

ESG REPORT 2025 - 2026

"WE CAN'T CHANGE THE WORLD IF WE DON'T CHANGE OURSELVES.
SUSTAINABILITY BEGINS WITH OUR OWN ACTIONS."

Mandela

Nelson Mandela

CONTENTS

| | | |
|---|---|----|
| 1 | INTRODUCTION | |
| 2 | ABOUT AVEX | 5 |
| 3 | SDGs | 10 |
| 4 | ESG AMBITIONS | 13 |
| | Theme 1: Climate & Energy | 15 |
| | Theme 2: Circular Economy & Waste | 17 |
| | Theme 3: Social Impact & Safety | 20 |
| | Theme 4: Chain & Client Impact | 23 |
| | Theme 5: Governance, Compliance & Assurance | 26 |
| 5 | BRIX zero | 29 |
| 6 | APPENDIX | 32 |

INTRODUCTION

Care for the environment and society is at the core of AVEX. A sustainable way of working for us means: making conscious choices that are valuable now and in the future - for our employees, customers, partners, and society. As audiovisual integrator we exist in a fast-changing world, in which technology, collaboration, and sustainability are coming together more often. In this sustainability report, we show how we live up to our societal responsibility. No generic promises, but concrete actions, based on our actual impact as organisation.

This report is created according to the requirements of the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS). This way, we ensure a transparent, structured, and comparable report, and comply with the current rules and regulations regarding sustainability reports.

We focus on eight specific Sustainable Development Goals (SDGs) of the United Nations. These goals fit our practice and core values. From decent work and energy efficient building management to social involvement and sustainable purchasing: our efforts are broad, but always goal-oriented. With this report we visualise our ambitions, take responsibility, and work towards further improvements.

In January of 2025, our management team reformulated our sustainability strategy. We moved from five to eight SDGs, with a new focus that fits with the developments in the world, our society, and our company. This renewal keeps us sharp: goals are clear, actions redefined, and progress measurable. Where many sustainability reports mostly focus on performances, this report focusses on our new strategy and the steps we take. Of course, we also report on achieved results.



Certificates and affiliated agencies support our efforts: we are certified according to VCA, ISO 9001, ISO 14001, ISO 27001, and ISO 27017, score on Ecovadis, and started with SBTi and GSES trajectories in 2025. That's how we ensure external testing and validation of our efforts.

We've translated important themes to goals that form the foundation of our strategy for a positive impact on society and the environment. We give insights in performances, the steps we've taken, and the challenges we faced. We communicate our efforts and inform stakeholders honestly and reliably. We keep striving for a sustainable future and strengthening our responsibility, both within our company and wider society.

For AVEX, sustainability isn't a trend, but a necessity. Our clients, employees, and the society expect this from us - it's a moral obligation. We can't do this alone, but must encourage this throughout the entire chain. We play an active role in this. With this report we give insights in our strategy, performance, and ambitions. We invite everyone to work with us for a sustainable future.

ABOUT AVEX



"What we implement today regarding ESG, determines whether our company will still exist in tomorrow's world."

Marjolein Koens-Schaddelee

Managing Director AVEX NL
& Future CEO

AVEX is a family business with a long-term vision, centered around continuity, responsibility, and societal involvement. Since our establishment in 1988, we've grown to a leading audiovisual integrator with branches in the Netherlands, Belgium, and the United Kingdom.

Our corporate vision is clear:

We help our customers work and communicate more effectively - sustainable, safe, and innovative.

As ICT and AV system integrator, we are in the middle of a fast-changing world. Technology, collaboration, and sustainability come together more often. We believe that our societal responsibility goes beyond delivering technical solutions. That's why we actively work towards a future-proof organisation in which economic, ecological, and social values are well balanced.

Sustainability as strategic pillar

Sustainability isn't a minor issue, but a strategic pillar within AVEX. Since 2025, we've employed a fulltime sustainability specialist, that coordinates and fosters our ESG strategy. We are certified according to VCA, ISO 9001, ISO 14001, ISO 27017, Ecovadis, SBTi, and GSES, and since 2015 we have been a part of GPA, which enables us to locally operate and share knowledge worldwide.

Commitment

We are truly involved in our customers, colleagues, and partners. This results in long-term relations, personal attention, and a strong focus on collaboration.



Integrity

We work transparently, honestly, and responsibly. Integrity for us also means keeping promises and showing respect for people and the environment.



Productivity

We anticipate developments and take initiative. This goes for both technological innovations and our sustainability approach.



Professionalism

We strive for quality in everything we do. From advice to implementation: our people are experts, reliable, and result-oriented.



Our CIPP core values

The four core values of AVEX are the foundation of our culture and way of working.

OUR PEOPLE - THE CORE OF AVEX

At AVEX, we believe that our employees are the key to our success. As family business, we attach great value to an inclusive, safe, and stimulating work environment where everyone can develop themselves. Our organisation consists of a diverse team of professionals, spread out over several countries and disciplines.

We strive for an equal staff composition, with attention to gender equality, cultural diversity, and social inclusion. We actively monitor the balance between men and women, the percentage of women in leadership roles, the age range, and the number of employees with a distance to the labour market. The average years of service within AVEX also shows our focus on continuity and involvement.

A full overview of our staff composition can be found in the appendix (see HR Data table).





ACTIVE SINCE 1988

CORE VALUES



COMMITMENT, INTEGRITY,
PRODUCTIVITY & PROFESSIONALISM

MVO GOALS



AS AN ICT AND AV INTEGRATOR, WE TAKE OUR
SOCIAL RESPONSIBILITY, WE DO THIS FOR OUR
CLIENTS, COLLEAGUES AND SOCIETY.

BRANCHES



4 THE NETHERLANDS
1 BELGIUM
2 UK

MALE-FEMALE RATIO



MANAGEMENT TEAM
60% MEN 80% MALE
40% WOMEN 20% FEMALE

VEHICLE FLEET



54 ELECTRIC
31 HYBRID 38 DIESEL
23 PETROL 15 BIKE PLAN

A LEVEL SUPPLIERS



TOP 20 SUPPLIERS WITH PROCUREMENT
SUSTAINABLE STANDARD

LOCATIONS



THE NETHERLANDS
BELGIUM
UNITED KINGDOM



250 EMPLOYEES

AVEX FIETSPLAN



13 PEOPLE



1 WEBSHOP

ecovadis

AVEX ACTIVELY COMMITS
TO SUSTAINABILITY

"At AVEX, sustainability is not only a strategic pillar, but above all our own driving force. We are constantly looking for opportunities to become more sustainable and thus make a real impact on CO₂ reduction, without compromising the quality of our services."

Rick Sinkeldam

Facility manager



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) of the United Nations form the international foundation of sustainable development. The seventeen goals were established in 2015 as part of the 2030 Agenda for Sustainable Development, and focus on tackling the biggest global challenges, such as poverty, inequality, climate change, environmental conservation, peace, and justice. Each SDG is developed in concrete goals that stimulate companies, governments, and societal organisations to work towards a better world.

For AVEX, the SDGs offer a powerful and broad reference to integrate societal and ecological responsibility into our strategy. They help to make targeted impact, lower risks, and utilise opportunities that contribute to a future-proof economy and society.

Our selection: 8 SDGs as the base for our strategy

Not every SDG is as relevant for every company. That's why, as audiovisual integrator, we focused on where our impact is the biggest, both within our organisation and in the chain, as well as for our customers. Based on our daily practice, core values, and actual impact, we selected eight out of the seventeen SDGs on which we actively focus.



