AVEX | GPA

DELIVERING EXCELLENCE **GLOBALLY**

ESG Report **2025**

Driven by impact

Year assesment
Jan 2025 – Dec 2025

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Foreword



Underlying reporting provides insight into the status of Environmental, Social & Governance of AVEX B.V. and all its subsidiaries in Belgium and the United Kingdom. We prepare this annual report:

1. So that it forces us to translate strategic ambitions into concrete goals, measures and indicators. This makes it clear what we want to achieve and within what timeframe.
2. To learn and improve. Results, assumptions and effects represent a learning cycle. We scale up successes and we adjust or stop less effective approaches.
3. To be transparent to our stakeholders. We say what we do and do what we say.

Statement from the Managing Director

Sustainability and responsible entrepreneurship are increasingly part of how AVEX determines and implements its course. At a time when geopolitical tensions are rising and uncertainties in chains, markets and cooperation are becoming visible, this requires clear leadership and consistent choices in the field of ESG. In the past period, we have made clear progress in embedding ESG in our organization, but this development is not linear. Sometimes that means accelerating, sometimes adjusting, and sometimes taking a step back to make sharper choices.

This sustainability report shows where we stand: what is now firmly established and where we still need to learn and improve. As Managing Director, I have overseen the creation of this report and endorse its contents. We will continue to work on further professionalisation, with transparency as the starting point and impact as the direction.

For us, progress means continuing to choose what is right, even if the road is not straight.

Marjolein Koens-Schaddelee
Managing Director AVEX NL
& Future CEO AVEX B.V.

About this report

Purpose and scope of the report

At AVEX, we consciously include the environment, society and good governance in our daily business operations. We make choices that add value for our employees, customers, partners and society, now and in the long term. As an audiovisual integrator, we work in a rapidly changing environment, in which technology, collaboration and sustainability overlap and reinforce each other. The underlying report provides on our Environment, Social and Governance (ESG) performance over the period January 2025 to December 2025.

Materiality analysis

At AVEX, a materiality analysis was carried out to determine which ESG topics have the most impact on both the organization and its stakeholders. The most important economic, environmental and social impacts in its own business operations and in the value chain have been mapped. The analysis is based on internal data, strategic priorities and input from stakeholder dialogue with employees, customers, suppliers and chain partners. The identified topics were assessed on their impact on people and the environment and on their relevance to the continuity and strategy of AVEX.

Material ESG topics

Based on this analysis, the following five ESG topics have been identified as material. These topics have the greatest impact on people, the environment and society and determine the long-term value creation of AVEX. The material topics form the structure of this ESG report and are structured as follows:

- Theme 1: Climate & Energy
- Theme 2: Circular Economy & Waste
- Theme 3: Social impact & safety
- Theme 4: Supply chain & customer impact
- Theme 5: Governance & Compliance with Laws and Regulations



Managing material ESG topics

AVEX manages its material ESG topics through a structured approach in which policy, objectives, measures and monitoring are set up per theme. For each material subject, responsibilities are assigned within the organization, and ambitions are translated into concrete objectives and actions. Progress is monitored through periodic internal reports, KPI management, audits and certifications, including ISO certifications, EcoVadis assessments and SBTi monitoring where applicable.

The elaboration per theme in this report describes how AVEX identifies, manages and, where possible, improves the relevant impacts, including the associated objectives, measures and results. In this way, AVEX structurally manages its most significant economic, environmental and social impacts in line with its strategy and long-term ambitions.

Stakeholder engagement

As a system integrator, AVEX is an important link in the value chain. In addition to optimizing its own business operations, AVEX also prioritizes influencing the chain to create positive impact. For each theme, ambitions and goals have been set to continuously improve ESG performance.

When determining our ESG priorities, AVEX actively involves its most important stakeholders, including employees, customers, suppliers and chain partners. Stakeholder involvement takes place through structural cooperation in projects, customer and supplier dialogues, internal coordination and international networks such as GPA. The insights from these interactions are used in the materiality analysis and form input for determining and refining ESG themes, objectives and improvement measures.

Applied reporting standards and independent review

This report has been prepared in accordance with the requirements of the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS). This ensures that our reporting is transparent, structured and comparable, and we comply with current laws and regulations in the field of sustainability reporting. This sustainability report has not been externally verified. Underlying processes and data are partly subject to external audits and certifications, including ISO certifications and EcoVadis assessments.

About AVEX

AVEX is an internationally operating family business and ICT and AV system integrator that helps organizations to work and communicate more effectively by designing, realizing and managing innovative audiovisual and digital workplace solutions. We provide total solutions for fixed installations and events, including meeting rooms, presentation systems and digital collaboration environments. AVEX combines products, services and expertise within a value chain of AV and software suppliers, project and logistics partners and end users, and actively collaborates with customers and chain partners on sustainable, circular and future-proof solutions for both the private and public sectors. Since our founding in 1988, we have grown into a leading audiovisual integrator with 253 employees, operating from offices in the Netherlands, Belgium and the United Kingdom.

Mission

We help customers work and communicate more effectively – sustainably, securely and innovatively.

Vision

At AVEX, we believe that strong, long-term relationships with customers are the foundation for effective solutions and advice. Our solutions are innovative, secure and distinctive, supporting our customers' core processes in a sustainable and socially responsible manner. We strive to ensure that our activities have a positive impact, both within our company and in the broader environment in which we operate. At the same time, the vitality and commitment of our employees form the backbone of continuity and growth of our family business.

Strategy

Our strategy is focused on long-term value creation for customers, employees and society. As a family business, we make choices with an eye for continuity and the next generations. Sustainability is an integral part of our strategic course and guides our decision-making, innovation and cooperation in the chain. Our ESG ambitions guide the priorities and objectives set out in this report.

Our core values

AVEX's four core values form the foundation of our culture and working method:

- **Committed:** We are genuinely committed to our customers, colleagues and partners. This is reflected in long-term relationships, personal attention and a strong focus on cooperation.
- **Integrity:** We act transparently, honestly and responsibly. For us, integrity also means keeping agreements and showing respect for people and the environment.
- Proactive: We anticipate developments and take initiative. This applies to both technological innovations and our sustainability approach.
- Professional: We strive for quality in everything we do. From advice to implementation: our people are knowledgeable, reliable and result oriented.

Code of Conduct

AVEX is committed to responsible, honest and sustainable business through established policy frameworks that guide our actions and decision-making. These include the AVIXA Code of Ethics & Conduct, guidelines in the field of integrity and safety, and principles for sustainable and responsible procurement within the chain. In addition, AVEX is a signatory of the United



Nations Global Compact and thus commits itself to the ten principles in the field of human rights, labour, the environment and anti-corruption.

