through supplier audits and performance metrics. Westwing participates in industry initiatives, such as the amfori BSCI framework, to strengthen oversight and drive continuous improvements in product safety and compliance.

To further mitigate risks, Westwing engages in collaborative efforts, including the German retailer's Cyber Defence Cooperation, to share knowledge on emerging risks and best practices related to product safety.

RESOURCES ALLOCATED TO MANAGING MATERIAL IMPACTS

Westwing dedicates significant resources across various teams to manage material impacts on consumers. The Corporate Sustainability team, along with other departments such as Product Development, Customer Service, Marketing and Information Security, plays a key role in integrating sustainability, and responsible marketing practices into business operations. These resources include dedicated budget allocations, personnel for compliance and oversight, technological systems like the Product Lifecycle Management (PLM) system and the Information Security Management Systems (ISMS), and training programs for staff. These teams collaborate to address consumer needs, protect data, and maintain product safety, while training and awareness programs help employees support these efforts. KPIs are used to track the effectiveness of these allocated resources, focusing on product safety, and consumer satisfaction.

MITIGATING MATERIAL RISKS

In relation to the material risk of reduced customer trust, increased costs, and potential legal liabilities due to product quality issues, Westwing has implemented actions to mitigate this risk for the Westwing Collection and, where applicable, for third-party products.

For Westwing Collection products, compliance with safety and quality standards is ensured through rigorous physical and chemical testing procedures conducted during product development and initial bulk production, in line with relevant safety regulations and product standards. Westwing Collection suppliers are subject to quality and safety audits, ongoing compliance monitoring, and corrective action plans where necessary. For third-party products, Westwing does not conduct its own product testing or audits but requires that its brand partners meet applicable regulatory and safety standards. If product defects are identified, appropriate corrective actions, including recalls, are implemented to protect consumers and limit potential liabilities.

To track the effectiveness of these actions in practice, Westwing monitors return data, customer feedback, and issue resolution rates to identify recurring quality concerns and drive continuous product improvement. Additionally, supplier performance for the Westwing Collection is assessed through audits and corrective action plans to ensure sustained compliance with quality and safety standards.

SEVERE HUMAN RIGHTS ISSUES CONNECTED TO CONSUMERS

Westwing has not identified any severe human rights issues connected to its consumers and end-users during the reporting period. If such incidents were to arise, Westwing reserves the right to terminate relationships with any business partners involved.

SUMMARY OF ACTIONS

The outlined actions are related to consumers and end-users and cover all operation geographies.

Product Safety and Quality Control

For its Westwing Collection, Westwing takes action to avoid causing or contributing to material negative impacts on consumers and end-users related to product defects by applying stringent quality control measures. These measures include regular product testing, compliance checks, and the implementation of a Product Lifecycle Management (PLM) system to manage product information and ensure safety and sustainability requirements are met. Quality control processes are designed to prevent incidents that could harm consumers and maintain product integrity throughout the product lifecycle. The effectiveness of these actions is measured by tracking product defect rates, recalls, and customer complaints, allowing Westwing to adjust its strategies when necessary.

Responsible Marketing and Communications

Westwing takes action to avoid causing or contributing to material negative impacts on consumers and end-users in relation to marketing by ensuring its marketing initiatives are designed to provide truthful information about products, including sustainability features, and to avoid misleading claims. Currently, there is no standardised process in place to ensure full compliance with the Responsible Marketing and Communication Policy, but Westwing plans to develop such measures in the future. Westwing evaluates any feedback it receives on marketing practices to identify potential improvements.

Sales Practices

Westwing takes action to avoid causing or contributing to material negative impacts on consumers and end-users in relation to sales by ensuring transparency in product descriptions, pricing, and return policies. Sales practices are aligned with consumer protection regulations to minimise potential risks related to misleading information or unfair business practices. Effectiveness is tracked through customer feedback, complaint monitoring, and review of return reasons.

SUMMARY TABLE OF WESTWING ACTIONS

In 2024, no actual material negative impacts were identified, hence no actions were needed to remedy their effects. The implementation of Westwing's action plan does not require significant OpEx or CapEx.

Goal: Ensure the health and safety of our customers
Value chain: Own Operations

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Implement rigorous health and safety standards for the Westwing Collection	Enhancing safety and quality of products	Collaboration with third-party laboratories for physical and chemical testing to ensure compliance of Westwing Collection products with regulations.	Ongoing	Westwing Collection Products	-	Risk/ Potential negative impact
Implement a risk analysis for Westwing Collection products in accordance with the Global Product Safety Regulation, evaluating potential risks throughout the product life cycle before market launch	Enhancing safety and quality of products	Established risk analysis format for all product types.	December 2024 onwards	Westwing Collection Products	-	Risk/ Potential negative impact

Goal: Provide access to quality information enabling users to make informed decisions
Value chain: Downstream

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Implement Sustainable Communications Plan	Increased awareness for sustainability initiatives and more informed choices for customers	The strategy was developed in 2023, with the roll-out initiated in 2024 and scheduled to continue through 2025.	2024 – 2025	Consumers in selected markets	-	Potential positive impact
Improving product sustainability information on online product page	More transparency of product sustainability information	Enhanced the display of 'WE CARE' sustainability information on the new shopping platform. In 2025, the focus will be on providing more detailed content and customizing each product's information.	2024 – 2025	Consumers in all markets	-	Potential positive impact
Increase the share of Westwing Collection products labelled as "WE CARE"	Promote sustainable choices for consumers	Increased the share of materials such as wood, cotton, animal by products and recycled plastics. As a result, the share of Westwing Collection products with sustainability certifications increased to 66%.		Consumers in all markets	Increase the share of Westwing Collection products labelled as "WE CARE" to 50% by 2027	Potential positive impact

TRACKING THE EFFECTIVENESS OF ACTIONS

Westwing tracks the effectiveness of its policies and actions in addressing consumer harm from unsafe or unreliable products and the risk of reduced customer trust, increased costs, and potential legal liabilities. This is done through customer satisfaction levels, complaint resolution times, product defect reports, and compliance assessments. Feedback is gathered via customer service interactions, surveys, and the whistleblower tool to monitor trends and adjust strategies as needed. Effectiveness is further assessed through rigorous physical and chemical testing during product development and bulk production, ensuring compliance with safety and quality standards. Findings from these tests, along with consumer feedback and performance data, support ongoing refinements to policies and actions.

Westwing's level of ambition is to minimise consumer harm and mitigate risks by continuously improving product quality and consumer trust. Progress is evaluated through qualitative indicators such as customer feedback trends and complaint case studies, alongside quantitative indicators.

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Westwing has set a time-bound, outcome-oriented target to promote responsible consumption by increasing the share of Westwing Collection products labelled as "WE CARE" to 50% by 2027. In addition, Westwing aims to dedicate a significant share of its communication to sustainability topics, ensuring consumers have the information needed to make informed choices.

Westwing has already surpassed this target, with 66% of Westwing Collection products now carrying the "WE CARE" label. This progress reflects strong supplier engagement, expanded certification coverage, and rigorous material assessments in line with the Sustainability Labelling guidelines. By increasing access to responsibly sourced materials and enhancing sustainability communication, Westwing aims to support consumers in adopting more sustainable lifestyles, making it easier to choose products with a lower environmental footprint.

Target 1: : Increase the share of Westwing Collection products labelled as “WE CARE” to 50% by 2027

Contribution to Policy objectives	Ensure fair marketing practices and the promotion of sustainable choices
Target value	50
Unit	%
Absolute or relative target	Relative
Scope	Westwing Collection products
Value Chain	**Own Operations**
Baseline year	2022
Time horizon of achievement	2027
Consideration of the wider context of sustainable development and/or local situation	To provide consumers responsibly sourced products with less environmental impact. This aims to reduce the environmental footprint of consumers.
Performance 2024	66%
Milestones or interim targets	NA
Data sources	Certifications obtained from suppliers
Methodology/assumptions	The WE CARE label indicates that our products meet specific criteria outlined in Sustainability Labelling guidelines. These criteria include holding one or more of over 50 widely recognised sustainability certifications (e.g. Global Organic Textile Standard, European Flax, Responsible Wool Standard, Downpass, CertiPUR, FSC) or, in cases where certifications are not available, meeting a defined minimum sustainability attribute (e.g. at least 30% recycled metal). To ensure compliance with the Sustainability Labelling guideline regular assessments of product materials against recognised certifications like FSC®, GOTS, and the Global Recycled Standard are conducted.
EU / national / international policies or initiatives	NA

TARGET SETTING, MONITORING, AND EVALUATING

When setting targets, Westwing relies on benchmarking, the expertise of the Sustainability team, and input from internal experts who work closely with consumer data and insights, as well as guidance from the Executive Team and the Sustainability Steering Committee. The Supervisory Board also reviews targets, as appropriate. Westwing does not engage directly with consumers, their legitimate representatives, or credible proxies in either tracking performance against consumer-related targets or identifying lessons and improvements based on performance. Instead, customer service feedback and customer satisfaction ratings are analysed to provide indirect insights into consumer experiences. These insights help refine strategies and enhance the target-setting process.

4.4 Governance Information
ESRS G1 | Business Conduct

4.4.1 INTRODUCTION

Recognising the critical role of business conduct in fostering trust and integrity, Westwing has introduced a structured framework of policies, guidelines, and practices to guide ethical behaviour and foster also responsible decision-making at all levels of the company. This section on business conduct provides an overview of Westwing's governance framework, highlighting its commitment to ethical standards, accountability, and stakeholder trust.

ESRS2 GOV-1 – The role of the management and supervisory bodies

Adherence to ethical business conduct, focusing on maintaining corporate integrity and transparency is an important topic for Westwing. The Supervisory Board's Audit Committee regularly monitors matters related to sustainability, compliance, risk management, and internal controls. It also oversees whistleblower cases, which provide valuable insight into the tool's acceptance and highlight any corporate ethics issues that may need addressing. In its non-executive supervisory function, the Audit Committee and Supervisory Board members advise and monitor the Management Board, which holds overall accountability for the day-to-day business management. This is done in alignment with these standards, ensuring that all legal provisions and internal policies are followed.