SUSTAINABLE DEVELOPMENT GOALS

These eight SDGs form the base of our sustainability strategy. They're interconnected and strengthen each other. By strategically focussing on this, we contribute to a wider societal and ecological development, both within AVEX, in the chain, and towards our customers.

In the next chapter, we explain how these SDGs are translated to concrete goals and themes within our organisation.



SDG 5 – Gender equality: Striving for equal opportunities and an inclusive work environment.



SDG 7 – Affordable and Clean Energy: Enhancing the share of renewable energy in our way of working.



SDG 8 – Decent Work and Economic Growth: Stimulating fair work, safe work environments, and development of young talent.



SDG 9 – Industry, Innovation, and Infrastructure: Investing in sustainable innovation and infrastructure, with attention to digitisation and circularity.



SDG 10 – Reduced Inequalities: Active policies on inclusion, equal opportunities, and reducing wage gaps.



SDG 12 – Responsible Consumption and Production: Stimulating a circular economy, waste reduction, and sustainable purchase.



SDG 13 – Climate Action: Reducing our CO2 emissions, making the vehicle fleet more sustainable, and stimulating green mobility.



SDG 17 – Partnerships for the Goals: Collaboration in the chain to share knowledge and enhance sustainable impact.



"By separating waste streams, we are working together to ensure that this waste can be reused as raw materials. And I am extremely proud of that!"

Rutger Snippe

1e AV Technician

ESG AMBITIONS - GOALS/STRATEGY

For AVEX, sustainability is an important part of our way of working. Our ESG strategy is created centered around five themes. Each theme is connected to the Sustainable Development Goals (SDGs) on which we, as an organisation, have the biggest impact. With this focus, we ensure that our efforts will not only have internal impact, but also contributes to wider societal, economic, and ecological progress.



1. Climate & Energy

Climate change requires concrete action. Within AVEX, we focus on reducing our CO₂ emissions, using renewable energy, and making our vehicle fleet more sustainable. We monitor our progress and set ambitious goals. Energy efficiency and green electricity are the centre of our strategy.

All of our offices and production areas have switched to green electricity and we actively invest in solar pannels. We stimulate employees to drive electric, and partake in the SBTi trajectory, which validates our climate-related goals and makes them transparent. With this approach, we directly contribute to the worldwide goals for Affordable and Renewable Energy (SDG 7) and Climate Action (SDG 13).

2. Circular Economy & Waste

Sustainable material use and waste reduction are essential for a future-proof AV sector. AVEX invests in recycling, reuse of equipment, and circular purchasing. We collaborate with partners to reduce e-waste and optimise waste streams. Each project contributes to a circular economy.

A concrete example of this is our circular database with certified products of BRIX zero suppliers. We take back equipment that gets replaced at customers for refurbishing, reuse, or recycling. This way, we extend the lifespan of products and minimise e-waste. This fits the the SDGs of Responsible Consumption and Production (SDG 12) and Sustainable Innovation and Infrastructure (SDG 9).

3. Social Impact & Safety

Our people are at our core. We optimise a safe, inclusive, and diverse work environment, with attention to well-being, development, and social return. AVEX strives for equal opportunities, anti-discrimination, and a strong safety culture. We invest in apprenticeships and support societal initiatives.

Our management team consists for 40% of women and we offer apprenticeships to the youth and people with a distance to the labour market. We actively implement policies on equal opportunities and anti-discrimination, and we invest in a strong safety culture. With this, we contribute to Gender Equality (SDG 5), Decent work and Economic Growth (SDG 8), and Reducing Inequalities (SDG 10)

ESG AMBITIONS - GOALS/STRATEGY

4. Chain & Client Impact

Sustainability isn't superficial. AVEX actively works with suppliers and clients towards sustainable solutions. We perform due diligence, advice about circular alternatives, and share best practices. Client cases and chain partnerships show our impact in practice.

Since 2015, we have been a part of GPA, which enables us to locally operate and share knowledge on a global scale. In client projects, we stimulate co-creation and collaboration throughout the entire chain, by, for example, developing circular AV solutions with suppliers. This contributes to Strong Partnerships (SDG 17), Decent Work (SDG 8), and Responsible Consumption and Production (SDG 12).

5. Governance, Compliance & Assurance

Transparency and reliability form the foundation of our ESG policy. AVEX fosters sustainability through clear governance, stakeholder dialogue, and compliance with rules and regulations. Certificates, audits, and reports ensure continuous improvements and external testing of our performances.

We are certified according to ISO 14001, Ecovadis, and are following a trajectory for SBTi validation. We document the registration of products in our BRIX zero solution in GSES. Yearly, internal and external audits take place and we create an ESG dashboard for realtime monitoring. Furthermore, we work on product passports and request suppliers to be transparent about their sustainability performances.

This is how we contribute to Responsible Consumption and Production (SDG 12) and Partnerships and Transparency in the Chain (SDG 17).

These five themes form the core of our sustainability strategy. In the next chapters, we explain each theme, in which way we contribute to relevant SDGs and how we give them concrete meaning - always goal-oriented, substantiated with a focus on lasting impact. For a full overview of our goals, we refer you to the appendix, where all goals are covered in detail and according to the SMART method. That's how we keep ourselves sharp: our ambitions are measurable, transparent, and focused on true impact.



THEMA 1. CLIMATE & ENERGY

Climate change requires concrete action. Within AVEX, we focus on reducing our CO₂ emissions, the use of renewable energy, and making our vehicle fleet more sustainable. We monitor our progress and set ambitious goals. Energy efficiency and green electricity are central in our strategy.

BRIX zero

An important initial outcome of this strategy is the development of our new concept BRIX zero. This carbon-neutral and Circular AV concept is the result of a fundamental redesign of our business model. Instead of focusing on speedy replacement of hardware, with BRIX zero, we take full responsibility for the environmental impact of AV solutions, from manufacturing to use. BRIX zero is a Product-as-a-Service model, where we remain the owner of the equipment, actively reuse and refurbish these, and therefore extend the lifespan.

Each component gets monitored by a unique circular tracking platform, through which clients and stakeholders gain insights in the true impact of their AV installations. By the connection with the international GSES platform, all sustainability claims are transparent, measurable, and independently verified. BRIX zero was launched in May 2025, and has since been implemented at Marie-Stella-Maris, among others. Later in this report, there's a chapter in which we further explain the details of BRIX zero.

Renewable energy

Aside from BRIX zero, we strive for full renewable energy coverage of the energy needs of our offices and production areas, by, for example, implementing green energy contracts and placing solar panels. In 2025, we placed the first 160 solar panels on the roof of our Head Quarters in Breukelen, with room for further expansion.



Electrification vehicle fleet

We are phasing our polluting cars, reduce transportation, and stimulate the use of electric cars. In 2024, we adjusted our lease car policy, making electric driving much more interesting for the driver compared to the other options. Partially because of this, we've seen a clear rise in our electrical vehicle fleet. The results so far:

From 22 to 54 fully electric cars

From 27 to 31 hybrid cars

CO₂ reduction

Our goal is to reduce the CO₂ emissions with 30% in 2030, compared to 2025, measured by footprint analyses and sustainability reports. For this, the SBTi validation trajectory started, with which we measure, report on, and validate our goals - including scope 1, 2, and 3.