These policy obligations are broadly embedded in the organization and form the basis for cooperation with employees, customers and suppliers. Its application is integrated into relevant business processes, such as procurement, project execution and cooperation with chain partners. Through internal communication, periodic audits and certifications, compliance with and further assurance of these policy frameworks are monitored within the organization and its business relationships.

ESG Governance

AVEX is a family business with a management model as a governance structure. The day-to-day management is in the hands of the management, supported by a management team, and is responsible for the strategic direction, decision-making and supervision of the organisation. Governance and decision-making are centrally organised and focused on continuity, risk management and long-term value creation. The Executive Board oversees the identification and management of key economic, environmental and social impacts and periodically discusses progress on ESG objectives, risks and improvement measures.

Employees and external parties can seek advice or report concerns about acting ethically, with integrity or responsibly through their manager, HR or the management. AVEX encourages an open and safe culture in which questions and reports can be discussed. Reports are handled carefully and do not lead to any adverse consequences for the reporter.

Where AVEX determines that it has caused or contributed to negative economic, environmental or social impacts, corrective actions are taken to remedy this impact and prevent recurrence. Depending on the nature of the impact, this includes adjusting processes, addressing the parties involved, taking improvement measures or reviewing collaborations. Remedial measures are part of existing governance, risk and ESG processes and are monitored and followed up where relevant.

The Managing Director bears ultimate responsibility for ESG and assesses the sustainability report. The sustainability program manager handles the day-to-day coordination and implementation, while ESG ambassadors and assigned target owners monitor and report on progress. Certifications, internal controls and audits support the monitoring of performance and make our sustainable ambitions concrete and measurable.

No significant violations or sanctions were found in the field of environmental, social or economic laws and regulations during the reporting period.

AVEX in numbers

SOCIAL
EMPLOYEES AND DIVERSITY

283
EMPLOYEES

LOCATIONS IN NL, BE & UK

13% FEMALE
87% MAN

WOMEN IN SENIOR MANAGEMENT 25%

8,3
AVERAGE NUMBER OF YEARS OF SERVICE

2.225 HOURS
GUIDANCE RESULTING IN AN SROI RATIO OF 0.73

ENVIRONMENT
ENVIRONMENT & SUSTAINABILITY

15.847t CO_2
TOTAL EMISSIONS. AN INCREASE OF 49% COMPARED TO 2024.

↓ 47%
REDUCTION FOR SCOPE 1 AND 2 RELATIVE TO 2024.

100% GREEN ELECTRICITY POWERED ENTIRELY BY GREEN ELECTRICITY, EXCLUDING PROPERTIES UNDER PARTIAL LEASE

50,4%
(FULLY) ELECTRIC VEHICLE FLEET

GOVERNANCE
GOVERNANCE AND SUSTAINABLE SUPPLY CHAIN

100%
DUE DILIGENCE FOR SUPPLIERS BASED ON RISK PROFILE

VCA, ISO 9001, ISO 14001, ISO 27001, ISO 27017, ECOVADIS GOLD, SBTI NEAR TERM & NET ZERO VALIDATED

GPA SUSTAINABILITY COMMITTEE BOARD MEMBER SINCE

2024

GPA
DELIVERING EXCELLENCE GLOBALLY

SINCE 2015
REGIONAL BUSINESS UNIT FOR BENELUX AND THE UK FOR GPA

ESG ambitions

Theme 1: Climate & Energy

- CO_2 reduction (scope 1, 2 and 3) in line with Paris climate goals.
- Investing in renewable energy: green energy and purchasing solar panels.
- Making the fleet more sustainable by phasing out polluting vehicles.
- More sustainable procurement of goods through a focus on energy efficiency and circularity.

Theme 1: Climate & Security	2022	2023	2024	2025
Renewable energy (100% by 2026)	●	●	●	●
Electric fleet (100% by 2030)	●	●	●	●
Reducing CO_2 emissions from AV solutions (30% by 2030)	●	●	●	●
Reducing scope 1, 2 and 3 to Net zero	●	●	●	●

Theme 2: Circular Economy & Waste

- Increase the share of reuse and refurbishment of equipment.
- Expansion of circular portfolio.
- Optimising waste streams with partners to stimulate the circular economy.

Theme 2: Circular Economy & Waste	2022	2023	2024	2025
Reducing e-waste impact (25% by 2030)	●	●	●	●
Reducing waste impact (25% by 2030)	●	●	●	●
Number of customers with circular AV solutions (8 new customers in 2026)	●	●	●	●

Legend:

● Reference year ● Good ● Sufficient ● Direction sufficient ● Insufficient ● Unknown

Theme 3: Social impact & safety

- Promote an inclusive, safe and diverse work environment.
- Investing in social return, apprenticeships and talent development.
- Active policy on equal opportunities and anti-discrimination.

Theme 3: Social impact & safety	2022	2023	2024	2025
Eliminating discrimination (0 reports per year)	●	●	●	●
Women in leadership positions (at least 40%)	●	●	●	●
100% of suppliers assessed for ESG risk	●	●	●	●
Accidents reported within 48 hours (100%)	●	●	●	●
Investing in SROI (minimum 2%)	●	●	●	●
Compliance with inclusivity and equal opportunities policy	●	●	●	●
Implementation of inclusive AV solutions in all projects	●	●	●	●

Theme 4: Supply chain & Customer impact

- Conducting due diligence with suppliers, strengthening sustainable customer advice.
- Increasing knowledge sharing and cooperation in the chain.
- Developing innovative technologies together with partners.
- Developing a monitoring system for chain impact.

Theme 4: Supply chain & customer impact	2022	2023	2024	2025
Developing and sharing new technologies (3 with 100 companies)	●	●	●	●
A global partnership with joint projects (3 pieces by 2027)	●	●	●	●
Development of impact monitoring system (before 2027)	●	●	●	●
Developing innovations in co-creation (at least 3 before 2030)	●	●	●	●
Sustainability advice is part of customer advice (>25% coverage)	●	●	●	●
Informing government agencies about sustainable AV (at least 5 by 2028)	●	●	●	●

Theme 5: Governance & Compliance with Laws and Regulations

- Guaranteeing transparency and reliability.
- Maintain and further strengthen certifications.
- Developing product passports and promoting transparency among suppliers

Theme 5: Governance & Compliance	2022	2023	2024	2025
Governance anchoring ESG, stakeholder dialogue	●	●	●	●
Retained certificates (ISO 14001, 27001, 27017, Ecovadis Gold)	●	●	●	●
Internal and external reporting in accordance with GRI/ESRS.	●	●	●	●

Theme 1: Climate & energy

As an AV system integrator, part of our direct climate and energy impact lies within our own organization and activities, such as buildings and transport (scope 1 and 2), where improvements can be implemented relatively immediately. However, most of our footprint is in the value chain (scope 3), for example in the production and lifespan of AV equipment, which is more complex to influence. In addition to renewable energy and a sustainable fleet, we focus on energy efficiency during the use phase, extending the lifespan of systems and making conscious choices in design and procurement. In this chapter, we look back at the steps we have taken and the results we have achieved. The quantitative data on energy consumption and greenhouse gas emissions (scope 1, 2 and 3) are included in Appendix 1, which is consistent with the SBTi methodology and serves as a basis for the analyses and reductions described in this chapter.