Members of both the Supervisory and Management Boards possess relevant expertise in compliance and corporate governance matters. For example, the Audit Committee Chair, an independent financial expert, not only holds relevant expertise in financial oversight but is also well-versed in auditing sustainability reporting and compliance reviews, making him well-suited to supervise Westwing's business conduct policies. Similarly, the Management Board comprises individuals with direct experience in managing compliance and corporate governance, reinforcing a culture of ethical practice and integrity throughout the organisation.

4.4.2 IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

Please see ESRS 2 IRO 1 - Business Conduct IROs.

G1-1 – Business Conduct Policies and Corporate Culture

OVERVIEW OF CORPORATE CULTURE

Westwing defines its corporate culture through its Employer Value Proposition, outlining the values and behaviour expected from all employees, centred around key themes of accountability, integrity, collaboration, creativity, growth mindset and shared ambition. These values are communicated across the company through leadership practices and internal channels such as insight sessions, group allhands and the company intranet. They are further integrated into Westwing's hiring, onboarding, and performance management systems. As part of efforts to further embed corporate culture into HR processes, Westwing integrated the Employer Value Proposition into the hiring process and scorecards and conducted a review in 2024 to assess its relevance and identify opportunities for deeper integration.

The Management Board promotes Westwing's corporate culture by setting clear expectations and embedding these values in key performance indicators, goals, and decision-making processes, while the Supervisory Board ensures alignment through oversight and feedback. Key aspects, such as employee engagement, adherence to values, and ethical behaviour, are reviewed regularly by the Management and Supervisory Boards either annually or as part of ongoing compliance and governance meetings.

To reinforce its corporate culture, Westwing tracks KPIs and provides tools and incentives, such as recognition initiatives, leadership development opportunities, and employee surveys. These mechanisms not only encourage the alignment of employees with the company's values but also provide regular feedback to help Westwing adjust its corporate culture as needed.

POLICY OVERVIEW

Third-party trust in the integrity of our company is a significant prerequisite for our success. In support of its corporate culture, Westwing has established the following Codes of Conduct and policies which outline expected behaviour in business conduct, compliance, anti-corruption, human rights, and more, forming an important part of Westwing's governance strategy to address the main material risk of reputational damage and regulatory penalties arising from ethical and business conduct failures.

- **Codes of Conduct (Westwing Code of Conduct, Private Label Suppliers Code of Conduct, Business Partner Code of Conduct):** Provide guidance on legally correct, ethical, and socially responsible behaviour. They address issues such as corruption and bribery and compliance with laws and regulations.

- **Anti-Corruption Policy:** Aligns with several principles of the United Nations Convention against Corruption (UNCAC), setting standards for acceptable conduct to comply with relevant laws. It provides managers and employees with guidance on avoiding improper payments, gifts, invitations, and inducements, supported by internal controls and a whistleblower mechanism.

- **Sustainability Policy:** Links ESG considerations directly to business decisions, guiding the company in managing its environmental and social impacts and embedding sustainability in everyday business conduct.

- **Human Rights Policy:** Aims to reinforce ethical business practices and respect for human rights across Westwing's value chain. It underpins responsible business conduct, setting out expectations for non-discrimination, fair labour, and stakeholder engagement.

These policies and the Westwing Code of Conduct apply across all Westwing entities and there are no exclusions in terms of geographies. It is expected that our suppliers and business partners who maintain business relations with Westwing also adhere to similar principles as the ones set out in these policies. The Private Label Suppliers code of conduct applies to all Private label suppliers across our value chain. The Business partner code of conduct applies to any company, organisation, entity or person that sells or seeks to sell any kind of product or service to Westwing or any individual or organisation that works or transacts with Westwing, including consultants, agents, business associates, contractors, service providers, who work for and on behalf of, or otherwise transact with, Westwing (this excludes our Private Label Suppliers who are covered by our Private Label Supplier Code of Conduct).

Westwing's monitoring is centred on regular audits of private-label suppliers, which help assess compliance with the respective Code of Conduct. For all other policies and codes of conduct, any concerns related to policy adherence may be reviewed if reported, but there is no formal tracking of adherence across all policies. Westwing aims to adhere to international standards such as the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises. These standards guide the implementation of the company's policies, particularly in areas related to human rights, labour, environment, and anti-corruption.

The Management Board is the most senior level accountable for the implementation of Westwing's policies and Code of Conduct. This board is directly responsible for embedding the policy's commitments into Westwing's operations and ensuring their effective execution throughout the organisation. The Corporate Sustainability team, along with other company experts, leads day-to-day implementation of sustainability-related policies while responsibility for the remainder of the policies, depending on their content, lies with other Westwing departments. Benchmarking against industry best practices, input from Westwing's internal experts, assessment of applicable regulations and the Sustainability Steering Committee informed the policies' development.

The development and implementation of policies consider the interests of a broad group of stakeholders including employees, customers, suppliers, and local communities. The views of stakeholders are also considered during the double materiality analysis. After review, policies are signed off by the Management Board, which aims to ensure their alignment with Westwing's vision and strategy. Policies and Codes of Conduct are accessible to internal stakeholders through Westwing's intranet, Policy Manager and to all stakeholders through Westwing's corporate website. Additionally, Codes of Conduct can also be referenced through contractual agreements or presented in in-person meetings and onboarding sessions.

MECHANISMS FOR IDENTIFYING, REPORTING, AND INVESTIGATING UNLAWFUL BEHAVIOUR

Westwing has developed secure and confidential reporting mechanisms for identifying, reporting, and investigating concerns related to unlawful behaviour or violations of our Code of Conduct. The whistleblower tool allows internal and external stakeholders such as employees and third parties to submit tip-offs about potential unlawful activity at the Company with the option for anonymous reporting. This complies in particular with the recommendation and suggestion contained in section A.4 of the 2022 version of the German Corporate Governance Code, and with the Whistleblower Directive and its implementation in national law. The whistleblower tool is publicly available through our corporate website.

The reporting process includes multiple accessible channels such as online forms, and/or in-person reporting. These reports are handled by members of the Legal, Governance and Risk Management, Compliance, and P&C teams. An initial assessment is conducted to determine the severity and potential impact of the reported issue. Serious concerns, such as allegations of corruption or fraud, are escalated to senior management or external legal counsel for further investigation. The system aims to ensure traceability and transparency throughout the investigation, with regular updates provided to the whistleblower when possible. To safeguard against retaliation, Westwing prioritises maintaining the confidentiality of whistleblowers' identities and ensures that all reporting channels remain secure. Any allegations of retaliation are promptly investigated, and whistleblowers are protected from penalties for raising concerns.

Currently, staff responsible for managing whistleblower reports have only basic training and do not receive comprehensive instruction., but Westwing plans to introduce such training in the upcoming reporting year to enhance the effectiveness of the framework. Westwing's team members receive information on the whistleblower tool as part of the onboarding process but also when completing the policy-related trainings through the Policy Manager.

INVESTIGATION PROCEDURES

Beyond the procedures to follow-up on reports by whistleblowers, Westwing has procedures for investigating any business conduct incidents, such as bribery, fraud, discrimination, or workplace violence. Investigations are aimed to be conducted promptly, independently, and without bias, involving external legal advisors where necessary, with investigators separate from the management chain involved in the matter.

The investigation process begins with an initial fact-finding phase where the reported incident is assessed for credibility and scope. This phase involves interviews with involved parties, reviews of documentation, and, where applicable, examination of financial records. The Legal team leads the process, aiming to ensure that all findings are documented and aligned with legal standards. If the investigation confirms a breach of business conduct, corrective actions are taken, which may include disciplinary actions, policy revisions, or legal steps. Any employees requiring support can consult their supervisors and the legal team.

TRAINING

Westwing uses the Policy Manager that makes compliance rules and corporate governance practices available to employees at Westwing Germany at all times, in addition to their ability to access these via the Company's intranet. The tool is also used for online training and final compliance testing. All office-based employees and the members of the Management Board are required to read all relevant policies and the Code of Conduct and complete a quiz through the Policy Manager to confirm their understanding of the policy. Manual labour employees receive live training sessions periodically and are provided with printed copies of the relevant policies. When there is a change in either of these documents, they are required to re-read and comply.

The Legal department, which is also responsible for content-related compliance topics, monitors implementation of the final tests. The VP Legal reports on the compliance ratios to the Management Board, as well as submitting quarterly reports to the Supervisory Board's Audit Committee. To enhance awareness and reinforce adherence to Westwing's business conduct principles, a compliance awareness campaign was conducted, featuring a dedicated week of activities designed to increase employee engagement and completion rates for online Code of Conduct training.

Westwing considers all functions in the company to be at risk in respect of corruption and bribery, hence all functions receive relevant training.

MDR-A – Actions and resources in relation to material sustainability matters

Westwing does not have specific targets on business conduct because its approach prioritises continuous compliance, governance oversight, and embedding ethical standards into daily operations. Westwing has implemented the following actions related to business conduct and corporate culture to strengthen ethical standards and responsible business practices. The implementation of Westwing's action plan did not require significant OpEx or CapEx.

Action and Description	Expected outcome	Progress in 2024	Time Horizon	Scope	Related target	Impact, risk and/or opportunity addressed
Conducting compliance awareness campaign	Increasing employee awareness on Westwing´s business conduct	A week with diverse activities was implemented to increase awareness and motivate employees to complete online CoC training.	Started in 2024 and planned to be implemented annually.	Own operations: HQ employees	–	Risk
Communicate and sharpen our Employer Value Proposition (EVP)	Promoting corporate culture	Integrated EVP into the hiring process and scorecards. Conducted a review in 2024 to assess its current relevance and explore opportunities for deeper integration into HR processes.	Ongoing	Own operations: All office employees	–	Risk

5. REPORT ON POST-BALANCE SHEET DATE EVENTS

ECP 2022 was extended by up to one year. Please refer to section 19 of the notes. There were no further events.