Also in our AV solutions we aim for a 30% CO₂ emissions reduction by implementing energy efficient equipment, optimisation of installation methods, and using circular materials. Circularity and sustainability go hand in hand at AVEX, and we take our chain responsibility serious by collaborating with leading suppliers and sharing knowledge with the sector.

THEME 1. CLIMATE & ENERGY

Link to SDG's

| SDG | Explanation |
|--------|---|
| SDG 12 | Enhancing share renewable energy in energy mix (100% green energy in 2025) |
| SDG 9 | Climate measures: CO2 reduction, electrification vehicle fleet, SBTi validation, BRIX zero |
| SDG 17 | Innovation & sustainable infrastructure: circular design, tracking platform, chain collaborations |

Results and progress of goals

| 1. Climate & Energy | 2022 | 2023 | 2024 | 2025 |
|---|-------------|-------------|-------------|-------------|
| Share of renewable energy in the energy mix (7.2) 100% from the end of 2026 | <div></div> | <div></div> | <div></div> | <div></div> |
| Share sustainable vehicles in vehicle fleet (13) A minimum of 50% electric or hybrid from 2026 | <div></div> | <div></div> | <div></div> | <div></div> |
| Upgrade infrastructure and double improvement energy efficiency (9.4/7.3) 30% CO2 reduction within AV integration processes in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> |

Legenda

Reference year

Good

Sufficient

Near sufficient

Insufficient

Unknown

A full overview of all goals formulated SMART and detailed, can be found in the appendix.

THEME 2. CIRCULAR ECONOMY & WASTE

Sustainable equipment use and waste reduction are essential for a future-proof AV sector. AVEX invests in recycling, reuse of equipment, and circular purchase. We collaborate with partners to reduce e-waste and optimise waste streams.

Circular platform

Since 2025, we manage our own circular platform as part of our BRIX zero proposition, with certified products of BRIX zero suppliers. We take back equipment that gets replaced at clients for reuse, refurbishing, or recycling. That's how we extend the lifespan of products and minimise e-waste.

We encourage our suppliers to make their products more sustainable, by, for example, using less raw materials, produce in a more energy efficient way, and make products more easily repairable.

This is a condition to become and stay the preferred supplier of the BRIX zero concept. Aside from that, we manage a circular stock: many of our clients replace their entire installations after three years, even though they still function perfectly fine. We take this equipment back and give them a second, third, or even fourth life.

Reuse of equipment

For the AV equipment, we are fully focussed on reuse. Equipment we took back from our client undergoes a step-by-step recovery concept (reuse, refurbishing, remanufacturing, recycling). In this way, 90% of the AV equipment is processed in a circular way.

In AVEX's offices, we've placed circular furniture. Desks and cabinets are purchased from a supplier that "renews" used material such as parts of a desk.



THEME 2. CIRCULAR ECONOMY & WASTE

Recycling

As installing and service-providing organisation (so, as AV and ICT system integrator), we don't produce or manufacture our own products. Therefore, no emission of polluting raw materials such as heavy metals or other environmentally harmful or hazardous substances takes place.

Our audiovisual waste gets checked periodically (also by an external auditor) on proper separation. We exclusively work with LMA-affiliated waste processors (National Waste Reporting Centre). These waste processors separate waste according to the quality standard WEEELABEX.

For each shipment, waste stream numbers are issued indicating the coding of the processing method. On top of that, our organisation created an additional policy for the careful disposal of waste that is created during work on locations of clients.

In this way, AVEX ensures that 90% of the collected audiovisual equipment gets properly reused or recycled back into raw material.

When carrying out work, the policy is focused on always complying with the suitable rules and regulations when it comes to sustainability aspects. We keep all possible emissions of

environmentally harming substances in mind by implementing an efficient use of energy sources.

Tangible recycling results:

- In 2024-2025, 90% of the daily residual waste was separated compared to 83% in 2023. This 90% gets used for raw materials, green energy, and grey energy. This goes for both company waste and the waste we take back from our clients. We collect waste in our recycling centre and process this in an environmentally friendly way.
- Gebruikte bedrijfskleding van AVEX collega's wordt 100% gerecycled.
- Gebruikte laptops en telefoons worden opgehaald door IT4kids voor hergebruik en de waarde wordt omgezet in sportactiviteiten voor kinderen die dit niet kunnen betalen.

THEME 2. CIRCULAR ECONOMY & WASTE

Link to SDG's

| SDG | Explanantion |
|--------|---|
| SDG 12 | Responsible consumption and production: waste prevention, recycling, circular purchasing, advice to customers |
| SDG 9 | Sustainable innovation and infrastructure: circular database, refurbishment, preferred suppliers |
| SDG 17 | Partnerships: collaboration with suppliers and clients, knowledge sharing in the chain |

Results and progress of goals

| 2. Circular economy & waste | 2022 | 2023 | 2024 | 2025 |
|---|-------------|-------------|-------------|-------------|
| Sustainable management of chemicals and waste (12.4) 25% reduction of e-waste in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> |
| Reduce waste by prevention, recycling, and reuse (12.5) 50% reduction in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> |
| Sustainable practices at companies (12.6) At least 25% of customers get advice on sustainable AV solutions from 2025 on | <div></div> | <div></div> | <div></div> | <div></div> |

Legenda

Reference year

Good

Sufficient

Near sufficient

Insufficient

Unknown

A full overview of all goals formulated SMART and detailed can be found in the appendix.

THEME 3. SOCIAL IMPACT & SAFETY

Our people are at our core. We foster a safe, inclusive, and diverse work environment, with attention to well-being, development, and social return. AVEX strives for equal opportunities, anti-discrimination, and a strong safety culture. We invest in apprenticeships, support social initiatives, and offer space for people with a distance to the labour market. Integrity, involvement, professionalism, and proactivity have been our core values for years, and are leading in our policy.

Gender equality

AVEX has an active policy regarding inclusion and diversity. Even though the audiovisual sector used to be a male-dominated sector, our management team currently consists for 40% of women. We strive to achieve this same percentage in other leadership roles as well. The amount of women in the total number of staff is 20%, with 5% women in management/ leadership roles.

We implement an anti-discrimination policy and encourage equal opportunities for everyone, no matter their gender identity, ethnicity, or sexual orientation. Employees in the LGBTQ+ community also get supported actively. Yearly, we report on the number of reported discrimination incidents and the measures taken, with a goal of zero reports.

Development of youth

AVEX invests in the development of young talent. For employees aged 18-35, there's a special programme focused on career development and mentoring. A minimum of 30% of our employees belongs to this age category and follows a personalised development trajectory.

Through the development fund WIJ Techniek (part of the Collective Labor Agreement Metal and Technology), there are vouchers available of €1500 per person for courses in the technical installation sector. This budget is promoted actively by HR, so that employees can develop their skills and boost their careers.

On top of that, we offer apprenticeships for the youth through BBL and BOL trajectories, with which we actively guide the youth to a lasting place in the labour market.

THEME 3. SOCIAL IMPACT & SAFETY

Distance to the labour market

Inclusivity and equal opportunities are embedded in our policy. We aim to represent the groups that are underrepresented in our staff and minimise wage gaps. In 2025, we employed 8 people with a distance to the labour market.

For AVEX, social return isn't an obligation, but a chance to connect a new group of lateral entrants to us and our chain partners in the long term. We collaborate with recognised organisations like GreenFox, Social Return, Kansis, and the Employee Service Point Utrecht to guide candidates with a distance to the labour market and employ them in diverse roles.