Renewable energy

Link with SDG	Objective	2022	2023	2024	2025
7.2	Renewable energy (100% by 2026)	●	●	●	●

Since January 2026, we have been purchasing 100% green electricity for all properties under our own management. However, in a few locations we are tenants of part of a larger building, so we are dependent on the choices of the landlord. In 2025, we purchased a total of 561,933 kWh of electricity, of which 552,233 kWh (98%) came from renewable sources. In addition, we have installed 160 additional solar panels at the head office in Breukelen, with room for further expansion. These panels will have achieved a yield of 51750 kWh by 2025, making a further contribution to making our energy supply more sustainable.

Electrification of the fleet

Link with SDG	Objective	2022	2023	2024	2025
13	Electric fleet (100% by 2030)	●	●	●	●

We are actively committed to the transition to a fully electric fleet. We are phasing out polluting cars and all new lease cars are always fully electric. The fleet grows along with this ambition; The table below provides an overview of the number of types of vehicles in 2025 compared to 2024. The transition now stands at 50.36% fully electric vehicles.

Type of vehicle	Number of vehicles 2024	Number of vehicles 2025	Delta
Gasoline	15	23	↓ -8
Petrol hybrid	12	15	↓ -3
Petrol plug-in hybrid	17	14	↓ -3
Diesel	25	34	↓ -9
Fully electric	70	54	↑ +16
Total	**139**	**140**	

Based on these developments, we conclude that we are on track to achieve our goal of a fully electric fleet by 2030. At the same time, we are investing in the infrastructure to make electric driving as sustainable as possible: since 2024, 17 charging points have been installed, allowing charging to take place as much as possible with self-generated solar energy.

Reducing CO_2 emissions from AV solutions

Link with SDG	Objective	2022	2023	2024	2025
7.3 / 9.4	Reducing CO_2 emissions from AV solutions (30% by 2030)	o	o	o	●

Within our AV solutions, we have started to reduce the CO_2 emissions that are released in the process. We achieve this by deploying energy-efficient equipment, optimizing installation methods, using circular materials and extending the lifespan of our systems. As a system integrator, we are very dependent on the customer's choice on the one hand and the supply of our suppliers on the other. The success of achieving this objective therefore lies in cooperation and advice: guiding customers in sustainable choices and working closely with suppliers and manufacturers.

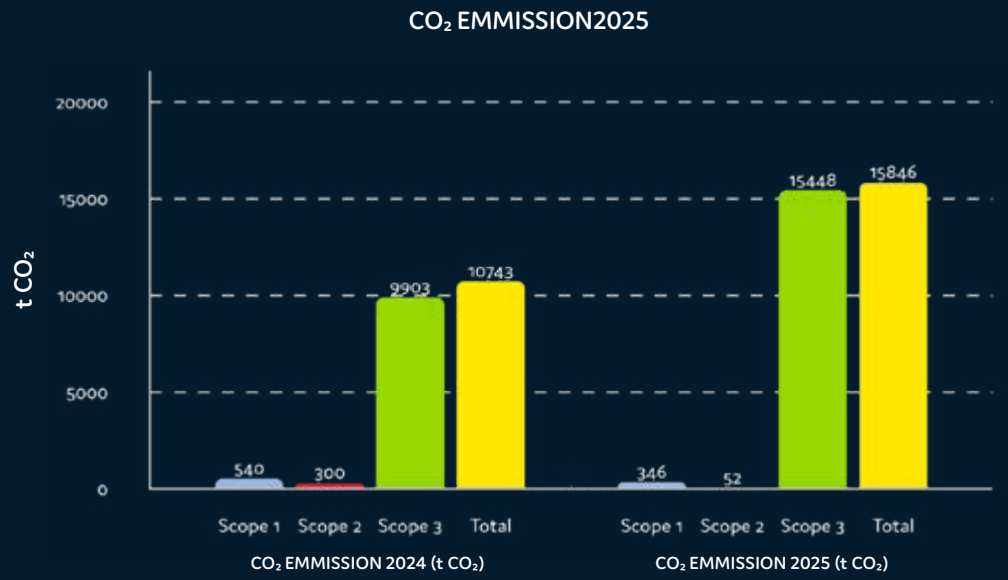
This has resulted in our sustainable AV standard solutions for meeting rooms and digital signage called BRIX Zero. Circularity, chain cooperation and uniform sustainability data form the basis for these solutions. At the same time, we have started to integrate sustainable criteria into our engineering, sales and purchasing processes. Sustainability will thus become a structural part of our daily business operations.

Near term en Net zero targets

Link with SDG	Objective	2022	2023	2024	2025
13	Reducing scope 1, 2 and 3 to Net zero	o	o	●	●

AVEX has had its CO_2 reduction targets for net zero 2050 officially validated by the Science Based Targets initiative (SBTi), with 2024 as the reference year. The targets include a 95% reduction in our scope 1, 2 and 3 emissions by 2050 (Net zero) and a Near-term target of 67% reduction for scope 1 and 2 by 2035.

In 2025, we have already made significant progress: compared to 2024, emissions in scope 1 decreased from 540 to 346 tonnes of CO_2 (–36%) and in scope 2 (market-based) from 300 to 52 tonnes of CO_2 (–83%). Scope 3 emissions increased from 9,660 to 15,448 tonnes of CO_2 (+56%), bringing total emissions (market-based) to 15,846 tonnes of CO_2 (+48% compared to 2024).



The reduction of scope 1 and 2 was expected, mainly due to the purchase of green electricity and the electrification of our fleet and the purchase of solar panels. The increase in scope 3 is due to a significant growth in the procurement of goods for customer projects (+210%). Furthermore, several emission factors that need to be considered have decreased significantly due to physical changes (more renewable energy, less fossil and more efficient systems) and methodological updates (new datasets energy and mobility) and better assumptions. The climate transition plan, which describes this route to net zero, is reviewed annually based on our CO_2 reporting to SBTi, so that progress is structurally monitored and accounted for.