6. REPORT ON OPPORTUNITIES AND RISKS

Westwing's philosophy is to generate profitable growth and create shareholder value while managing risks and opportunities in a due and proper manner. It considers risk management to be an integral way of creating transparency about risks and opportunities, and hence of improving decision-making processes. The Company promotes a risk-conscious corporate culture in all its departments. Westwing carefully weighs the risks and opportunities associated with the Company´s decisions and business activities from a well-informed perspective. This includes consciously accepting calculated risks that match the Company's risk appetite and mitigating those that do not.

6.1 Risk Management System

Westwing Group SE's Management Board has overall responsibility for the appropriateness and effectiveness of the risk management system. Risk management is an integral part of how the management achieves the Company's strategic objectives and contributes to long-term business growth.

The Management Board has assigned responsibilities for governance, risk and compliance (GRC) across Westwing, ensuring effective oversight. Risk management is overseen by the Head of Group Accounting, while compliance is managed by the VP Legal. The GRC Manager is responsible for the internal control environment, coordinating internal audit activities and training on GRC processes. The risk owners are the employees in the Company's operating and corporate functions. Their main responsibility with respect to GRC is to continuously report operational risks in their areas to management.

Westwing performs full risk assessments twice a year. End-of-year workshops are held with the operating and corporate functions to gather information on existing and potential risks that have been identified locally and globally. This information is then analysed to determine whether the risks identified still exist and have been assessed correctly. Risk documentation is continuously updated and summarised.

A consolidated risk report is presented to the Management Board twice a year. The Management Board regularly informs the Supervisory Board of Westwing's current risk situation.

6.2 Internal Control System for Financial Reporting

Westwing implemented internal financial reporting controls in previous years as part of its internal control system.

These controls consist of preventive and detective measures in the accounting and operating functions that ensure a consistent process for preparing the financial and sustainability statements and managing operational risks. Mechanisms include identifying and defining processes and risks, introducing layers of approval and the principle of the segregation of duties.

6.3 Risk Methodology

Westwing has a detailed risk manual that ensures a transparent risk identification and assessment process. The manual is reviewed and updated on a regular basis by Westwing's Head of Group Accounting.

Risks that Westwing identifies are quantified based on their likelihood of occurrence and potential impact. Likelihood is assessed for a time horizon of one year as from the assessment date. All risks listed in the risk report are presented on a net basis (i.e. after mitigation measures have been taken).

The likelihood of occurrence refers to the statistical or estimated probability of a risk occurring during the time horizon under review and is expressed in per cent. Likelihoods are defined by selecting a range from the table below:

Likelihood	Assessment
Very high	(75% – 99%)
High	(50% – 74.9%)
Medium	(25% – 49.9%)
Low	(5% – 24.9%)
Very low	(1% – 4.9%)

Westwing uses qualitative and quantitative assessments to evaluate the impact of identified risks. Quantitative assessments are used in those cases in which risks can be easily estimated. Quantitative impacts are measured using revenue, adjusted EBITDA or cash flow as a reference, depending on the nature of the risk. The financial impact of the risk classes has been adjusted following a reassessment; net risks with a financial impact of more than EUR 10m now appear unrealistic. Risks whose financial impact could exceed EUR 10m would be subject to individual assessment. A qualitative assessment is performed in cases in which no quantitative assessment is possible – for example because reputational risk or shareholder trust is involved.

Score		Quantitative assessment (preferred)
		Financial impact
Very high	**EUR 7.0 – 10.0m**	A **severely damaging negative effect** on the Company's business activities, financial position, profitability or cash flows
High	**EUR 4.0 – 6.9m**	A **substantial negative effect** on the Company's business activities, financial position, profitability or cash flows
Medium	**EUR 1.0 – 3.9m**	A **certain negative effect** on the Company's business activities, financial position, profitability or cash flows
Low	**EUR 0.3 – 0.9m**	A **limited negative effect** on the Company's business activities, financial position, profitability or cash flows
Very low	**EUR 0.1 – 0.29m**	An **insignificant negative effect** on the Company's business activities, financial position, profitability or cash flows

All risks are evaluated before and after applying mitigation measures, i.e. gross and net. In addition, an aggregated risk assessment is performed to evaluate the combined impact of the full risk register for the most important risks. The final risk rating is determined as a combination of the estimated likelihood and the impact, and ranges from "low" to "extreme". All identified risks are classified and visualised using the following risk matrix:

Likelihood	Very low (1% – 4.9%)	Low (5% – 24.9%)	Medium (25% – 49.9%)	High (50% – 74.9%)	Very high (75% – 99%)
Impact					
Very high (EUR 7.0 – 10.0m)	MODERATE	HIGH	HIGH	VERY HIGH	EXTREME
High (EUR 4.0 – 6.9m)	LOW	MODERATE	HIGH	VERY HIGH	VERY HIGH
Medium (EUR 1.0 – 3.9m)	LOW	MODERATE	MODERATE	HIGH	HIGH
Low (EUR 0.3 – 0.9m)	LOW	LOW	MODERATE	MODERATE	HIGH
Very low (EUR 0.1 – 0.29m)	LOW	LOW	LOW	LOW	MODERATE

This risk matrix allows comparisons to be made between relative risk priorities and enhances transparency on Westwing's total risk exposure. In addition, the risk categories – which range from "low" to "extreme" – are used to determine the detailed risk information that needs to be provided to the Management Board and Supervisory Board. Any risks that could impact the Company's ability to continue as a going concern are reported immediately they are identified.

Westwing has defined the following risk categories within the Company:

- strategic risks
- financial risks
- capital market risks
- operational risks
- IT risks
- regulatory and compliance risks

6.4 Significant Characteristics of the Internal Control and Risk Management System[14]

The Group´s internal control system (ICS) and risk management system (RMS) cover the management of risks and opportunities relating to achieving business goals, the correctness and reliability of internal and external accounting, and compliance with the laws and regulations relevant to the Westwing Group. Sustainability aspects are also covered and are updated continuously on the basis of the regulatory requirements.

Westwing's ICS and RMS are based on the globally accepted COSO framework (Committee of Sponsoring Organizations of the Treadway Commission). This framework defines the elements of a control system and sets the standard for assessing the adequacy and effectiveness of the ICS and RMS.

Overall responsibility for the ICS and RMS lies with the Management Board. The GRC Manager is responsible for coordinating and integrating the ICS processes and supports the Management Board in designing, implementing, monitoring and reporting on ICS activities. Similarly, the Head of Group Accounting oversees the RMS processes, supporting the Management Board in ensuring adequate and effective risk management processes. Additional information on the risk management system is provided in section 6.1.

Nevertheless, there are inherent limitations to the effectiveness of any risk management and control system. No system – even if it is deemed to be adequate and effective – can guarantee that all risks will be identified in advance or that process violations or misstatements will be prevented or detected in all circumstances.

The Audit Committee established by Westwing Group SE's Supervisory Board also forms part of the Group's control system. It oversees the effectiveness of the ICS, the RMS and the Internal Audit function. The Audit Committee is provided with two separate reports: the ICS report submitted by the GRC Manager and the RMS report submitted by the Head of Group Accounting. These reports ensure that the Audit Committee is fully informed about the effectiveness of the ICS and RMS.

14 The disclosures in this section are not part of the management report and have not been audited by PWC.

6.5 Risk Report

There were no significant structural changes year-over-year in the Group's assessment of the likelihood of occurrence and potential financial impact of the company's risks and opportunities. Based on the current assessment, no risks have been identified that could threaten the Westwing Group's status as a going concern.

The report below summarizes and presents the key risks for Westwing, based on the most recent risk management assessments. All risks are presented on a net basis, i.e., after the application of all mitigation measures. Currently, no risks are assessed as "extreme." This assessment applies to both the DACH (Germany, Austria, and Switzerland) and International segments.

STRATEGIC RISKS

External Geopolitical Risks (2024: High; 2023: Very High)

The escalation of global geopolitical uncertainty continues to pose significant risks to Westwing's operations. The primary sources of these uncertainties include:

Russia-Ukraine War: Ongoing since 2022, the conflict has created persistent instability in Eastern Europe. As Westwing operates its main warehouses in Poland and relies on several suppliers within Eastern Europe, any potential escalation of the conflict into neighboring countries could significantly disrupt logistics, supply chains, and overall business continuity.

China-Taiwan Tensions: Heightened tensions between China and Taiwan pose material risks to Westwing's supply chain operations. Given that a substantial portion of Westwing's sourcing activities is based in Asia, any escalation into an active conflict could result in severe supply chain disruptions, leading to potential inventory shortages and revenue impacts.

Israel-Hamas Conflict: The conflict in the Middle East has the potential to escalate further, posing risks such as increased energy prices due to regional instability and potential disruptions to critical maritime freight routes, particularly through the Red Sea. These factors could adversely affect shipping costs and delivery timelines.

Westwing has conducted a comprehensive reassessment of geopolitical risks compared to the previous reporting period. The current evaluation indicates a slightly lower probability of these conflicts expanding further. Consequently, the overall risk rating has been adjusted from Very High to High.

Westwing's management team, in close collaboration with the Group's Risk Manager, continuously monitors the evolving global political landscape. This includes regular analysis of geopolitical developments in affected regions, assessment of potential impacts on supply chains, operational continuity, and financial performance as well as the implementation of proactive risk mitigation strategies, including supplier diversification, inventory buffer management, and contingency planning.

This vigilant monitoring framework enables Westwing to respond swiftly and effectively to emerging risks, ensuring the resilience and stability of the Company's operations in the face of global uncertainties.