In contracts with several clients, social return is a contractual obligation. We actively report about our efforts and aim for a sustainable outflow: a minimum of 50% of this target audience gets the chance to accept a paid job within a year.



Decent work and safe work environment

AVEX sets high standards for decent work and safety. We exclusively work with suppliers that can prove they're free from forced labour and modern slavery. When it comes to safety, we strive for zero incidents; every incident is carefully analysed and followed up on.

We offer a safe work environment by structurally investing in workshops, such as the yearly workshop social safety through the development fund of the Collective Labor Agreement Metal and Technology.

THEME 3. SOCIAL IMPACT & SAFETY

Link with SDG's

| SDG | Toelichting |
|--------|---|
| SDG 5 | Gender equality: equal opportunities, 40% women in management, anti-discrimination policy |
| SDG 8 | Decent work and economic growth: safe work environment, apprenticeships, due diligence at suppliers |
| SDG 10 | Reduce inequalities: inclusion policy, equal rewards, representation of diverse groups. |

Results and progress of goals

| 3. Social impact & safety | 2022 | 2023 | 2024 | 2025 |
|---|------|------|------|------|
| Eradicate discrimination, equal opportunities for women. (5.1/5.5) | | | | |
| o reports on discrimination | | | | |
| A minimum of 40% women in leadership positions | | | | |
| Eradicate forced labour, safe work environment. (8.7/8.8) | | | | |
| A minimum of 95% compliance due diligence suppliers | | | | |
| 100% Report of incidents within 48 hours | | | | |
| Strategy for decent work for youth. (8b) | | | | |
| A minimum of 30% young employees | | | | |
| Inclusion and equal opportunities. (10.2/10.3/10.4/9c) | | | | |
| Implementation and a minimum of 80% compliance inclusivity and equal opportunities policy | | | | |
| Implementation of inclusive AV solution in all projects | | | | |

Legenda

Reference year

Good

Sufficient

Near sufficient

Insufficient

Unknown

A full overview of all goals formulated SMART and detailed can be found in the appendix.

THEME 4. CHAIN & CLIENT IMPACT

Sustainability isn't superficial. AVEX actively collaborates with suppliers, customers, and international partners for sustainable solutions and encourages co-creation in the entire chain. By sharing best practices, advising on circular alternatives, and collaboratively develop innovative AV solutions, we strengthen the positive impact in the entire chain.



GPA: Global Presence Advantage - Sustainability as international chain standard

Since 2016, AVEX is active as Regional Business Unit (RBU) within the GPA, the biggest international network of AV and UC integrators. GPA is not only a platform for uniform quality and global collaboration, but is especially a driver of sustainable innovation in the audiovisual sector. Within GPA, there's nearly 30 regional business units that work together for a circular and conscious AV chain. We do this by:

- Sharing best practices about circular purchase, CO2 reduction, and social impact.
- Developing international standards for sustainable AV projects, so that customers worldwide can count on transparency and measurable impact.
- Strong relations with suppliers: Because of our positions within GPA, we have direct access to decision-makers from leading manufacturers. This enables us to have high-level conversations about sustainability, product passports, recycling programmes, and energy efficient solutions. With this, sustainability is fostered throughout the entire chain.

As GPA BRU for the Netherlands, Belgium, and the UK, AVEX works on international projects centered around sustainability. Clients benefit from:

- Local implementation of international sustainability standards, which makes projects comply with CSRD and GSES requirements.
- Knowledge-sharing and innovation: Through GPA we are affiliated with international sustainability councils, such as AVIXA Sustainability Council, and we actively contribute to the development of new tools and methods for footprint-reduction.

GPA is for AVEX the way to not only accelerate sustainability within our own organisation, but also across the globe. By collaborating with GPA partners, suppliers, and customers, we make the AV sector more transparent, circular, and social.

THEME 4. CHAIN & CLIENT IMPACT

Chain impact: Transparency, circularity, and collaboration

Transparency in the chain is an important starting point for AVEX. Currently, we document all sustainability data of products that are part of the BRIX zero concept in the GSES platform. This means that for these circular AV solutions, the entire lifecycle, CO2 emissions, material use, and reuse is transparent and measurable, for both AVEX and our clients and partners.

Even though this approach is currently exclusively implemented for BRIX zero products, we're working on expansion to other product groups and projects. Because of this step-by-step approach, we can foster the quality and reliability, and at the same time gain experience into transparently sharing sustainability information in the chain.

Circularity remains a core value in our strategy. We encourage manufacturers to develop circular alternatives and collaborate for solutions that contribute to waste reduction and optimisation of raw-material use. Collaborating with partners, clients, and international networks like GPA and the AVIXA Sustainability Council help us share knowledge, develop standards, and accelerate innovation.

This approach ensures that sustainability isn't just an internal ambition, but a shared responsibility throughout the entire chain. That's how we build a transparent, circular, and collaborative AV sector, with BRIX zero as first concrete example and a clear ambition for the future.

Client impact: Advice, innovation, and international projects.

AVEX actively supports clients to realise their sustainability ambitions. Our experts' advice about circular AV solutions, energy efficient systems, and sustainable purchase. We guide organisations in making tenders more sustainable and share knowledge through workshops, webinars, and collaborative projects.

Thanks to our role as GPA Regional Business Unit, we can guide international clients with local expertise and global standards. This means that projects are executed efficiently, with uniform quality and attention to sustainability, no matter the location. Through our strong relations with suppliers and partners, we can have high-level conversations about sustainable product development, recycling programmes, and social impact.

Innovation is a central point of our client approach. We collaborate with clients for the implementation of new technologies and circular business models, and stimulate co-creation throughout the entire chain. An example of this is the NBC Conference Center, where AVEX independently realised a big sustainable AV installation that complies with the highest technical and societal requirements.

With this approach, we contribute to a future-proof AV sector, where client impact, innovation, and sustainability go hand in hand.



THEME 4. CHAIN & CLIENT IMPACT

Link with SDG's

| SDG | Explanation |
|--------|--|
| SDG 5 | Partnerships: international collaborations, GPA, knowledge-sharing, collaborative projects |
| SDG 8 | Decent work and economic growth: due diligence at suppliers, sustainable client advice |
| SDG 10 | Responsible consumption and production: circular alternatives, sustainable tenders |

Results and progress of goals

| 4. Chain & Client impact | 2022 | 2023 | 2024 | 2025 |
|--|------|------|------|------|
| Global partnerships, technological developments, measuring progress. (17.7/17.16/17.19/9b/17.6) | | | | |
| 3 new technologies developed before 2030 compared to 2025 and shared with at least 100 companies | | | | |
| 1 global partnership with a minimum of 3 collaborative projects before 2027 | | | | |
| Development monitoring system before 2027 | | | | |
| A minimum of 1 partnership and knowledge-sharing session with scientific institutions | | | | |
| 3 innovations developed in co-creation before 2030 | | | | |
| Suppliers due diligence, sustainable client advice. (8.7/12.6/12.8) | | | | |
| A minimum of 95% compliance due diligence suppliers | | | | |
| At least 25% of customers get advice about sustainable AV solutions from 2025 | | | | |
| 100% of customers has access to sustainability advice on our website from 2027 | | | | |
| Sustainable government projects (12.7) | | | | |
| Having informed a minimum of 5 government bodies about sustainable AV solutions before 2028 | | | | |

Legenda

Reference year

Good

Sufficient

Near sufficient

Insufficient

Unknown

A full overview of all goals formulated SMART and detailed can be found in the appendix.