Annex 1 contains the quantitative data on energy consumption and greenhouse gas emissions. This is of course consistent with the SBTi methodology.

Theme 2: Circular economy & waste

Due to the procurement of hardware and technical components within our customer projects, a circular economy and good waste management are essential. We are actively committed to circularity through reuse, lifespan extension and future-proof design, limiting the purchase of new materials and reducing waste streams. This approach reduces the use of primary raw materials and increases the efficiency of our projects. In addition, we focus on the management and disposal of electronic equipment and packaging materials to further minimize waste streams. In this chapter, we look back at the results achieved.

Reducing e-waste

Link with SDG	Objective	2022	2023	2024	2025
12.4	Reducing e-waste impact (25% by 2030)	○	○	●	●

AVEX reduces e-waste impact by focusing on e-waste intensity and high-quality processing (reuse/refurbishment and certified recycling). The starting point is an e-waste intensity of 0.91 kg per € 1,000 purchase value in 2025. AVEX aims for a reduction of at least 25% in e-waste intensity by 2030, which amounts to a target value of a maximum of 0.68 kg of e-waste per € 1,000 purchase value. This objective considers growth, technological developments and the project-based nature of the activities.

1 Extending lifespan

Design choices, maintenance, and—where possible—reuse or refurbishment of equipment

2 Managing e-waste

Steering e-waste intensity in relation to the procurement volume of goods

3 Responsible disposal

Disposal via certified processors for high-quality recycling

In 2025, approximately 21.9 tonnes of waste will have been released at AVEX, mainly from displays, cabling, UPS components and other electronic equipment. Because e-waste volumes are strongly related to project-based replacements, technological innovation and economies of scale, AVEX does not focus on absolute quantities of e-waste. Instead, it focuses on waste intensity, so that performance remains comparable over time, regardless of growth or fluctuations in project size.

E-waste 2025	Quantity(kg)
Displays	19.430
Cables and wiring	1.535
UPS components	450
Server and computer cabinets	230
Batteries and accumulators	72
Total waste	**21.931**

In addition to intensity, AVEX focuses on the quality of processing e-waste. Where possible, discarded equipment is reused or refurbished. Other waste is disposed of via certified processors for high-quality recycling.
Emissions associated with industrial waste are reported in accordance with the GHG protocol (scope 3, category 5). Avoided emissions through recycling or energy recovery are not included in the CO_2 footprint.

Reducing waste

Link with SDG	Objective	2022	2023	2024	2025
12.5	Reduce waste impact (25% by 2030)	○	○	●	●

AVEX reduces the environmental impact of non-electronic industrial waste by focusing on waste intensity and chain reduction of packaging material. In 2025, the waste intensity will be 3.78 kg per €1,000 purchase value, an improvement compared to 2024 (4.34 kg per €1,000). This amounts to a reduction of approximately 13% compared to the previous year.

AVEX aims for a 25% reduction in waste intensity by 2030, measured from 2024 levels. This results in a target value of a maximum of 2.84 kg of waste per € 1,000 purchase value. By focusing on intensity rather than absolute volumes, performance can be reliably assessed, independent of growth in procurement and project activities.

By far the largest share of waste flows consists of packaging material from purchased goods, in particular residual waste (32,874 kg) and paper and cardboard (27,652 kg). The size of these flows is strongly related to purchasing volumes and logistical choices in the chain. For this reason, waste intensity is the primary control variable within AVEX's waste policy.

To structurally reduce waste, AVEX focuses on chain reduction and redesign of purchasing conditions. Suppliers are explicitly aiming to reduce packaging material, especially cardboard and single-use plastics. This is done, among other things, by setting requirements for reusable transport packaging, bulk deliveries and return logistics of packaging flows. In addition, sourcing and contract agreements stipulate that suppliers provide insight into their packaging intensity and waste streams, so that sustainability becomes a fixed and verifiable part of supplier selection and evaluation.

Waste stream 2025	Quantity (kg)
Residual waste	32.874
Paper and cardboard	27.652
Plastic packaging (EPS + PD)	4.770
Wood (A-wood)	3.940
Other industrial waste streams	21.510
Total industrial waste	**90.746**

In addition, AVEX is committed to optimising purchasing volumes and consolidating deliveries to limit unnecessary logistics packaging and transport-related waste. By working with regular suppliers, bundled orders and just-in-time deliveries where possible, the number of individual delivery times is reduced and with it the amount of packaging waste in the chain. Finally, AVEX is investigating the extent to which reusable materials and refurbished or circular alternatives can be structurally integrated into the procurement of project and operational goods, so that waste prevention takes place before materials enter the organisation.

Emissions associated with industrial waste are reported in accordance with the GHG protocol (scope 3, category 5). Avoided emissions through recycling or energy recovery are not included in the CO_2 footprint, because they fall outside the applicable system boundaries of the protocol.

Number of customers with circular AV solutions

Link with SDG	Objective	2022	2023	2024	2025
12.6	Number of customers with circular AV solutions (8 new customers in 2026)	○	○	●	●

BRIX zero is the first step in the transition from linear to circular audiovisual solutions at AVEX. The concept encourages collaboration with partners and customers to design, use and reuse AV equipment sustainably, while AVEX remains responsible for the equipment throughout its lifecycle. Take-back, refurbishment and reuse extend the lifespan, reduce waste and make optimal use of raw materials. In this way, BRIX zero contributes to responsible consumption, sustainable innovation and CO_2 reduction, and lays the foundation for a fully circular AV sector.

In 2025, two launching customers will have started using BRIX Zero. For the year 2026, we expect to contract another 8 new customers for BRIX Zero. This assumption is based on the market-wide interest in these circular solutions after the launch.

Theme 3: Social impact & safety

Our people are at the heart of everything we do. We promote a safe, inclusive and diverse work environment, with a focus on 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 to people with a distance to the labour market. Integrity, involvement, professionalism and proactivity have been our core values for many years and are leading in our policy. An overview of the number of employees at the end of the reporting year, broken down by relevant categories, is included in Appendix 4 - HR data.

Eliminating discrimination

Link with SDG	Objective	2022	2023	2024	2025
5.1	Eliminating discrimination (0 reports per year)	●	●	●	●

AVEX has an explicit anti-discrimination policy that applies to all employees and managers. This policy focuses on equal treatment regardless of gender, origin, age, sexual orientation, religion or background. Reports can be made easily and confidentially and are carefully followed up. This results in again no reports of discrimination. This keeps AVEX fully on track with the objective of zero reports. The policy is evaluated annually and actively brought to the attention of the organization.