Weaker Consumer Sentiment in Home & Living (2024: High; 2023: High)
Weak overall consumer sentiment continued to negatively impact spending on Home & Living throughout 2024. Although there are early signs of a gradual economic rebound in several European countries, economic conditions in Westwing's key markets remain mixed. As a result, Westwing maintains a cautious outlook for consumer sentiment in 2025.

The European Commission projects modest GDP growth ranging between 0.3 and 0.8 percentage points for Germany, the Netherlands, Poland, and Italy. While inflation rates are expected to decline, the recovery in consumer demand remains fragile and uneven across these markets, reflecting ongoing economic uncertainties and subdued purchasing power.

Westwing's Management Board actively addresses these economic risks through continuous monitoring of key macroeconomic indicators, implementation of efficiency measures to enhance the Group's competitiveness, as well as strategic marketing investments to strengthen market presence, offsetting the effects of subdued consumer spending.

Brand and Reputation Risk (2024: High; 2023: Moderate)
As a premium design brand with a strong and growing private label business, the Westwing Collection, the company's reputation is a vital intangible asset. Potential risks to Westwing's brand image and customer perception may arise from quality issues, negative publicity, associations with unethical business practices, or involvement in socially or environmentally controversial activities. Any damage to the brand's reputation could weaken Westwing's competitive position in the premium market segment, resulting in adverse impacts on sales, profit margins, and overall business performance.

This risk has increased following Westwing's strategic rebranding and repositioning initiatives in 2023 and 2024, which placed a clear focus on the premium market segment. These changes were accompanied by significant investments in brand awareness and brand perception, amplifying the importance of maintaining a strong, positive brand image. Consequently, the overall risk rating has been adjusted from Moderate to High.

Westwing's management proactively addresses brand and reputation risks through various measures. These include implementation of stringent quality control measures to maintain high product standards, adoption of comprehensive policies to ensure ethical operations across all business activities, initiatives designed to promote sustainability, social responsibility, and environmental stewardship as well as active monitoring and management of Westwing's online presence to swiftly address potential reputational threats. In addition, the company provides training for employees aimed at raising awareness of brand-related risks.

6.6 High Impact, Low Probability Risks

Warehouse Incidents

Westwing's centralisation strategy resulted in the consolidation of all warehouse operations at its main logistics centre in Poznań, Poland, in 2024. This has led to an increased cluster risk, as both the permanent and non-permanent assortments are now stored at a single location. Consequently, there is a greater potential for material inventory and financial loss in the event of incidents such as fires or other disruptions that cause warehouse downtime.

Westwing mitigates this risk through comprehensive insurance coverage, targeted investments to enhance warehouse safety measures, and continuous improvements to operational processes. Additionally, the Company leverages drop shipment models, enabling direct deliveries from suppliers to customers, which helps reduce dependency on centralised inventory.

6.7 Changes in the Risk Situation

Overall, Westwing reduced its risk exposure in 2024 through the implementation of additional mitigation measures and the enhancement of existing Group-wide processes.

The table below provides an overview of year-over-year changes in key risks, highlighting areas where risk assessments have shifted compared to the 2023 Annual Report. Reductions in key risks are primarily attributed to the transition to a new, predominantly software-as-a-service (SaaS)-based technology platform and the strategic focus on permanent assortment sales, which has decreased reliance on daily themes. Furthermore, the introduction of more effective mitigation strategies has contributed to a reduction in the total number of identified risks.

Risk	2024	2023
OPERATIONAL RISKS		
Execution of technology changes	Moderate	High
Acquisition of Brands for Club Sales (Daily Themes)	Moderate	High
Cyber risk - IT system and security standards	Moderate	High
Cyber risk - Central monitoring & Incident response	Moderate	High
STRATEGIC RISKS		
External political influences	High	Very High
Brand and reputation risk	High	Moderate

Overall Risk Assessment by the Management Board

The Management Board confirms that no risks existed in 2024 that could threaten the Company's status as a going concern. At present, the Board does not identify any individual risks or clusters of risks that pose a threat to the Company's continued existence as a going concern in 2025. Management remains confident that all necessary precautions have been taken to address existing risks and to mitigate their potential impact effectively.

6.8 Report on Opportunities

While Westwing faces various risks, it also benefits from numerous opportunities with significant growth and profitability potential. Opportunities are defined as positive deviations from planned expectations, offering the prospect of enhanced performance. Westwing continuously seeks new business opportunities and innovative ways to improve customer satisfaction. The following summary highlights the most significant opportunities identified by the Company, with the list expanded in 2023 to include the integration of artificial intelligence (AI).

Brand Awareness and New Customer Segments

Management views Westwing's strong premium brand, positive brand perception, and high brand awareness as critical drivers of long-term success. Unlike industries such as fashion, where supplier brands dominate, retailer brands are pivotal in Home & Living. Westwing positions itself as a premium brand that embodies quality, style, and inspiration, fostering customer trust, confidence, and loyalty.

This brand positioning is supported through organic marketing strategies, including a strong social media presence, high-quality content creation, and targeted marketing initiatives. In 2023, Westwing unveiled a new corporate identity and has since launched multiple brand awareness campaigns. Additionally, the Company executed several high-profile VIP campaigns and collaborations to reinforce its position as a leading design brand.

Westwing is confident that its strong brand, combined with enhanced visibility, will attract new customer segments, driving sustainable growth.

Country Expansion and New Sales Channels

In 2024, Westwing expanded its Shop business to Portugal, marking its first international expansion in several years and unlocking new revenue opportunities. The Company plans to continue its geographic growth into additional Central European markets in 2025, further supporting business growth.

Additional growth opportunities may arise from Westwing's increasing offline presence. Following the opening of its first permanent store on Hamburg's prestigious Jungfernstieg boulevard in 2022, the Company launched its first store-in-store concept in Stuttgart in 2024. Expansion into other major German cities, including Munich and Berlin, is planned for 2025. These stores provide unique customer experiences, expert advice, and curated selections of the Westwing Collection and partner brands, effectively bridging the gap between the digital and physical retail environments.

Furthermore, Westwing is exploring growth potential through business-to-business (B2B) sales and strategic partnerships with other retailers.

Westwing Collection

In recent years, Westwing substantially expanded its Westwing Collection, with the share of our product offering reaching an all-time high of 55% of Group GMV in 2024. These internally designed products enable us to present a curated and well-rounded assortment on our website that perfectly matches both our premium brand and our customers' tastes. Together with the higher margins that it offers, the Westwing Collection also serves as a competitive advantage. We are planning to substantially expand our Westwing Collection once again in 2025.

Improved Negotiating Position with Suppliers

The current environment of weakened consumer demand has led to reduced order volumes for many factories globally. This situation strengthens Westwing's negotiating position with suppliers, particularly for its rapidly growing Westwing Collection. Additionally, as Westwing's sales volume increases, the purchasing team can secure better pricing, especially for proprietary products.

Use of Artificial Intelligence (AI) and Automation

The integration of AI is transforming industries across the board. AI-driven tools can generate high-quality visuals and content, optimize product management, and enhance decision-making processes. These innovations lead to cost savings and operational efficiencies, as tasks can be performed more quickly, with greater accuracy, and often with fewer resources.

Westwing actively reviews its business processes to identify automation opportunities that enhance efficiency, accelerate operations, and reduce costs. The adoption of AI technologies is expected to play a significant role in driving productivity and supporting sustainable growth in the coming years.

7. OUTLOOK

7.1 Future Macroeconomic and Sector-specific Environment

The global economy remained under pressure in 2024, and the outlook for 2025 does not imply a rapid recovery. Geopolitical crises such as the ongoing war in Ukraine are likely to continue destabilising key global markets.[15]

On a positive note, inflation rates, which peaked at their highest levels in a decade over the past two years, are expected to ease further in 2025. Similarly, the currently stringent monetary policies implemented by central banks globally are anticipated to become less restrictive in 2025.[16]

According to the IMF, global headline inflation is projected to decline to 4.2% in 2025 and further to 3.5% in 2026 (2024: 5.7%). Inflation in advanced economies is expected to moderate even further, reaching 2.1% in 2025.[17]

Global growth is projected to be 3.3% in both 2025 and 2026, below the historical average for the last two decades of 3.7%.[18] Eurozone growth is expected to remain weak, with overall GDP growth expected to be only 1.0% in 2025. Germany, Westwing's largest market, continues to face a slow recovery, with the IMF forecasting annual GDP growth of only 0.3% for 2025 (2024: −0.2%).[19]

15 International Monetary Fund: World Economic Outlook Update, January 2025; pp.2 and 7.
16 International Monetary Fund: World Economic Outlook Update, January 2025; p.4.
17 International Monetary Fund: World Economic Outlook Update, January 2025; pp.2 and 9.
18 International Monetary Fund: World Economic Outlook Update, January 2025; p.2.
19 International Monetary Fund: World Economic Outlook Update, January 2025; p.9.

7.2 Future Development of the Westwing Group

Westwing's business development forecast for the coming year is based on the assumptions described in the Company's Report on Economic Position, the Risk Report and the Report on Opportunities and Risks.

Westwing's outlook reflects the limited predictability of consumer demand given the high macroeconomic uncertainties. Independent from this, Westwing remains confident in the structural progress of its business model based on its three-step transformation plan to unlock Westwing's full value potential.

For 2025, Westwing plans to complete the second phase of its three-step plan by finalising the transition of remaining legacy systems to its predominantly SaaS-based technology platform and further optimising business processes following the complexity reductions implemented in 2024. At the same time Westwing will start to work on the last phase of its three-step plan. While cost consciousness, continued efficiency gains, increase of the Westwing Collection share, and the strengthening of the premium brand positioning will remain central, the Company will introduce new growth levers. These include expansion into additional European markets and the opening of new physical stores.