THEME 5. GOVERNANCE, COMPLIANCE & ASSURANCE

Transparency and reliability form the foundation of our ESG policy. AVEX fosters sustainability through clear governance, an active stakeholder dialogue, and strict compliance of rules and regulations. Certificates, audits, and reports ensure constant improvements and external testing of our performance.

We're certified according to ISO 9001, ISO 14001, ISO 27001, ISO 27017, Ecovadis, SBTi, and GSES. Yearly, internal and external audits take place, and we develop an ESG dashboard for realtime monitoring of our progress.

Our ESG policy is administratively anchored and gets evaluated and approved by management each year. We work on product passports, which offers transparency into the sustainability of our products, even before this is legally obligated. Manufacturers are requested to register their data in the GSES platform, so we can encourage transparency and responsibility throughout the entire chain.

Energy measuring software and solar panel monitoring give us insights in the energy use of our locations, allowing us to specifically focus on further sustainability. With this approach, we ensure that our performance doesn't just comply with requirements of GRI and ESRS, but also truly contributes to a sustainable and future-proof organisation.



THEME 5. GOVERNANCE, COMPLIANCE & ASSURANCE

Link to SDG's

| SDG | Explanantion |
|--------|--|
| SDG 12 | Verantwoorde consumptie en productie: transparante rapportage, productpaspoorten, audits |
| SDG 17 | Partnerschappen: ketentransparantie, samenwerking met leveranciers, GSES-registratie |

Results and progress of goals

| 5. Governance, Compliance & Assurance | 2022 | 2023 | 2024 | 2025 |
|---|-------------|-------------|-------------|-------------|
| Administrative anchoring ESG, stakeholder dialogue. ISO 9001, ISO 14001, ISO 27001, Ecovadis certification. Internal and external audits, reports regarding GRI/ESRS. | <div></div> | <div></div> | <div></div> | <div></div> |

Legenda

Reference year

Good

Sufficient

Near sufficient

Insufficient

Unknown

A full overview of all goals formulated SMART and detailed can be found in the appendix.

| 1. Climate & Energy | 2022 | 2023 | 2024 | 2025 | 2. Circular Economy & Waste | 2022 | 2023 | 2024 | 2025 |
|---|-------------|-------------|-------------|-------------|---|-------------|-------------|-------------|-------------|
| Share of renewable energy in the energy mix (7.2) 100% from the end of 2026 | <div></div> | <div></div> | <div></div> | <div></div> | Sustainable management of chemicals and waste (12.4) 25% reduction of e-waste in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> |
| Share sustainable vehicle in vehicle fleet (13) From 2026 a minimum of 50% electric or hybrid | <div></div> | <div></div> | <div></div> | <div></div> | Reduce waste by prevention, recycling, and reuse (12.5) 50% reduction in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> |
| Upgrade infrastructure and double improvement energy efficiency (9.4/7.3) 30% CO2 reduction within AV integration processes in 2030 compared to 2025 | <div></div> | <div></div> | <div></div> | <div></div> | Sustainable practices at companies (12.6) At least 25% of customers get advice on sustainable AV solutions from 2025 on | <div></div> | <div></div> | <div></div> | <div></div> |
| 3. Social Impact & Safety | 2022 | 2023 | 2024 | 2025 | 5. Governance, Compliance & Assurance | 2022 | 2023 | 2024 | 2025 |
| Eradicate discrimination, equal opportunities for women. (5.1/5.5) 0 reports on discrimination A minimum of 40% women in leadership positions | <div></div> | <div></div> | <div></div> | <div></div> | Administrative anchoring ESG, stakeholder dialogue. ISO 9001, ISO 14001, ISO 27001, Ecovadis certification. Internal and external audits, reports regarding GRI/ESRS. | <div></div> | <div></div> | <div></div> | <div></div> |
| Eradicate forced labour, safe work environment. (8.7/8.8) A minimum of 95% compliance due diligence suppliers 100% Report of incidents within 48 hours | <div></div> | <div></div> | <div></div> | <div></div> | | <div></div> | <div></div> | <div></div> | <div></div> |
| Strategy for decent work for youth. (8b) A minimum of 30% young employees | <div></div> | <div></div> | <div></div> | <div></div> | | | | | |
| Inclusion and equal opportunities. (10.2/10.3/10.4/9c) Implementation and a minimum of 80% compliance inclusivity and equal opportunities policy Implementation of inclusive AV solution in all projects | <div></div> | <div></div> | <div></div> | <div></div> | | | | | |
| | | | | | | | | | |
| 4. Chain & Client impact | 2022 | 2023 | 2024 | 2025 | Legenda | | | | |
| Global partnerships, technological developments, measuring progress. (17.7/17.16/17.19/9b/17.6) 3 new technologies developed before 2030 compared to 2025 and shared with at least 100 companies 1 global partnership with a minimum of 3 collaborative projects before 2027 Development monitoring system before 2027 A minimum of 1 partnership and knowledge-sharing session with scientific institutions 3 innovations developed in co-creation before 2030 | <div></div> | <div></div> | <div></div> | <div></div> | <div><div></div> Reference year</div> <div><div></div> Good</div> <div><div></div> Sufficient</div> <div><div></div> Near sufficient</div> <div><div></div> Insufficient</div> <div><div></div> Unknown</div> | | | | |
| Suppliers due diligence, sustainable client advice. (8.7/12.6/12.8) A minimum of 95% compliance due diligence suppliers At least 25% of customers get advice about sustainable AV solutions from 2025 100% of customers has access to sustainability advice on our website from 2027 | <div></div> | <div></div> | <div></div> | <div></div> | | | | | |
| Sustainable government projects (12.7) Having informed a minimum of 5 government bodies about sustainable AV solutions before 2028 | <div></div> | <div></div> | <div></div> | <div></div> | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

BRIX ZERO – CIRCULAR AND CARBON-NEUTRAL AV SOLUTIONS

BRIX zero is our concrete answer to sustainability challenges regarding audiovisual systems. This circular and carbon-neutral AV concept is developed as 'Product-as-a-Service' (PaaS): AVEX remains the owner of the equipment and takes full responsibility for the entire lifecycle - from manufacturing, transport, production, and installation, to use, maintenance, reuse, and refurbishment. This model extends the lifespan of systems from an average of 3-5 years to 7-12 years and minimises e-waste. All solutions are standardised, extensively tested on functionality, reliability, and safety, and based on proven user experiences from diverse organisations.

Features and advantages

- **Carbon-neutral throughout the entire chain:** From manufacturing to use. The supplier compensates its CO2 emissions by investing in our solar park and thereby generating the energy needed for production.

Our workplace functions fully on solar energy and the transport takes place with electric vehicles. For using the AV solution, the customer invests a monthly budget for a piece of our solar panels on our roof, which generates the required energy.

For this, the client receives a monthly credit note as compensation for the energy use of the solution, which makes it CO2 neutral.

- **Circular platform:** All products get registered in our circular platform, that's linked to GSES. The manufacturers upload the digital product passports of all products, after which GSES conducts an independent audit.

In our circular platform, the CO2 emissions, energy use, actual status, full lifecycle, and remaining predicted lifespan for each product become insightful. After use, AVEX takes back the equipment for reuse, refurbishment, or recycling, which fosters maximum transparency and circularity in the chain.

- **All-in monthly budget:** One set amount each month, including design, installation, maintenance, energy compensation, and managed services. This offers financial predictability and eliminates worries.