Women in leadership positions

Link with SDG	Objective	2022	2023	2024	2025
5.5	Women in leadership positions (at least 40%)	●	●	●	●

AVEX has an explicit anti-discrimination policy that applies to all employees and managers. This policy focuses on equal treatment regardless of gender, origin, age, sexual orientation, religion or background. Reports can be made easily and confidentially and are carefully followed up. This results in again no reports of discrimination. This keeps AVEX fully on track with the objective of zero reports. The policy is evaluated annually and actively brought to the attention of the organization.

In the reporting period, the share of women in leadership positions fell from 40% to 25%. This development is explicitly monitored and interpreted but does not constitute a deviation from

the established policy. The starting point remains that every candidate – regardless of gender – is assessed under equal conditions, and that choices in leadership always take place based on quality and suitability.
The best-efforts obligation is laid down and secured in policy, processes and HR measures, including:

- Gender-neutral recruitment and selection procedures;
- Transparent assessment criteria and decision-making;
- Equal access to development and career paths;
- Periodic monitoring of diversity in managerial layers.

This approach ensures that women structurally enjoy the same opportunities within AVEX, even in periods when the actual share of leadership positions fluctuates.
Although the quantitative distribution has changed in the year under review, AVEX remains on track with the substantive objective: actively promoting gender equality and equal opportunities in leadership. The organisation continues to invest in an inclusive culture and sees diversity as a precondition for sustainable and future-proof decision-making.

Supplier due diligence

Link with SDG	Objective	2022	2023	2024	2025
8.7	100% of suppliers assessed for ESG risk, with risk-based due diligence for increased risk categories.	●	●	●	●

AVEX pursues a structured and risk-driven due diligence approach within the chain, aimed at preventing forced labour, modern slavery and other social risks. This approach is anchored in the procurement policy and based on the principles of the United Nations Global Compact, with a focus on human rights, working conditions, the environment and integrity.

All suppliers are assessed against an ESG risk rating, considering factors such as supply chain complexity, country of origin, product impact and strategic importance. Based on this classification, AVEX applies proportionate verification measures, ranging from a confirmation of compliance to additional self-assessments and documentation. Social and sustainability criteria are therefore a structural part of supplier selection, onboarding and periodic reassessment.

All newly contracted suppliers in the reporting period were pre-screened for social criteria as part of AVEX's risk-driven due diligence approach. With this risk-based approach, 100% of the supplier portfolio is screened for social criteria. In-depth due diligence and active supplier involvement take place where the risk profile gives cause to do so. In the event of signals or deviations, corrective measures are required and, if necessary, collaborations are reconsidered. In this way, AVEX remains on track with SDG 8.7 and guarantees social responsibility in the chain.

Accidents reported immediately

Link with SDG	Objective	2022	2023	2024	2025
8.8	Accidents reported within 48 hours (100%)	●	●	●	●

Working safely is a core part of our corporate culture. AVEX strives for zero accidents and continuously invests in prevention, training and awareness. Incidents are not only registered but also analysed to prevent recurrence.

All registered incidents were reported in a timely manner and followed up in accordance with the 48-hour standard. The focus remains on further strengthening the safety culture through training, evaluation and continuous improvement.

Explanation: hired workers are included.

Indicator	2025
Number of work-related accidents (employees)	1
Number of lost time accidents	1
Number of accidents without absenteeism	0
Number of fatal accidents	0

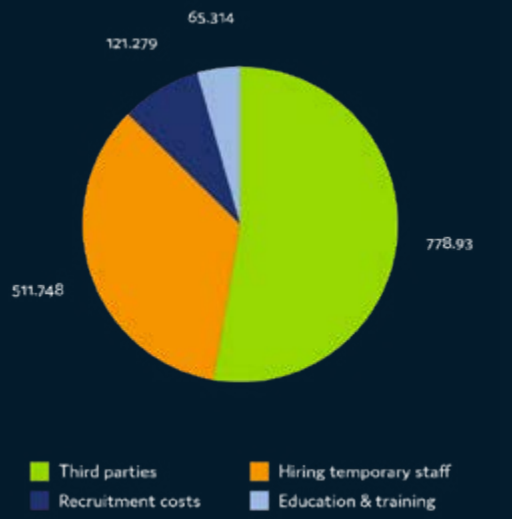
Investing in social value (SROI)

Link with SDG	Objective	2022	2023	2024	2025
8.8	Investing in SROI (minimum 2%)	●	●	●	●

AVEX uses Social Return on Investment (SROI) as an instrument to create social value in addition to its economic activities. The focus is on employment guidance, intake, training and development of people with a distance to the labour market, students and lateral entrants. SROI is therefore a conscious and structural choice within business operations.

In 2025, the hard SROI eligible spend amounted to €702,860, consisting of labour and development-oriented expenditure such as temporary labour, recruitment, training and necessary preconditions for labour participation. In addition, €778,930 of conditional SROI eligible expenditure has been identified, mainly external deployment. These items are only regarded as social return if they demonstrably contribute to social trajectories. Regular operational costs, goods and financial expenses are explicitly excluded to guarantee a clear demarcation.

The resources deployed led to 2,225 hours of guidance, work experience and development for 22 participants, with a total direct investment of €66,750. This results in an SROI ratio of 0.73, which means that every euro invested generates approximately €0.73 in social value. 4.5% of the total purchase value is SROI-eligible and therefore used within social return frameworks. AVEX considers this outcome as a meaningful basis and remains committed to further strengthening and broadening its social return efforts.



Compliance with inclusivity and equal opportunities policy

Link with SDG	Objective	2022	2023	2024	2025
10.2, 10.3, 10.4	Compliance with inclusivity and equal opportunities policy	○	○	○	●

Inclusivity and equal opportunities are structurally and enforceable guaranteed at AVEX through the collective bargaining agreement (CAO). Falling under the collective labour agreement is a conscious and essential choice, because it is the most robust way to guarantee equal treatment, transparency and objectivity in employment conditions. Within this framework, AVEX uses:

- Collective labour agreement job evaluation, so that positions are classified objectively and consistently;
- Equal pay for equal work, laid down in transparent pay scales;
- Uniform terms of employment and equal access to development and advancement for employees in similar positions.

Because of this CLA anchoring, equality is not a non-binding policy ambition, but a fixed and verifiable starting point in HR processes, decision-making and remuneration. 100% of AVEX's employees are covered by a collective bargaining agreement (CLA), which structurally guarantees employment conditions, equal treatment and employee rights. The application of the inclusiveness and equal opportunities policy is structurally monitored and tested internally. No deviations were found in the reporting period. This objective has thus been achieved and secured.