Westwing is forecasting total revenue for 2025 of between EUR 425m and EUR 455m, with growth of – 4% to + 2% and an Adjusted EBITDA of between EUR 25m and EUR 35m. The Adjusted EBITDA margin will be in the range of 6% to 8%.

This forecast has been prepared amid ongoing uncertainty surrounding consumer sentiment, inflation, and geopolitical developments. It assumes no further deterioration compared to 2024. The forecast also assumes that the switch to a higher-quality and largely global product range will continue to have a negative impact on sales growth in 2025.

8. SUPPLEMENTARY MANAGEMENT REPORT FOR WESTWING GROUP SE (IN ACCORDANCE WITH THE HGB)

Westwing Group SE's annual financial statements were prepared in accordance with the provisions of the German Commercial Code (Handelsgesetzbuch – HGB). Westwing Group SE is the parent company of the Westwing Group and acts as the holding company for the Group's various operating entities. It does not generate revenue with third parties itself; rather, its income comes from providing internal Group services that are reported as revenue. Key performance indicators for Westwing Group SE are revenue and operating result, which is defined as earnings before the financial result, depreciation, amortisation and taxes.

8.1 Westwing Group SE's Financial Performance

EURm	2024	2023
Revenue	**99.6**	**86.2**
Own work capitalised	6.3	3.7
Other operating income	0.6	0.7
Gross profit	**106.5**	**90.6**
Cost of materials	– 49.4	– 35.3
Personnel expenses	– 27.1	– 28.6
Depreciation, amortisation and write-downs of tangible fixed assets and intangible assets	– 10.6	– 7.9
Other operating expenses	– 26.3	– 73.2
Operating result	**– 7.0**	**– 54.3**
Income from loans held as financial assets	2.2	2.6
Interest and similar income	1.2	1.0
Write-downs on long-term financial assets	–	– 79.4
Write-ups of long-term financial assets	–	68.4
Income (expenses) from profit transfer (loss transfer)	– 0.5	0.7
Interest and similar expenses	– 0.1	– 0.1
Financial result	**2.8**	**– 6.8**
Taxes on income	0.3	– 0.2
Result after tax	**– 3.9**	**– 61.3**

Revenue at Westwing Group SE increased from EUR 86.2m in 2023 to EUR 99.6m in 2024, a year-over-year revenue growth rate of 15.5%. This was mainly due to an increase in marketing services being provided by Westwing Group SE.

Own work capitalised increased by 70.3% to EUR 6.3m (2023: EUR 3.7m). This development was driven by the migration from a proprietary technology ecosystem to a SaaS-based platform. Other operating income decreased slightly in 2024 to EUR 0.6m (2023: EUR 0.7m).

Personnel expenses declined by EUR 1.4m, primarily because of the smaller number of employees. Share-based payment expenses fell to EUR 0.3m (2023: EUR 0.8m) due to the changes in personnel and the lower share price.

The cost of materials, which comprises the cost of purchased services only, was EUR 49.4m (2023: EUR 35.3m). This year-over-year increase was driven by the higher marketing spend caused by the Group's continued investments in this area.

The increase in depreciation and amortisation to EUR 10.6m in 2024 from EUR 7.9m in 2023 is mainly due to the reduction in the useful life of intangible assets in connection with Westwing's revised technology strategy.

Other operating expenses declined by EUR 46.9m to EUR 26.3m in 2024 (2023: EUR 73.2m). This year-over-year decrease is mainly due to a capital increase of EUR 44.2m at a subsidiary in 2023. A write-up on loans of nearly the same amount was recognised in this context, meaning that the figure was not included when determining the 2023 operating result for management purposes.

All in all, an operating profit of EUR 3.6m before financial result, depreciation, amortisation and taxes was reported in 2024 (2023: adjusted operating loss of EUR – 2.3m).

The financial result of EUR 2.8m (2023: EUR – 6.8m) primarily consists of income from loans held as financial assets of EUR 2.2m (2023: EUR 2.6m), interest and similar income of EUR 1.2m (2023: EUR 1.0m) and expenses from loss transfer of EUR – 0.5m (2023: income from profit transfer of EUR 0.7m). In addition, the prior-year financial result was impacted by impairments on long-term financial assets of EUR 79.4m, of which EUR 57.6m was driven by impairment losses due to the centralisation of several business functions. These were partly offset by a write-up of loans to affiliates of EUR 68.4m.

8.2 Changes in Westwing Group SE's Financial Position

Westwing Group SE had cash and cash equivalents of EUR 28.3m as at 31 December 2024 (31 December 2023: EUR 3.1m). This does not include a fixed-term deposit with a notice period of three months in the amount of EUR 10.0m.

The changes in the cash and cash equivalents item were as follows:

In 2024, the Company financed operations at its subsidiaries by extending loans of EUR 34.2m (2023: EUR 10.8m). These loans are deemed to be long-term from an economic perspective but are short-term for legal purposes.

In 2024, subsidiaries of Westwing Group SE repaid loans and interest granted to them in the amount of EUR 72.2m (2023: EUR 50.5m).

Investments in tangible and intangible assets amounted to EUR 6.9m in the 2024 financial year (2023: EUR 4.0m).

Cash outflows of EUR 10.8m related to the purchase of treasury shares in 2024.

Cash inflows from interest on cash investments amounted to EUR 1.2m.

Westwing Group SE ensured that sufficient liquid funds were available at all times to conduct business activities at the Company and in the Group. Westwing Group SE has issued a letter of comfort to its subsidiary Westwing GmbH and all other direct affiliates, in which it assumes liability for obligations arising up to 31 December 2026. Westwing Group SE has always met its payment obligations.

8.3 Net Assets of Westwing Group SE

EURm	31 Dec. 2024	31 Dec. 2023
Assets		
Non-current assets		
Intangible assets	16.0	19.2
Tangible fixed assets	1.5	2.0
Long-term financial assets	62.9	98.7
Total non-current assets	**80.5**	**119.9**
Current assets		
Receivables and other assets	48.7	47.1
Cash and cash equivalents	28.3	3.1
Total current assets	**77.0**	**50.2**
Prepaid expenses	1.5	1.3
Total assets	**158.9**	**171.5**
Equity and liabilities		
Equity		
Share capital	20.9	20.9
Treasury shares	– 2.1	– 0.8
Issued capital	**18.8**	**20.1**
Capital reserves	335.9	345.1
Accumulated losses	– 221.4	– 217.5
Total equity	**133.3**	**147.7**
Liabilities		
Provisions	14.2	11.8
Trade payables and other liabilities	11.3	11.9
Deferred income	0.1	0.1
Total equity and liabilities	**158.9**	**171.5**

Total assets as at 31 December 2024 amounted to EUR 158.9m, a decrease of EUR 12.6m compared to the previous year (31 December 2023: EUR 171.5m). This change was mainly driven by lower long-term financial assets, which were partially offset by increased cash and cash equivalents.

Intangible assets consisted of both purchased and internally developed software in 2024. The net carrying amount decreased by EUR 3.2m to EUR 16.0m (31 December 2023: EUR 19.2m). This was due to the fact that capitalised software development expenses of EUR 6.5m were more than offset by amortisation of EUR 9.7m. Tangible fixed assets decreased to EUR 1.5m (31 December 2023: EUR 2.0m), mainly because of depreciation.

Investments in subsidiaries were stable at EUR 13.0m in 2024 (31 December 2023: EUR 13.0m).

Loans extended to subsidiaries that are reported under long-term financial assets decreased by EUR 35.8m to EUR 49.9m (31 December 2023: EUR 85.7m). This was mainly due to repayments of loan and interest receivables totalling EUR 72.2m, which were partly offset by new loans and interest receivables to affiliates of EUR 34.2m.

Current assets amounted to EUR 77.0m as at the end of 2024 (31 December 2023: EUR 50.2m). Receivables from affiliated companies included in trade and other receivables increased to EUR 37.1m (31 December 2023: EUR 36.6m). Cash and cash equivalents were EUR 25.2m higher than in the previous year, at EUR 28.3m (31 December 2023: EUR 3.1m).

The Company's equity as at the balance sheet date fell by EUR 14.4m in 2024, from EUR 147.7m in December 2023 to EUR 133.3m in December 2024. This was mainly driven by the share buy-back programmes implemented during the year and by the loss after tax.

The equity ratio decreased slightly from 86.1% as at 31 December 2023 to 83.9% as at 31 December 2024.

Provisions increased from EUR 11.8m in December 2023 to EUR 14.2m in December 2024, primarily due to additional services provided by affiliates.

Liabilities decreased from EUR 11.9m as at the end of 2023 to EUR 11.3m as at 31 December 2024

8.4 Westwing Group SE Employees

Westwing Group SE employed 282 people including interns, temporary staff and management personnel as at the end of December 2024 (2023: 322). A total of 167 people worked in administration/IT and 115 in marketing. A total of 64.5% of Westwing Group SE's employees were female as at the end of 2024, nearly on a par with the figure for the Group as a whole.

Please see the Corporate Governance Statement for information on the percentage of, and targets for, the proportion of women on the Management Board and the Supervisory Board, and for the Company's diversity disclosures.

8.5 Risks and Opportunities Facing Westwing Group SE

The risks and opportunities facing Westwing Group SE are largely the same as for the Group as a whole. For further information, please refer to the Report on Opportunities and Risks in section 6 of this Combined Management Report. Additional risks exist in relation to the potential need to write down loans to affiliates, or to provide them with liquidity, depending on their business performance. The risk is considered low based on the situation of the subsidiaries.

8.6 Outlook for Westwing Group SE

The economic forecast and expectations for Westwing Group SE's operating business are substantially the same as for the Westwing Group. Please see section 7 of this Combined Management Report for further details.

Westwing Group SE is expecting a slightly higher level of revenue in financial year 2025 compared to the previous year. One reason for this development is the Group's marketing strategy which will lead to more marketing services provided by Westwing Group SE to its affiliates. Additionally, more licences are expected to be charged as a result of the Group's reorganisation of business functions in Central and Eastern European countries and the headquarters. Earnings before the financial result, depreciation, amortisation and taxes are also forecast to improve significantly compared to financial year 2024 with the main drivers being the Group's cost discipline as well as the expected increase in licence income.