- **Investing in solar energy and energy credit:** Through the monthly budget, the client invests in a part of the solar panels on AVEX's roof, which generates the energy that the AV solutions use. Then, the customer receives a monthly credit note as compensation for this energy use.

- **Certified & transparent:** Only BRIX zero certified products of affiliated partners are included. All solutions are tested on functionality, technology, and safety. Energy use is measured and documented, and partners register their products in the GSES platform.

- **Ease of use and scalability:** Uniform, simple to navigate systems for all sorts of meeting rooms and signage, with short delivery times and proven reliability.

- **Strategic and societal advantage:** BRIX zero supports organisation with realising CSRD requirements, strengthens the sustainability image, and makes the organisation more attractive for young talent and clients that value corporate social responsibility.

BRIX ZERO – CIRCULAR AND CARBON-NEUTRAL AV SOLUTIONS

Chain partnerships and innovation

BRIX zero is not the end, but a driver for innovation in the chain. AVEX invites partners and clients to further develop the concept and make it more sustainable together. Only by working together throughout the entire supply chain can we maximise the impact and accelerate circularity.

Link to SDGs and ESG strategy

BRIX zero directly contributes to the SDGs of affordable and sustainable energy (SDG 7), climate action (SDG13), responsible consumption and production (SDG 12), and sustainable innovation and infrastructure (SDG 9). The concept is a tangible example of how we fulfill our sustainability ambitions and chain responsibility.



DID THIS REPORT INSPIRE YOU OR
DO YOU HAVE QUESTIONS? **CONTACT AVEX!**

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APPENDIX

| | | |
|---|-----------------------|----|
| 1 | HR DATA | 33 |
| 2 | SMART GOALS IN DETAIL | 34 |
| 3 | GRI CONTENT INDEX | 45 |

APPENDIX 1 HR DATA

| Age group | Staff | % Staff | Men | Women |
|--------------|-------|---------|-----|-------|
| 18-25 | 20 | 7,91% | 16 | 4 |
| 25-35 | 46 | 18,18% | 35 | 11 |
| 35-45 | 65 | 25,69% | 56 | 9 |
| 45-55 | 62 | 24,51% | 54 | 8 |
| 55-65 | 49 | 19,37% | 39 | 10 |
| More than 64 | 11 | 4,35% | 3 | 8 |
| total | 253 | | 203 | 50 |

Total amount of employees - 253

Ratio men/women (%) - 20% women

Percentage women in MT roles - 40%

Percentage women in leadership roles - 5%

Amount of employees with a distance to the labour market - 8

Average amount of years in service - 8,2 years

| Impact | Urgency: High (3 years) Complexity: Low | Urgency: High (3 years) Complexity: Low | Urgency: Low Complexity: Low | Urgency: Low Complexity: High |
|--------|---|---|---------------------------------|---|
| High | <p>5.1 Eliminate all forms of discrimination against women and girls worldwide.</p> <p>8.7 Take measurements to eliminate forced labour, modern slavery, and child labour.</p> <p>8.8 Protect labour rights and promote safe work environments.</p> <p>9.c Enhance the access to information and communication technology.</p> <p>12.4 Ensure a sustainable management of chemicals and waste.</p> <p>12.6 Encourage companies to adopt sustainable practices.</p> <p>12.8 Ensure that people everywhere have information on sustainable developments.</p> <p>17.16 Strengthen global partnerships for sustainable development.</p> | <p>5.5 Full and effective participation of women and guarantee equal opportunities for leadership on all levels of decision-making.</p> <p>7.2 Enhance the share of renewable energy in the worldwide energy mix.</p> <p>productivity by diversification, technological developments, and innovation.</p> <p>8.b Develop and operationalise a strategy for decent work for youth.</p> <p>9.4 Upgrade infrastructure and industries to make them sustainable / 7.3 Double the worldwide speed of developments in energy efficiency.</p> <p>9.b Support national technological developments and innovation.</p> <p>10.4 Adopt policy to reduce inequality, including wages.</p> <p>10.3 Ensure equal opportunities and reduce inequalities by policy.</p> <p>10.2 Foster social, economic, and political inclusion for everyone.</p> <p>12.5 Reduce waste by prevention, reduction, recycling, and reuse.</p> <p>17.7 Foster development, transfer, and distribution of technologies.</p> <p>8.2 Enhance the economic</p> <p>17.19 Enhance the capacity for measuring progress in sustainable developments.</p> | | |
| Medium | | | | <p>17.6 Improve accessibility to science, technology, and innovation and strengthen global collaborations (10 years).</p> |
| Low | | <p>12.7 Foster sustainable practices in government projects (10 years)</p> | | |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

Create - For goals that require new policies, processes, or structures.
Boost - For goals that are focused on accelerating or improving existing initiatives.
Sustain - For goals that maintain and sustain high standards.
Scale - For goals that enlarge or expand an existing initiative.