Implementation of inclusive AV solutions

Link with SDG	Objective	2022	2023	2024	2025
9.c	Implementation of inclusive AV solutions in all projects	●	●	●	●

AVEX has structurally included inclusive and accessible AV solutions in its advice and design processes. For each customer question, it is assessed whether and how an AV solution can contribute to digital accessibility and inclusion. This assessment is an integral part of our internal working methods and policy frameworks.

At the same time, AVEX notes that, despite the correct application of processes and policy, the concrete implementation of inclusive solutions in projects is still too limited. In tenders and tenders with predetermined requirements and budgetary preconditions, it is not always possible to guarantee inclusiveness immediately. In addition, the final choice always remains with the customer. Inclusive solutions can be accompanied by additional investments that a client cannot or does not want to make.

AVEX is critical of its own role in this regard and sees room for improvement. We notice that digital accessibility is mainly a policy theme for many customers and is less consistently translated into individual projects. That is why AVEX will focus on more and earlier contact moments with customers in the coming period, to position this topic earlier in the conversation and to better anchor it in the question.

The objective is guaranteed in a process-based way but requires further deepening to achieve more tangible results. AVEX will continue to actively fulfil its advisory role and focus on awareness, without taking over the responsibility and decision-making from the client.

Theme 4: Supply chain & customer impact

As a system integrator, AVEX is an indispensable link in the value chain. In addition to making our own business operations more sustainable, we make influencing the entire chain a priority to create positive impact. This is not without reason: only 3% of our CO_2 emissions come from our direct activities (scope 1 and 2), while 97% originate in the chain (scope 3). This means that we set high sustainability standards for our suppliers and that we actively guide customers in making responsible, future-proof choices. Together we work with partners and customers on sustainable solutions: we share knowledge, develop new standards and accelerate innovations. This makes sustainability not only an internal ambition, but a shared responsibility throughout the chain. This theme is essential to our ESG strategy, because real progress is only possible when we work together with customers and partners.

Developing and sharing new technologies

Link with SDG	Objective	2022	2023	2024	2025
17.7	Developing and sharing new technologies (3 with 100 companies)	○	○	○	●

Work on this new target started in 2025. The first concrete step is the development of BRIX zero: a circular AV technology in which AVEX remains the owner of the equipment throughout its entire life cycle. This Product-as-a-Service concept combines modular design, reuse and digital monitoring via the independent GSES platform, which structurally guarantees sustainability, transparency and supply chain responsibility. BRIX zero is a fundamentally new approach to AV technology.

In addition, the further development of Pulse Monitoring Services has started. This technology enables AVEX to proactively monitor AV and IT infrastructure at customers. Linked devices are tracked in real time via a central dashboard, so that malfunctions are identified and resolved faster. Pulse's expansion focuses on broader compatibility with different ecosystems and improving configuration and release management.

To accelerate future technological development, the AVEX Innovation Lab was opened in 2025. This lab acts as a test and development environment for new technologies and forms the basis for a structured innovation process. This year, the focus was on setting up processes and building an ecosystem for co-creation with customers and partners. This has laid a solid foundation for achieving the objective in the coming years.

Global partnership with joint projects

Link with SDG	Objective	2022	2023	2024	2025
17.16	A global partnership with joint projects (3 pieces by 2027)	○	○	○	●

AVEX is a member of the Global Presence Alliance (GPA), an international partnership of audiovisual and UC integrators. Within this network, AVEX structurally works with international partners on knowledge sharing, sector development and making the AV chain more sustainable. AVEX fulfils the role of Regional Business Unit (RBU) within GPA for the Netherlands, Belgium, Luxembourg and the United Kingdom and is represented in the GPA Sustainability Committee.

Within GPA, the collaboration focuses on circular procurement, CO_2 reduction, sustainable design principles and the development of international standards for responsible AV projects. Through active participation in this network, AVEX contributes to accelerating sustainable innovation in the sector and ensures that international sustainability agreements are consistently translated into local practice, in line with its ESG strategy and CSRD development direction.

GPA
DELIVERING EXCELLENCE GLOBALLY

In the reporting period, GPA realized several concrete international projects in which sustainability was central, including the Global AV Sustainability Challenge, initiatives around sustainable AV design principles and large-scale real estate projects led by GPA partners in Singapore, among others. These projects highlight the power of global collaboration with shared sustainability goals. In addition, AVEX provided several keynotes on sustainability in the AV sector during Integrated Systems Europe 2026, together with GPA partners, with an emphasis on circular chains and international standardization.

Development of an impact monitoring system

Link with SDG	Objective	2022	2023	2024	2025
17.19	Development of impact monitoring system (before 2027)	○	○	○	●

To achieve this objective, we are building on a structured approach of which the ESG report is the first tangible result. We now have a broad and complete data collection that provides insight into where our greatest impact lies and thus enables targeted management, while continuously refining the underlying data streams to increase accuracy. The validation by the Science Based Targets initiative (SBTi) confirms the scientific basis of this approach and reduces the risk of unintentional greenwashing. For upstream and downstream impact, we are making a clear transition from spend-based analyses to actual product specifications, working towards complete and detailed data for our portfolio of approximately 20,000 products based on LCAs and product sheets, supplemented with more and more direct measurements (via smart energy meters in our own practice and with customer solutions), to further deepen and embed our insights in practice.

Developing innovations in co-creation

Link with SDG	Objective	2022	2023	2024	2025
17.6	Developing innovations in co-creation (at least 3 before 2030)	○	○	●	●

The development of innovations in co-creation is an emerging focus area within our sustainability strategy but is not yet fully structurally embedded in our processes. In the current phase, cooperation mainly takes place within the chain with suppliers, including in the context of BRIX zero. These collaborations focus primarily on improving sustainability performance and exploring alternative material and solution choices, with an increasing discussion about joint innovation opportunities. Although this cannot yet be labelled as full-fledged co-creation in all cases, it is an important first step towards more integrated cooperation. In the coming period, the focus will be on further structuring these collaborations and developing an approach that can achieve at least three joint innovations before 2030.

Customer advice on sustainable AV solutions

Link with SDG	Objective	2022	2023	2024	2025
12.6	Sustainability advice is part of customer advice (>25% coverage)	○	○	○	●

The systematic integration of sustainable customer advice within our AV solutions is in a development phase and has not yet been fully secured in terms of process. At the same time, with this objective, we are on track to achieve the intended ambition. We have taken important first steps towards this, including by optimizing our product portfolio to better meet the diverse needs of customers and the different stages of development they are in, with an increasing focus on sustainability as an integral part of the solution. In addition, sustainability is increasingly parameterized in the design process, so that environmental impact can be explicitly included in the consideration of solution directions.