Westwing Group SE's revenue increased by 15.5% to EUR 99.6m in 2024. This was above expectations as, due to the Group's higher overall marketing performance, Westwing Group SE provided more services for its subsidiaries than in the previous year. Earnings before the financial result, depreciation, amortisation and taxes increased significantly, rising from adjusted EUR – 2.3m in 2023 to EUR 3.6m in 2024. This trend was reinforced by the cost savings implemented by the Group in all business areas. Consequently, Westwing exceeded the guidance for the year 2024, which was for a moderate improvement only.

As for the whole group, the year 2024 was a challenging but successful year for Westwing Group SE. Westwing made good progress on its three-step plan to unlock the company's full value potential and improved revenue as well as profitability. Despite all current macroeconomic uncertainties Westwing is convinced that it has the necessary operational and financial resources to overcome the challenging market environment and to achieve its ambitious targets in the medium and long term.

9. OTHER DISCLOSURES

9.1 Corporate Governance Statement

The Corporate Governance Statement pursuant to section 289f and section 315d of the German Commercial Code (Handelsgesetzbuch – HGB), including the Compliance Declaration pursuant to section 161 of the German Stock Corporation Act (Aktiengesetz – AktG), has been made publicly available on the Investor Relations/Corporate Governance section of the Company's website. Past corporate governance statements and compliance declarations can also be found there. The current Corporate Governance Statement including the current Compliance Declaration has also been published in this annual report.

9.2 Disclosures Required under Takeover Law

The Management Board of Westwing Group SE (the "Company") has prepared the following explanatory report on the disclosures in accordance with sections 289a and 315a of the HGB that is required by section 176(1) sentence 1 of the AktG:

COMPOSITION OF SUBSCRIBED CAPITAL (SECTION 289A SENTENCE 1 NO. 1 AND SECTION 315A SENTENCE 1 NO. 1 OF THE HGB):

The share capital was unchanged as at 31 December 2024, at EUR 20,903,968.00. The share capital is composed 20,903,968 no-par value bearer shares with a notional interest in the share capital of EUR 1.00 per share. The share capital is fully paid up. All shares carry the same rights and duties. Each no-par value share entitles the holder to one vote. The right of shareholders to receive share certificates is excluded under Article 5(2) of the Company's Articles of Association.

RESTRICTIONS ON VOTING RIGHTS OR THE TRANSFER OF SHARES (SECTION 289A SENTENCE 1 NO. 2 AND SECTION 315A SENTENCE 1 NO. 1 OF THE HGB):

As of 31 December 2024, the Company held 2,081,461 treasury shares. In accordance with section 71b of the AktG, the Company is not entitled to any rights in respect of its treasury shares.

Otherwise, no basic restrictions on voting rights exist. Westwing Group SE is not aware of any agreements restricting voting rights or the transferability of shares. In addition to the statutory provisions governing insider dealing and the prohibition on trading set out in the Market Abuse Regulation, the Company provides information on "silent periods" – the 30 days before the publication of the financial results for each quarter – and recommends refraining from trading during these periods. The Company has an internal capital markets compliance policy.

DIRECT AND INDIRECT SHAREHOLDINGS EXCEEDING 10% OF THE VOTING RIGHTS (SECTION 289A SENTENCE 1 NO. 3 AND SECTION 315A SENTENCE 1 NO. 3 OF THE HGB):

According to the information made available to the Company, the following interests in the Company's share capital exceeded the threshold of 10% of the voting rights as at 31 December 2024:

- Zerena GmbH, Grünwald, to which the share in the voting rights held by Rocket Internet SE, Berlin (28.9% of the share capital) is attributed in accordance with section 34 of the German Securities Trading Act (Wertpapierhandelsgesetz – WpHG).

SHARES WITH SPECIAL RIGHTS CONVEYING POWERS OF CONTROL (SECTION 289A SENTENCE 1 NO. 4 AND SECTION 315A SENTENCE 1 NO. 4 OF THE HGB):

There are no shares with special rights and in particular no shares with special rights conveying powers of control.

CONTROL OF VOTING RIGHTS IF EMPLOYEES ARE SHAREHOLDERS (SECTION 289A SENTENCE 1 NO. 5 AND SECTION 315A SENTENCE 1 OF THE HGB):

Like other shareholders, employees who hold interests in the Company's share capital exercise their voting rights directly themselves, in line with the statutory provisions and the Articles of Association.

STATUTORY REQUIREMENTS AND PROVISIONS OF THE ARTICLES OF ASSOCIATION GOVERNING THE APPOINTMENT AND REMOVAL OF MEMBERS OF THE MANAGEMENT BOARD AND CHANGES TO THE ARTICLES OF ASSOCIATION (SECTION 289A SENTENCE 1 NO. 6 AND SECTION 315A SENTENCE 1 NO. 6 OF THE HGB):

In accordance with Article 7 of the Articles of Association and section 84 of the AktG, the Supervisory Board determines the number of members of the Management Board and is responsible for appointing and dismissing them. The Supervisory Board can appoint a chairman and a deputy chairman. Appointments are made for a maximum term of five years. Reappointments or prolongations of the members' terms of office are possible for a maximum of five years in each case. Appointments may be revoked for good cause in accordance with section 84(4) of the AktG. Otherwise, the statutory provisions shall apply (sections 84 and 85 of the AktG). In accordance with section 179(1) of the AktG, all amendments to the Articles of Association require a resolution by the General Meeting. Article 20(2) of the Articles of Association states that, where no other majority is prescribed by law, amendments to the Article of Associations require a majority of two-thirds of the votes cast or, if at least half of the share capital is represented, a simple majority of the votes cast.

The Supervisory Board is authorised in accordance with section 179(1) sentence 2 of the AktG in conjunction with sections 4(3), (4) and (5) of the Articles of Association to amend the Articles of Association appropriately in the case of amendments made following the utilisation of Authorised Capital 2022/I or of Authorised Capital 2023/I; after expiration of the authorisation period; after the exercise of Conditional Capital 2023; or after expiration of all option and conversion deadlines.

Furthermore, pursuant to the authorisation to buy back treasury shares in the form granted by the Company's Annual General Meeting on 19 June 2024, no further resolution by the Annual General Meeting is needed to modify the number of shares stated in the Company's Articles of Association, provided that the shares are cancelled on the basis of this authorisation using the simplified method without reducing the Company's share capital. For further details, please see agenda item 8 of the invitation to the Company's Annual General Meeting on 19 June 2024; this is also available from the Investor Relations/Annual General Meeting section of the corporate website.

POWERS OF THE MANAGEMENT BOARD, IN PARTICULAR CONCERNING THE ABILITY TO ISSUE OR BUY BACK SHARES (SECTION 289A SENTENCE 1 NO. 7 AND SECTION 315A SENTENCE 1 NO. 7 OF THE HGB):

AUTHORISATION TO ACQUIRE TREASURY SHARES

The Company's Annual General Meeting on 5 August 2021 authorised the Management Board in the period up to the end of 4 August 2026 to acquire treasury shares in the amount of up to 10% of the share capital pursuant to article 5 of the SE-Verordnung (SE Regulation – SE-VO) in conjunction with section 71(1) no. 8 of the AktG (hereinafter referred to as the "2021 Authorisation"). The Company has acquired a total of 566,970 shares on the basis of this 2021 Authorisation, most recently via the 2023/II Share Buyback Programme, which started on 27 November 2023 and ended at the end of 30 April 2024. A total of 136,544 shares in the Company were acquired under the 2023/II Share Buyback Programme in the period up to and including 30 April 2024. Additional details of the 2022, 2023/I and 2023/II Share Buyback Programmes, including weekly transaction reports, can be found on the Investor Relations/Share/Share Buy-back 2022, 2023/I and 2023/II sections of the corporate website.

In financial year 2024, a new authorisation was granted, and the old 2021 Authorisation was rescinded:

The Company's Annual General Meeting on 19 June 2024 authorised the Management Board, with the Supervisory Board's approval, to acquire treasury shares in the amount of up to 10% of the Company's share capital at the time of the authorisation or – should this amount be lower – of the Company's share capital in existence at the time the authorisation is exercised (hereinafter referred to as the "2024 Authorisation"). The authorisation expires as at the end of 18 June 2029 (inclusive). The shares acquired on the basis of this authorisation, together with other treasury shares that are in Westwing Group SE's possession or that must be attributed to it pursuant to sections 71d and 71e of the AktG, may at no time amount to more than 10% of the share capital in existence at that time,

The authorisation can be utilised in whole or in part, on one or more occasions and in pursuit of one or more purposes by the Company, but also by companies that are dependent on or are majority-owned by the Company, or by third parties for the Company's or such companies' account. For further details, please see agenda item 8 of the invitation to the Company's Annual General Meeting on 19 June 2024; this is also available from the Investor Relations/Annual General Meeting section of the corporate website.

The 2024 Authorisation has been partially utilised:

Based on the 2024 Authorisation, Westwing Group SE's Management Board resolved on 8 November 2024, with the approval of the Supervisory Board, to issue a public share buyback offer to the shareholders of Westwing Group SE for a total of up to 1,200,000 shares at a price of EUR 8.25 per share. The public share buyback offer was also extended to US shareholders on the basis of separate offering documents. The total volume of the share buyback offer was up to EUR 9,900,000.00. The acceptance period for the offer began on 12 November 2024 and ended on 10 December 2024. A total of 1,199,866 shares were repurchased under the public share buyback offer, corresponding to approximately 5.74% of all Westwing Group SE shares. For further details, please see the Investor Relations/Share/Share Buy-back 2024 section of the corporate website.