| High impact / High urgency / Low complexity | | | |
|---|---|---|--|
| Status | SDG | Translation to goal AVEX | SMART |
| Create Boost Sustain ✓ Scale | 5.1 Eliminate all forms of discrimination against women and girls worldwide. | Fostering an inclusive work environment without discrimination within AVEX. | Specific: Fostering an anti-discrimination policy within AVEX that focuses on gender equality, among others. Measurable: Yearly reports on the amount of reported discrimination instances and the taken measures. Goal is 0 reports. Acceptable: The policy must be approved by management and the HR department (yearly). Realistic: The policy can be implemented with existing means and support of external experts where needed. Time-bound: The policy will be evaluated yearly and adjusted where needed. |
| Create Boost ✓ Sustain Scale | 8.7 Take measurements to eliminate forced labour, modern slavery, and child labour. | Verifying if suppliers and collaborators are free from forced labour. | Specific: Within 2 years, 100% of our suppliers will be verified, and we only collaborate with parties that can prove to be free from forced labour, modern slavery, and child labour. Measurable: Publish a due diligence report yearly, and realise 95% compliance in 2025. Acceptable: The policy must be approved by management and the purchasing department. |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---------------------------------------|--|--|---|
| | | | Realistic: The policy can be implemented with existing means and support of external experts. Time-bound: The policy must be fully implemented within 2 years. |
| Create Boost Sustain ✓ Scale | 8.8 Protect labour rights and promote safe work environments. (new SDG) | Structurally reduce the amount of incidents and strengthen the safety culture towards 0 incidents. | Specific: Focused on reports, analyses, and follow-ups of incidents and risks. Measurable: 100% of reports gets analysed within 48 hours, with an improvement measure per incident. Acceptable: Realistic efforts, even when 0 incidents is not (yet) accomplished. Realistic: Focus on behaviour, process, and culture. Time-bound: yearly reports. |
| Create Boost Sustain Scale ✓ | 9.c Enhance the access to information and communication technology. (new SDG) | AVEX tests whether the intended AV solution truly contributes to a better digital accessibility for each client question. When a solution doesn't necessarily comply with inclusivity and accessibility norms, we advice the client regarding additional possibilities. | Specific: Testing and proactive advising on digital accessibility for each customer question. Measurable: 100% of projects are tested and/or advised on. Acceptable: There are existing standards and technologies (WCAG, speech recognition, subtitles) that are relatively easy to integrate. Realistic: Integratable into the existing advice and design trajectory of AV solutions. Time-bound: Directly start in 2024, with a concrete goal for 2026. |
| Create Boost Sustain Scale ✓ | 12.4 Ensure a sustainable management of chemicals and waste. | Before 2030, e-waste is reduced with 25% by implementing a circular program for discarded AV equipment. | Specific: Focused on reducing e-waste by retour, refurbishing, and recycling. Measurable: 25% reduction of e-waste, followed with concrete data (equipment taken back, reuse, landfill waste). |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---|--|--|--|
| | | | <p>Acceptable: This goal is achievable and strategically worthwhile because it fits with regulations, client expectations, and cost reduction by reusing equipment.</p> <p>Realistic: Existing technology and partnerships make implementation possible.</p> <p>Time-bound: Measurable result at the end of 2029.</p> |
| <p>Create Boost ✓ Sustain Scale</p> | <p>12.6 Encourage companies to adopt sustainable practices.</p> | <p>Before 2027, at least 25% of our clients have been advised about sustainable AV solutions, such as energy efficient systems and circular business models.</p> | <p>Specific: Focused on advising clients about sustainable AV solutions.</p> <p>Measurable: 25% of clients get advice about sustainable solutions, measured by implementations and customer feedback.</p> <p>Acceptable: This goal is achievable because there's a need for sustainable AV solutions and clients are attaching more value to sustainability.</p> <p>Realistic: By using existing sustainable technology and partnerships, this goal can be achieved.</p> <p>Time-bound: Measurable result at the end of 2026.</p> |
| <p>Create ✓ Boost Sustain Scale</p> | <p>12.8 Ensure that people everywhere have information on sustainable developments.</p> | <p>Before 2027, 100% of our customers will have access to detailed information and advice about sustainable AV solutions on our website, client performances, and yearly reports.</p> | <p>Specific: Focused on giving information about sustainable AV solutions to customers</p> <p>Measurable: 100% of clients receive information, measured through surveys and website traffic.</p> <p>Acceptable: This goal is acceptable and worthwhile because more and more customers are interested in sustainable practices and transparency.</p> <p>Realistic: By using existing communication channels (website, reports, presentations) this goal can be realized.</p> |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---------------------------------------|--|---|--|
| | | | Time-bound: Measurable result by the end of 2026. |
| Create Boost Sustain Scale ✓ | 17.16 Strengthen global partnerships for sustainable development. | Before 2027, a strategic global partnership will be built with organisations that aim for sustainable AV solutions, and we have completed at least three collaborative projects that enhance sustainable practices in the AV industry. The succes will be measured based on the amount of completed collaborative projects and the impact of these projects on sustainability in the sector. | Specific: Focused on building global partnerships for sustainable AV solutions. Measurable: Five partnerships and three collaborative projects, measured by the amount of partners and completed projects. Acceptable: This goal is achievable, because there's a growing worldwide need for collaboration when it comes to sustainability in the AV sector. Realistic: Partnerships are possible because of existing networks and the growing focus on sustainable developments within the industry. Time-bound: Measurable result at the end of 2026. |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| High impact / High urgency / High complexity | | | |
|--|--|--|--|
| Status | SDG | Translation to goal AVEX | SMART |
| Create Boost Sustain ✓ Scale | 5.5 - Full and effective participation of women and guarantee equal opportunities for leadership on all levels of decision-making (new SDG). | At the end of 2026 the percentage of female employees in leadership and decision-making roles is 40%, by actively recruiting and offering internal development trajectories. The success is measured by the percentage of women in the mentioned roles and the results of diversity and inclusion surveys. | Specific: Focused on enhancing female participation in leadership. Measurable: 40% female leaders, measured through employee data and surveys. Acceptable: This goal is achievable by focused recruitment efforts and internal programmes. Realistic: There are more and more initiatives and supporting networks for women in technology and management. Time-bound: Measurable result at the end of 2026. |
| Create Boost Sustain ✓ Scale | 7.2 Enhance the share of renewable energy in the worldwide energy mix. | At the end of 2026, the energy needs of office and production areas is 100% covered by renewable energy, by switching to green energy contracts and the implementation of solar panels on company buildings. | Specific: Focused on enhancing renewable energy within the company. Measurable: 100% of energy needs from renewable sources, measured through energy reports. Acceptable: This goal is achievable with the growing availability of renewable energy options. Realistic: Green energy contracts and solar panels are implementable for the company. Time-bound: Measurable result at the end of 2026. |
| Create ✓ Boost Sustain Scale | 17.7 Foster development, transfer, and distribution of technologies / SDG 8.2: Introduce new products and services at AVEX (new SDG) | 17.7 Foster development, transfer, and distribution of technologies / SDG 8.2: Introduce new products and services at AVEX (new SDG) | Specific: Focused on the development and sharing of sustainable AV solutions. Measurable: A minimum of three new technologies shared with 100+ partners, measured by amount of shared technologies and partners that participate. |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---|---|--|---|
| | | | <p>Acceptable: This goal is achievable because there's a rising need for sustainable technologies and knowledge sharing within the AV industry is becoming more common.</p> <p>Realistic: There's already access to new technologies, and partnerships can be built for collaborative initiatives.</p> <p>Time-bound: Measurable result at the end of 2026.</p> |
| <p>Create ✓ Boost Sustain Scale</p> | <p>8.b Develop and operationalize a strategy for decent work for youth (new SDG)</p> | <p>At the end of 2026, a program for young professionals will have been developed, where at least 30% of employees aged 18-35 is following a personalized mentor program for career development.</p> | <p>Specific: Focused on supporting the youth in the labour market.</p> <p>Measurable: 30% young employees, measured by employee data and workshop participation.</p> <p>Acceptable: This goal is achievable because of the rising interest in technology and AV among the youth.</p> <p>Realistic: There are many available programmes and networks to support young professionals.</p> <p>Time-bound: Measurable result at the end of 2026.</p> |
| <p>Create Boost Sustain Scale ✓</p> | <p>9.4 Upgrade infrastructure and industries to make them sustainable (new SDG)</p> <p>7.3 Double the worldwide speed of developments in energy efficiency.</p> | <p>Lowering the CO2 emissions of integrated AV solutions with 30% before 2030, by using energy efficient equipment, optimising installation methods, and using circular materials.</p> | <p>Specific: Focused on CO2 reduction within AV installation processes.</p> <p>Measurable: 30% reduction, measured through CO2 footprint analyses and sustainability reports.</p> <p>Acceptable: Fits within the sustainability policy (strong link with SBTi)</p> <p>Realistic: Achievable result with more efficient equipment, optimising installations and circular materials.</p> <p>Time-bound: 2030.</p> |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---|--|--|--|
| <p>Create ✓ Boost Sustain Scale</p> | <p>9.b Support national technological developments and innovation (new SDG)</p> | <p>At the end of 2030, three new technological innovations will be developed in co-creation with local companies and universities, with a focus on sustainable AV solutions.</p> | <p>Specific: Focused on technological developments and innovation in collaboration with local partners. Measurable: Three new innovations, measured by the amount of projects and impact measurements. Acceptable: This goal is achievable with the growing collaboration between technology companies. Realistic: There are local networks that support innovation in technology. Time-bound: Measurable result at the end of 2029.</p> |
| <p>Create Boost Sustain ✓ Scale</p> | <p>10.2 Foster social, economic, and political inclusion for everyone, 10.3 Ensure equal opportunities and reduce inequalities by policy, 10.4 Adopt policy to reduce inequality, including wages.</p> | <p>Before 2027, an inclusivity and equal opportunities policy has been implemented, where equal reward structures are implemented according to set wage scales in our Collective Labour Agreement, and wage gaps between diverse groups have been minimized.</p> | <p>Specific: Focused on enhancing social, economic, and political inclusion, reducing inequality and fostering wage scales according to the Collective Labour Agreement. Measurable: Analysing the staff with wage analysis with minimalisation of wage gaps within the Collective Labour Agreement. A minimum of 80% compliance with the set policy. Acceptable: This goal is achievable by focused recruitment campaigns, implementing equal reward structures within the set wage scales, and tackling inequalities within the company. Realistic: There are proven strategies for diversity, inclusion, and equal rewards that many organisations implement already, while respecting the Collective Labour Agreement structures. Time-bound: Measurable result at the end of 2026.</p> |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| | | | |
|---------------------------------------|--|---|---|
| Create Boost Sustain Scale ✓ | 12.5 Reduce waste by prevention, reduction, recycling, and reuse. | Before 2030, the amount of waste that goes to landfill is reduced by 50%, because of a program for recycling, reuse, and waste prevention in our operations and projects. | <p>Specific: Focused on reducing waste through circular processes.</p> <p>Measurable: 50% reduction of waste, measured through waste reports.</p> <p>Acceptable: This goal is achieved by existing recycling and reuse options.</p> <p>Realistic: Circular processes can be implemented on scale.</p> <p>Time-bound: Measurable result at the end of 2029.</p> |
| Create Boost Sustain Scale ✓ | 17.19 Enhance the capacity for measuring progress in sustainable developments. | Before 2027, an internal monitoring system to measure and report on the progress of sustainability goals has been developed, with quarterly updates and yearly evaluations. | <p>Specific: Focused on measuring progress in sustainability.</p> <p>Measurable: Success is measured based on the use of the system and the effectiveness of reports.</p> <p>Acceptable: This goal is achievable through implementation of existing monitoring systems.</p> <p>Realistic: There are tools and technologies available to effectively measure progress.</p> <p>Time-bound: measurable result at the end of 2026.</p> |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| Low impact / High urgency / High complexity | | | |
|--|--|---|--|
| Status | SDG | Translation to goal AVEX | SMART |
| Create ✓ Boost Sustain Scale | 12.7 Bevorder duurzame praktijken bij overheidsopdrachten. | Before 2028, we will have actively contributed to making government tenders more sustainable, by advising at least 5 government bodies about sustainable AV solutions, and the company will have created guidelines to include sustainability as standard criterium in tenders. | Specific: Focused on active advising and developing guidelines for sustainable tenders, instead of merely being dependent of existing assignments. Measurable: Advised at least 10 government bodies, created own guidelines, and implemented these in tenders. Acceptable: This goal is achievable by proactive collaboration with governments and branch organizations. Realistic: With expertise in sustainable AV, we can support governments in formulating sustainable tender criteria. Time-bound: Measurable result at the end of 2027. |