To support account managers, practical tools are currently being developed to better include sustainability in customer advice and decision-making. These tools enable employees to better substantiate sustainable alternatives in customer dialogues but have not yet been fully implemented organization wide. The new website, in which sustainability information is given a prominent role, is also still under development. Together, these initiatives

Informing government agencies about sustainable AV

Link with SDG	Objective	2022	2023	2024	2025
12.7	Informing government agencies about sustainable AV (at least 5 by 2028)	○	○	○	●

Actively informing government agencies about sustainable AV solutions is a spearhead within our stakeholder strategy and is in a structured preparation phase. To this end, an action plan has been drawn up together with the responsible account managers within the 'government' vertical, in which the focus is on strengthening knowledge sharing and positioning sustainable AV as part of broader social and digital transitions within the government domain.

The approach is shifting from individual customer interaction to sector-wide dialogue, in which government organizations are jointly involved to identify challenges, learn from each other and exchange best practices. Central to this is a listening-oriented approach, in which insight into the specific needs and bottlenecks of the domain forms the basis for relevant knowledge sharing, connection and the stimulation of technological and sustainable innovation.

In this context, several events and roundtables will be organised in 2026 with representatives from the public sector, with the aim of creating a structural platform for dialogue and collaboration around sustainable AV solutions. These activities are the prelude to informing at least five government agencies by 2028 and further strengthening our role as a knowledge partner within this domain.

Theme 5: Governance & compliance with laws and regulations

Within this theme, guaranteeing transparency, reliability and compliance with laws and regulations is central. We focus on strengthening our governance by structurally maintaining and further developing relevant certifications. In addition, we are working on increasing transparency in the chain, for example by developing and encouraging product passports at suppliers. Together, these activities contribute to honest, verifiable and future-proof business operations.

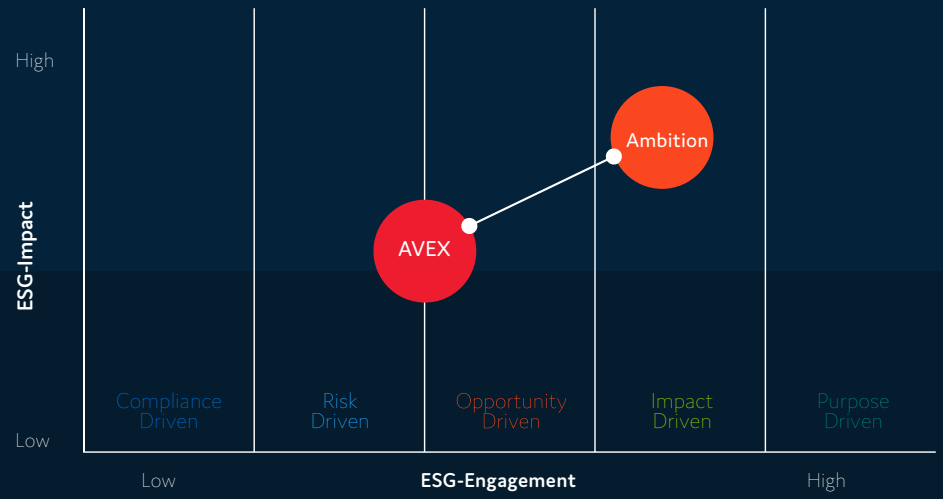
Governance anchoring ESG, stakeholder dialogue

Link with SDG	Objective	2022	2023	2024	2025
17.6	Governance anchoring ESG, stakeholder dialogue	●	●	●	●

The organization emphatically positions ESG as a strategic theme with a leading ambition, aimed at increasing both ESG involvement and ESG impact. The development direction shows a clear shift from a risk- and opportunity-driven approach to an explicitly impact-driven approach, in which ESG is used to achieve measurable positive social and ecological impact.

This ambition is embedded in strategy, policy and decision-making, which leads to an increasing involvement of internal and external stakeholders. Due diligence is an essential part of this, with specific attention to the value chain and cooperation with partners and suppliers. This not only strengthens involvement in the chain but also increases the actual ESG impact.

In addition, an ESG program manager has been added to the organization to further embed the ESG strategy at the tactical and operational level. This role ensures the translation of strategic ESG objectives into concrete initiatives, processes and KPIs within the organization, and strengthens the implementation power and internal coordination of ESG activities.



Compliance-Driven: Companies that focus solely on the minimum legal requirements.

Risk-Driven: Companies that implement ESG measures to avoid reputational risks or legal issues.

Opportunity-Driven: Companies that view ESG as an opportunity to differentiate themselves.

Impact-Driven: Companies that strategically embed ESG goals to achieve a positive impact.

Purpose-Driven: Companies that derive their reason for existence from ESG principles and make ESG the core of their mission.

The governance structure supports this positioning. ESG is part of a fixed reporting and improvement cycle, in which ESG reporting, EcoVadis, SBTi, UN Global Compact, the climate transition plan and ISO audits are structurally used. This cycle ensures transparency and continuous improvement and supports the further development towards high ESG involvement and high ESG impact, in line with the ambition to operate impact driven.

No incidents of noncompliance were identified in the reporting period in relation to marketing communications, including advertising, promotion or sponsorship.

Maintaining relevant sustainability certificates

Link with SDG	Objective	2022	2023	2024	2025
12.6	Retained certificates (ISO 14001, 27001, 27017, Ecovadis Gold)	●	●	●	●

In line with our ESG objective of maintaining existing certifications and standards frameworks, we successfully re-obtained and secured all our relevant certificates in the reporting period, including ISO 14001 (environmental management), ISO 27001 (information security) and ISO 27017 (Cloud security controls). With this we confirm the continuity and effectiveness of our management systems in the field of environment, information security and Cloud security. In addition, we recently achieved the EcoVadis Gold rating again with a score of 84 points, which places us in the 98th percentile of all assessed organizations and underlines our strong performance on sustainability, ethics and corporate responsibility.

In addition to these certifications, we have further strengthened our commitment to internationally recognized principles by signing the UN Global Compact through United Nations Global Compact, endorsing the ten universal principles in the areas of human rights, labour, the environment and anti-corruption. We also endorse the AVIXA Code of Conduct through AVIXA and have the VSI certificate from the trade association for system integrators through the Association of System Integrators (VSI). Together, these certifications and commitments confirm our structural commitment to quality, integrity, sustainability and professional conduct throughout the organization and value chain.