The Company sold and transferred 10,200 treasury shares to (former) employees in the period from 1 January 2024 to 31 December 2024.

AUTHORISATION TO ACQUIRE TREASURY SHARES USING EQUITY DERIVATIVES

In addition, the Management Board was authorised by the General Meeting on 5 August 2021, to acquire, with the Supervisory Board's approval, treasury shares in the amount of up to a total of 5% of the share capital in existence at the time of the resolution in the period up to 4 August 2026, using derivatives (put or call options or a combination of the two). Any shares acquired in this way must also be counted towards the 10% limit on the authorisation to acquire treasury shares. For further details, please see agenda item 10 of the invitation to the Company's Annual General Meeting on 5 August 2021; this is also available from the Investor Relations/Annual General Meeting section of the corporate website. This authorisation was not utilised in fiscal 2024.

AUTHORISED CAPITAL AS AT 31 DECEMBER 2024

AUTHORISED CAPITAL 2022/I

The Management Board has been authorised, with the Supervisory Board's approval, to increase the Company's share capital by up to EUR 2,090,396.00 in the period up to 17 May 2027 (inclusive) by issuing up to 2,090,396 new no-par value bearer shares against cash and/or non-cash contributions on one or more occasions ("Authorised Capital 2022/I"). Shareholders' pre-emptive subscription rights have been disapplied. The details of Authorised Capital 2022/I are set out in Article 4(3) of the Company's Articles of Association.

AUTHORISED CAPITAL 2023/I

The Management Board has also been authorised, with the Supervisory Board's approval, to increase the Company's share capital by up to EUR 4,000,000.00 in the period up to 15 May 2028 (inclusive) by issuing up to 4,000,000 new no-par value bearer shares against cash and/or non-cash contributions on one or more occasions ("Authorised Capital 2023/I").

Shareholders have pre-emptive subscription rights as a matter of principle. Shareholders' pre-emptive subscription rights can be disapplied in certain circumstances and within prescribed limits, with the Supervisory Board's approval. The new shares may also be issued to one or more credit institutions or other companies named in article 5 of the SE VO in conjunction with section 186(5) sentence 1 of the AktG on condition that they offer them directly to shareholders (indirect subscription right) or may also be granted in part by way of a direct subscription right (e.g., to shareholders who are entitled to subscribe for them and who have previously entered into a binding subscription agreement) or otherwise by way of an indirect subscription right in accordance with article 5 of the SE VO in conjunction with section 186(5) of the AktG.

The details of Authorised Capital 2023/I are set out in Article 4(4) of the Articles of Association.

CONDITIONAL CAPITAL

The resolution of the Company's Annual General Meeting on 16 May 2023 created an authorisation to issue bonds with warrants/convertible bonds, profit participation rights, and/or participating bonds or a combination of these instruments, along with an option to disapply pre-emptive subscription rights. Consequently, the Company's share capital has been conditionally increased by up to EUR 2,000,000.00 by issuing up to 2,000,000 no-par value bearer shares ("Conditional Capital 2023").

The Management Board is authorised, with the Supervisory Board's approval, to issue, in the period up to 15 May 2028 (inclusive), bearer or registered bonds with warrants/convertible bonds, profit participation rights, and/or participating bonds (or combinations of these instruments) (hereinafter also collectively referred to as "bonds") with a total nominal amount of up to EUR 50,000,000.00 on one or more occasions and to grant the creditors (hereinafter referred to as the "holders") of the bonds in question, which shall bear equal rights among themselves, options or conversion rights to new bearer shares of the Company with a notional interest in the share capital of up to a total of EUR 2,000,000.00, as set out in greater detail in the terms and conditions for the bonds. The authorisation to issue bonds has not been utilised to date. The details of this Conditional Capital are set out in Article 4(5) of the Company's Articles of Association.

MATERIAL AGREEMENTS BY THE COMPANY THAT TAKE EFFECT IN THE EVENT OF A CHANGE OF CONTROL FOLLOWING A TAKEOVER BID, TOGETHER WITH THE RESULTING EFFECTS (SECTION 289A SENTENCE 1 NO. 8 AND SECTION 315A SENTENCE 1 NO. 8 OF THE HGB):

A EUR 10 million global credit facility entered into in September 2022 between Westwing Group SE and Norddeutsche Landesbank grants Norddeutsche Landesbank a right to terminate the facility if a single shareholder acquires a majority of the voting rights and/or an interest of at least 50% in the share capital.

There are also individual contracts (a SaaS contract with regard to front-end search and recommendation functions, a contract for services relating to the management of stock plans and rental deposit insurance) that can lead to a potential termination option for the contractual partner in the event of a change of control.

In addition, the Management Board contracts of service contain change of control clauses (see below for further details).

COMPENSATION AGREEMENTS ENTERED INTO BETWEEN THE COMPANY AND THE MEMBERS OF THE MANAGEMENT BOARD OR EMPLOYEES IN CASE OF A TAKEOVER BID (SECTION 289A SENTENCE 1 NO. 9 AND SECTION 315A SENTENCE 1 NO. 9 OF THE HGB):

The Management Board contracts of service agreed between Westwing Group SE on the one hand and CEO Dr Andreas Hoerning and CFO Sebastian Westrich on the other grant each of the two men the right to terminate their contract of service in writing within two months of a change of control occurring, giving three months' notice to the end of a calendar month ("special termination right"), and to resign their positions in line with this. Should the special termination right be exercised, the amount of any severance payment shall be limited to a maximum of two fixed annual salaries, but no more than the remuneration for the remaining term of office (severance payment cap).

Munich, 26 March 2025

Dr Andreas Hoerning
Chief Executive Officer
Westwing Group SE

Sebastian Westrich
Chief Financial Officer
Westwing Group SE

INDEPENDENT AUDITOR'S REPORT

To Westwing Group SE, Berlin

REPORT ON THE AUDIT OF THE ANNUAL FINANCIAL STATEMENTS AND OF THE MANAGEMENT REPORT

Audit Opinions

We have audited the annual financial statements of Westwing Group SE, Berlin, which comprise the balance sheet as at December 31, 2024, and the statement of profit and loss for the financial year from January 1 to December 31, 2024, and notes to the financial statements, including the presentation of the recognition and measurement policies. In addition, we have audited the management report of Westwing Group SE, which is combined with the group management report, for the financial year from January 1 to December 31, 2024. In accordance with the German legal requirements, we have not audited the content of those parts of the management report listed in the "Other Information" section of our auditor's report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying annual financial statements comply, in all material respects, with the requirements of German commercial law and give a true and fair view of the assets, liabilities and financial position of the Company as at December 31, 2024 and of its financial performance for the financial year from January 1 to December 31, 2024 in compliance with German Legally Required Accounting Principles and

- the accompanying management report as a whole provides an appropriate view of the Company's position. In all material respects, this management report is consistent with the annual financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the management report does not cover the content of those parts of the management report listed in the "Other Information" section of our auditor's report.

Pursuant to § [Article] 322 Abs. [paragraph] 3 Satz [sentence] 1 HGB [Handelsgesetzbuch: German Commercial Code], we declare that our audit has not led to any reservations relating to the legal compliance of the annual financial statements and of the management report.

Basis for the Audit Opinions

We conducted our audit of the annual financial statements and of the management report in accordance with § 317 HGB and the EU Audit Regulation (No. 537/2014, referred to subsequently as "EU Audit Regulation") in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). Our responsibilities under those requirements and principles are further described in the "Auditor's Responsibilities for the Audit of the Annual Financial Statements and of the Management Report" section of our auditor's report. We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with

Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the annual financial statements and on the management report.

Key Audit Matters in the Audit of the Annual Financial Statements

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the annual financial statements for the financial year from January 1 to December 31, 2024. These matters were addressed in the context of our audit of the annual financial statements as a whole, and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In our view, the matters of most significance in our audit were as follows:

❶ Measurement of shares in affiliated companies as well as loans to and receivables from affiliated companies

❷ Recognition and measurement of internally generated intangible assets for software solutions

Our presentation of these key audit matters has been structured in each case as follows:

① Matter and issue

② Audit approach and findings

③ Reference to further information

Hereinafter we present the key audit matters:

❶ **Measurement of shares in affiliated companies as well as loans to and receivables from affiliated companies**

① In the annual financial statements of Westwing Group SE as at December 31, 2024, shares in affiliated companies amounting to EUR 13.0 million (8% of total assets) are reported under the "Financial assets" balance sheet item. In addition, loans to affiliated companies amounting to EUR 49.9 million (31% of total assets) and receivables from those affiliated companies amounting to EUR 37.11 million (23% of total assets) are reported. Shares in affiliated companies, loans to affiliated companies and receivables from affiliated companies are measured in accordance with German commercial law at the lower of cost and fair value. The fair values are calculated as the present value of the expected future cash flows according to the planning projections prepared by the executive directors using discounted cash flow models. Expectations relating to future market developments and assumptions about the development of macroeconomic factors are also taken into account. The discount rate used is the individually determined cost of capital for the relevant affiliated company. On the basis of the values determined and supplementary documentation, write-downs amounting in total to EUR 0 Mio. were required in the financial year.

The outcome of this valuation is dependent to a large extent on the estimates made by the executive directors of the future cash flows, and on the respective discount rates and rates of growth used. The valuation is therefore subject to material uncertainties. Against this background and due to the highly complex nature of the valuation and its material significance for the Company's assets, liabilities and financial performance, this matter was of particular significance in the context of our audit.

② As part of our audit, we assessed the methodology used by the Company for the purposes of the valuation of shares in affiliated companies as well as loans to and receivables from affiliated companies, among other things. In particular, we assessed whether the fair values had been appropriately determined using discounted cash flow models in compliance with the relevant measurement standards. We based our assessment, among other things, on the executive directors' detailed explanations regarding the key value drivers underlying the expected cash flows. In the knowledge that even relatively small changes in the discount rate applied can have a material impact on the value of the entity calculated in this way, we focused our testing in particular on the parameters used to determine the discount rate applied, and assessed the calculation model. Finally, we evaluated whether the values calculated in this way were properly compared against the carrying amount, in order to determine any write-downs or reversals of write-downs.