APPENDIX 2 - SMART GOALS IN DETAIL

Translation of SDGs to SMART goals for the company wide way of working of AVEX B.V.

| Medium impact / Low urgency / High complexity | | | |
|--|--|--|--|
| Create ✓ Boost Sustain Scale | 17.6 Improve accessibility to science, technology, and innovation and strengthen global collaborations | Before 2030, there will be a partnership created or enhanced with academic institutions, research centers, or technology companies to develop and share sustainable AV solutions. Furthermore, the company organizes an open knowledge-sharing session in which scientific and technological developments are shared with partners and customers. | Specific: Focused on collaborations and access to technological innovations through collaborations and knowledge-sharing. Measurable: A minimum of one collaboration and a knowledge-sharing session. Acceptable: This goal is achievable by using existing networks in the AV sector and science. Realistic: There already are possibilities for partnerships with research institutions and technology companies that strive for innovation. Time-bound: Before 2030. |

BIJLAGE 3 – GRI CONTENT INDEX

Appendix 3 – GRI Content index

| GRI-code | Description | Reference in report |
|----------|--|--|
| GRI 1 | GRI 1: Foundation 2021 | Introduction |
| GRI 2-1 | Organization details | About AVEX - Our organization and priorities |
| GRI 2-2 | Entities in the report | Introduction & ESG strategy |
| GRI 2-3 | Reporting period, frequency, and contact person | Introduction & closing page |
| GRI 2-4 | Reformulating information | n.a. |
| GRI 2-5 | External verification | Thema 5: Governance, Compliance & Assurance |
| GRI 2-6 | Activities, value chain, and relations | Theme 4: Chain & Client impact |
| GRI 2-7 | Employee data | Appendix: HR Data |
| GRI 2-8 | Working conditions | Theme 3: Social Impact & Safety |
| GRI 2-9 | Governance structure | Theme 5: Governance, Compliance & Assurance |
| GRI 2-10 | Nomination and selection highest administrative body | n.a. |
| GRI 2-11 | Chairmanship administrative body | n.a. |
| GRI 2-12 | Role administrative body in sustainability | Theme 5: Governance, Compliance & Assurance |
| GRI 2-13 | Responsibility ESG policy | Theme 5: Governance, Compliance & Assurance |
| GRI 2-14 | Statement of highest supervisor | introduction |
| GRI 2-15 | Conflicts of interest | n.a. |
| GRI 2-16 | Critical worries and communication | Theme 3: Social Impact & Safety |
| GRI 2-17 | Collective knowledge administrative body | n.a. |
| GRI 2-18 | Evaluation administrative body | n.a. |
| GRI 2-19 | Reward administrative body | n.a. |
| GRI 2-20 | Rewards and ESG goals | n.a. |
| GRI 2-21 | Ratio rewards | n.a. |

| | | |
|-----------|---|---|
| GRI 2-22 | Strategy for sustainable development | Introduction & ESG strategy |
| GRI 2-23 | Policy statements | Theme 3 & Theme 5 |
| GRI 2-24 | Anchorage of policy | Theme 3 & Theme 5 |
| GRI 2-25 | Processes of complaints | n.a. |
| GRI 2-26 | Processes of complaints | Theme 3: Social Impact & Safety |
| GRI 2-27 | Compliance rules and regulations | Theme 5: Governance, Compliance & Assurance |
| GRI 2-28 | Subscriptions | Theme 4: Chain & Client impact |
| GRI 2-29 | Approach stakeholder involvement | Introduction & Theme 4 |
| GRI 2-30 | Collective employment contracts | Appendix: HR Data |
| GRI 3-1 | Process for material components | ESG strategy & SDG selection |
| GRI 3-2 | List of material components | ESG strategy & Theme overview |
| GRI 3-3 | Ownership of material components | Theme 1 to 5 |
| GRI 302-1 | Energy usage | Theme 1: Climate & Energy |
| GRI 305-1 | Direct greenhouse gas emissions (scope 1) | Theme 1: Climate & Energy |
| GRI 305-2 | Indirect emissions (scope 2) | Theme 1: Climate & Energy |
| GRI 305-3 | Other indirect emissions (scope 3) | Theme 1: Climate & Energy |
| GRI 306-2 | Waste per type and method | Theme 2: Circular Economy & Waste |
| GRI 401-1 | New employees and process | Appendix: HR Data |
| GRI 403-9 | Work-related incidents | Theme 3: Social Impact & Safety |
| GRI 405-1 | Diversity in governance and staff | Theme 3 & Appendix: HR data |
| GRI 414-1 | Suppliers screened on social criteria | Theme 4: Chain & Client impact |
| GRI 417-3 | Violation marketing communication | n.a. |