In our view, taking into consideration the information available, the valuation parameters and underlying assumptions used by the executive directors are appropriate overall for the purpose of appropriately measuring the shares in affiliated companies as well as loans to and receivables from affiliated companies.

③ The Company's disclosures on the measurement of shares in affiliated companies, loans to and receivables from those affiliated companies are contained in the sections "III. Accounting policies: Financial assets and receivables", "IV. Notes to the balance sheet: Shares in and loans to affiliated companies" and "Receivables and other assets" of the notes to the financial statements.

❷ **Recognition and measurement of internally generated intangible assets for software solutions**

① In the annual financial statements of Westwing Group SE as at December 31, 2024, internally generated intangible fixed assets for internally developed software solutions amounting to EUR 16.0 million are reported under the balance sheet item "Internally generated industrial property rights and similar rights and assets as well as licenses for such rights and values". The internally generated intangible assets relate to software solutions for the purposes of the websites, apps and warehouse management system of Westwing Group SE. For the capitalization of an internally generated intangible fixed asset it is essential that the intended intangible asset is highly probable and that the development costs can be reliably attributed to the intangible asset to be capitalized. The capitalization of development costs for an internally generated intangible fixed asset already completed requires that the asset be expanded or materially improved, which means substantially enhanced. The amortization of internally generated assets is based on the assumptions made by the executive directors regarding the expected useful lives. Furthermore, disposals are recognized if specific expectations regarding the feasibility of developments projects are not met. The capitalization and measurement of the development costs incurred for these software solutions are based to a large extent on estimates and assumptions made by the Company’s executive directors, which mainly relate to the technical and economic feasibility of the development project and the distinction between substantial enhancement and the maintenance of existing software solutions.

Due to the large number of projects for the development of software solutions and the fact that the recognition and measurement of this material item in terms of amount are based to a large extent on estimates and assumptions made by the Company's executive directors, this matter was of particular significance in the context of our audit.

② As part of our audit procedures relating to the recognition and measurement of development costs incurred for software solutions, we first examined the processes and controls implemented by the executive directors for the capitalization of development costs for internally generated software solutions on the basis of the documentation provided to us, using individual development projects. In addition, we evaluated, among other things, the recognition of intangible assets and the method used for the accounting treatment and measurement of the development costs incurred in accordance with the requirements of German commercial law. In doing so, we also inspected the corresponding project records to assess the respective stage of project completion. Furthermore, we performed an analytical review of the list of all capitalized projects for the development of software solutions and the capitalization of associated development costs, and examined the methodology employed by the Company. In addition, on the basis of samples of the development projects for software solutions initially capitalized in the financial year, we examined the eligibility of development costs for capitalization, the existence of substantial enhancements to existing software solutions compared with existing software solutions as well as the assumptions made by the executive directors with respect to determining useful lives and the point at which to commence amortization. We also verified and assessed the ability to capitalize the development costs incurred based on documents of individual activities. For the estimates of useful lives, we also obtained an overview of all software development projects for software solutions and discussed with the executive directors which estimates and considerations were used for the deposited values. Furthermore, we compared – on a sample basis – the amounts of the development costs capitalized for material development projects with the personnel costs incurred, and reconciled these with the underlying timesheets, also on a sample basis. In order to detect indications for derecognition of development projects, we interviewed the executive directors and the responsible employees and analyzed the age structure of the development projects as well as the project-specific progress reports.

Based on our audit procedures, we were able to satisfy ourselves that the estimates and assumptions made by the executive directors are substantiated and sufficiently documented.

③ The Company's disclosures on the recognition and measurement of internally developed intangible assets for software solutions are contained in sections "III. Accounting policies", "IV. Notes to the balance sheet: Intangible assets" and "V. Notes to the income statement: Other own work capitalized" of the notes to the financial statements.

Other Information

The executive directors are responsible for the other information. The other information comprises the following non-audited parts of the management report:

- the non-financial group statement to comply with §§ 315b to 315c HGB included in section "Sustainability Statement" of the management report
- the subsection "6.4. Significant Characteristics of the Internal Control and Risk Management System" in section "REPORT ON OPPORTUNITIES AND RISKS" of the management report

The other information comprises further the statement on corporate governance pursuant to § 289f HGB and § 315d HGB.

Our audit opinions on the annual financial statements and on the management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information mentioned above and, in so doing, to consider whether the other information

- is materially inconsistent with the annual financial statements, with the management report disclosures audited in terms of content or with our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

Responsibilities of the Executive Directors and the Supervisory Board for the Annual Financial Statements and the Management Report

The executive directors are responsible for the preparation of the annual financial statements that comply, in all material respects, with the requirements of German commercial law, and that the annual financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Company in compliance with German Legally Required Accounting Principles. In addition, the executive directors are responsible for such internal control as they, in accordance with German Legally Required Accounting Principles, have determined necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the annual financial statements, the executive directors are responsible for assessing the Company's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting, provided no actual or legal circumstances conflict therewith.

Furthermore, the executive directors are responsible for the preparation of the management report that as a whole provides an appropriate view of the Company's position and is, in all material respects, consistent with the annual financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the management report.

The supervisory board is responsible for overseeing the Company's financial reporting process for the preparation of the annual financial statements and of the management report.

Auditor's Responsibilities for the Audit of the Annual Financial Statements and of the Management Report

Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the management report as a whole provides an appropriate view of the Company's position and, in all material respects, is consistent with the annual financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the annual financial statements and on the management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with § 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements and this management report.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual financial statements and of the management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

- Obtain an understanding of internal control relevant to the audit of the annual financial statements and of arrangements and measures (systems) relevant to the audit of the management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of the internal control of the Company and these arrangements and measures (systems), respectively.

- Evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.

- Conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the annual financial statements and in the management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to be able to continue as a going concern.

- Evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements present the underlying transactions and events in a manner that the annual financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Company in compliance with German Legally Required Accounting Principles.
- Evaluate the consistency of the management report with the annual financial statements, its conformity with German law, and the view of the Company's position it provides.
- Perform audit procedures on the prospective information presented by the executive directors in the management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the annual financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

OTHER LEGAL AND REGULATORY REQUIREMENTS

Report on the Assurance on the Electronic Rendering of the Annual Financial Statements and the Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB

Assurance Opinion

We have performed assurance work in accordance with § 317 Abs. 3a HGB to obtain reasonable assurance as to whether the rendering of the annual financial statements and the management report (hereinafter the "ESEF documents") contained in the electronic file Westwing_AG_JA+LB_ESEF-2024-12-31.zip and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format ("ESEF format"). In accordance with German legal requirements, this assurance work extends only to the conversion of the information contained in the annual financial statements and the management report into the ESEF format and therefore relates neither to the information contained within these renderings nor to any other information contained in the electronic file identified above.

In our opinion, the rendering of the annual financial statements and the management report contained in the electronic file identified above and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format. Beyond this assurance opinion and our audit opinion on the accompanying annual financial statements and the accompanying management report for the financial year from January 1 to December 31, 2024 contained in the "Report on the Audit of the Annual Financial Statements and on the Management Report" above, we do not express any assurance opinion on the information contained within these renderings or on the other information contained in the electronic file identified above.

Basis for the Assurance Opinion

We conducted our assurance work on the rendering of the annual financial statements and the management report contained in the electronic file identified above in accordance with § 317 Abs. 3a HGB and the IDW Assurance Standard: Assurance Work on the Electronic Rendering, of Financial Statements and Management Reports, Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB (IDW AsS 410 (06.2022)) and the International Standard on Assurance Engagements 3000 (Revised). Our responsibility in accordance therewith is further described in the "Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm applies the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)).

Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the Company are responsible for the preparation of the ESEF documents including the electronic rendering of the annual financial statements and the management report in accordance with § 328 Abs. 1 Satz 4 Nr. [number] 1 HGB.

In addition, the executive directors of the Company are responsible for such internal control as they have considered necessary to enable the preparation of ESEF documents that are free from material non-compliance with the requirements of § 328 Abs. 1 HGB for the electronic reporting format, whether due to fraud or error.

The supervisory board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

Auditor's Responsibilities for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error. We exercise professional judgment and maintain professional skepticism throughout the assurance work. We also:

- Identify and assess the risks of material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.

- Obtain an understanding of internal control relevant to the assurance work on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.

- Evaluate the technical validity of the ESEF documents, i.e., whether the electronic file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815 in the version in force at the date of the annual financial statements on the technical specification for this electronic file.

- Evaluate whether the ESEF documents provide an XHTML rendering with content equivalent to the audited annual financial statements and to the audited management report.

Further Information pursuant to Article 10 of the EU Audit Regulation

We were elected as auditor by the annual general meeting on June 19, 2024. We were engaged by the supervisory board on November 5, 2024. We have been the auditor of the Westwing Group SE, Berlin, without interruption since the financial year 2021.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

REFERENCE TO AN OTHER MATTER– USE OF THE AUDITOR'S REPORT

Our auditor's report must always be read together with the audited annual financial statements and the audited management report as well as the assured ESEF documents. The annual financial statements and the management report converted to the ESEF format – including the versions to be filed in the company register – are merely electronic renderings of the audited annual financial statements and the audited management report and do not take their place. In particular, the "Report on the Assurance on the Electronic Rendering of the Annual Financial Statements and the Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB" and our assurance opinion contained therein are to be used solely together with the assured ESEF documents made available in electronic form.

GERMAN PUBLIC AUDITOR RESPONSIBLE FOR THE ENGAGEMENT

The German Public Auditor responsible for the engagement is Michael Popp.

Munich, March 26, 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Michael Popp	ppa. Lars Eschbach
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)