Internal and external reporting in accordance with GRI/ESRS

Link with SDG	Objective	2022	2023	2024	2025
12.6	Internal and external reporting in accordance with GRI/ESRS.	●	●	●	●

The organization voluntarily prepares its ESG reporting in line with internationally recognized frameworks, including the Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS), even though there is currently no legal obligation to comply with them. With this choice, we underline our ambition to report transparently, consistently and comparably on our ESG performance and impact. The underlying reporting systems and data collection are set up in accordance with these standards, ensuring that the information presented is in line with the relevant reporting requirements and principles of completeness, accuracy and consistency.

The application of GRI and ESRS guidelines is ensured internally through a structured reporting process and periodic checks on data quality and completeness. To support transparency and verifiability, the GRI content index is included in the appendix of this report, which indicates where it can be found within the report for each relevant indicator. In doing so, we are fulfilling our ambition to make ESG reporting not only compliant, but also mature and future-proof.

Appendix

Emission data SBTI 25

HR data 30

GRI index 31

Appendix 1 – Emission data SBTI

CO_2 emission scope 1 & 2 (market based)

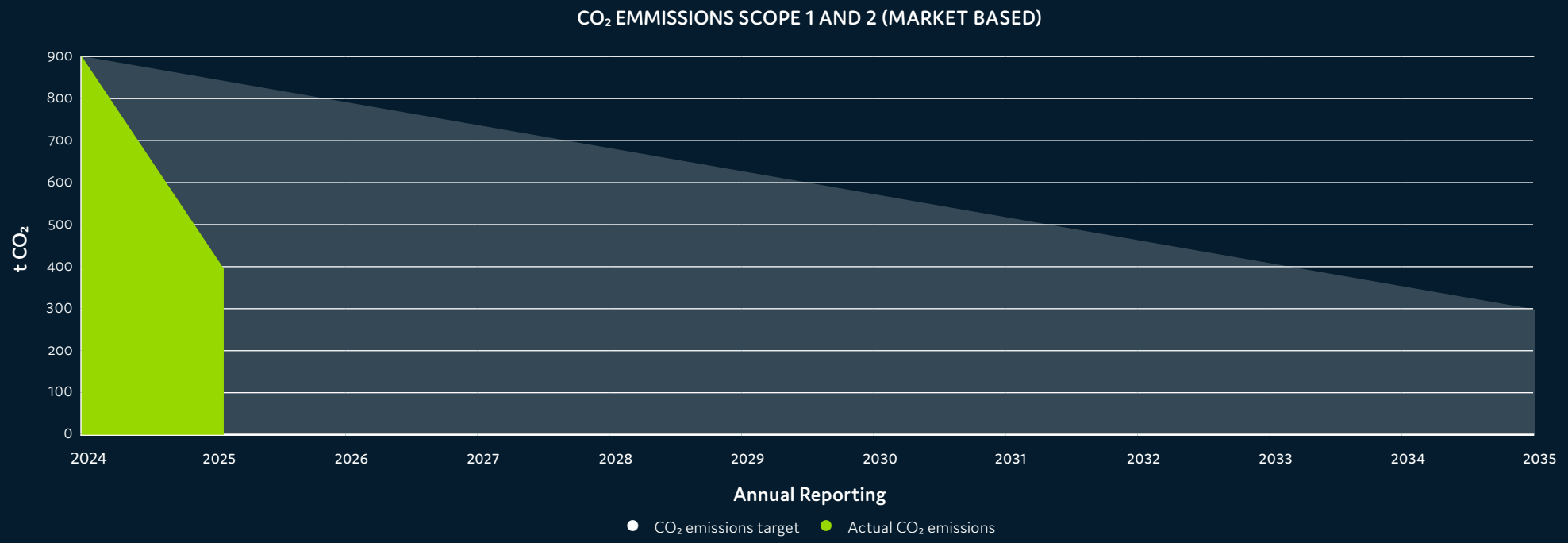
Goal: 63% reduction by 2035 compared to 841 tonnes of CO_2 emissions in the year 2024. This amounts to an absolute reduction of 530 tonnes of CO_2 emissions to a maximum of 311 tonnes of CO_2 in 2035. The table and graph below show the actual emissions compared to the targets:

Thema	Quantity		CO_2-emissionfactor	Unit			Absolute decrease/increase
Scope 1					2025	2024	
Fuel & heat	18.087	m^3	2,13	kg CO_2 / m^3	39	104	-65
Business travel - Passenger car petrol	75.707	Liters	2,80	kg CO_2 / litre	212	251	-39
Business travel - Van diesel	61.524	Liters	3,25	kg CO_2 / litre	200	343	-143
WTT to scope 3					-105	-157	52
Subtotal scope 1					**346**	**541**	**-195**

Scope 2 Market based					2025	2024	
Electricity - Self-generated solar energy	51.750	kWh	0,000	kg CO_2 / kWh	0		0
Electricity - Grey	9.700	kWh	0,500	kg CO_2 / kWh	4,82	303	-298,18
Electricity - Green electricity from wind power	552.233	kWh	0,000	kg CO_2 / kWh	0		0
Business traffic	215.820	kWh	0,270	kg CO_2 / kWh	57,84	57	0,84
WTT toscope 3					-11.16	-60	48,84
Subtotal scope 2 (market based)					**63**	**359**	**-248,50**

Scope 2 Location based					2025	2024	
Electricity - Self-generated solar energy	51750	kWh	0	kg CO_2 / kWh	0		0
Electricity - Grey	9700	kWh	0,268	kg CO_2 / kWh	3	185	-182
Electricity - Green electricity from wind power	552233	kWh	0,000	kg CO_2 / kWh	0		0
Business traffic	215820	kWh	0,268	kg CO_2 / kWh	58	57	1
WTT toscope 3					-16,73	-43	26.27
Subtotal scope 2 (location based)					**60**	**242**	**-182**

Total scope 1 en 2 (market based)	**397,50**	**841.00**	**-443,50**
Total scope 1 en 2 (location based)	**406.00**	**783.00**	**-377,00**



Explanation of CO_2 emissions scope 1 & 2 (market based)

By 2025, AVEX will have achieved a significant reduction in direct (scope 1) and indirect (scope 2) emissions. Total emissions fell from 841 tonnes of CO_2 in 2024 to around 398 tonnes of CO_2 in 2025, which represents a reduction of around 53%.

This development is clearly in line with the near-term reduction target for 2035, which sets a maximum emission of 311 tonnes of CO_2 (–63% compared to 2024). Although the target has not yet been achieved, AVEX is on a plausible reduction path towards 2035 with this strong first reduction step.

The emission reduction achieved is mainly due to the switch to green electricity, the further electrification of the vehicle fleet and investments in self-generation via solar panels.

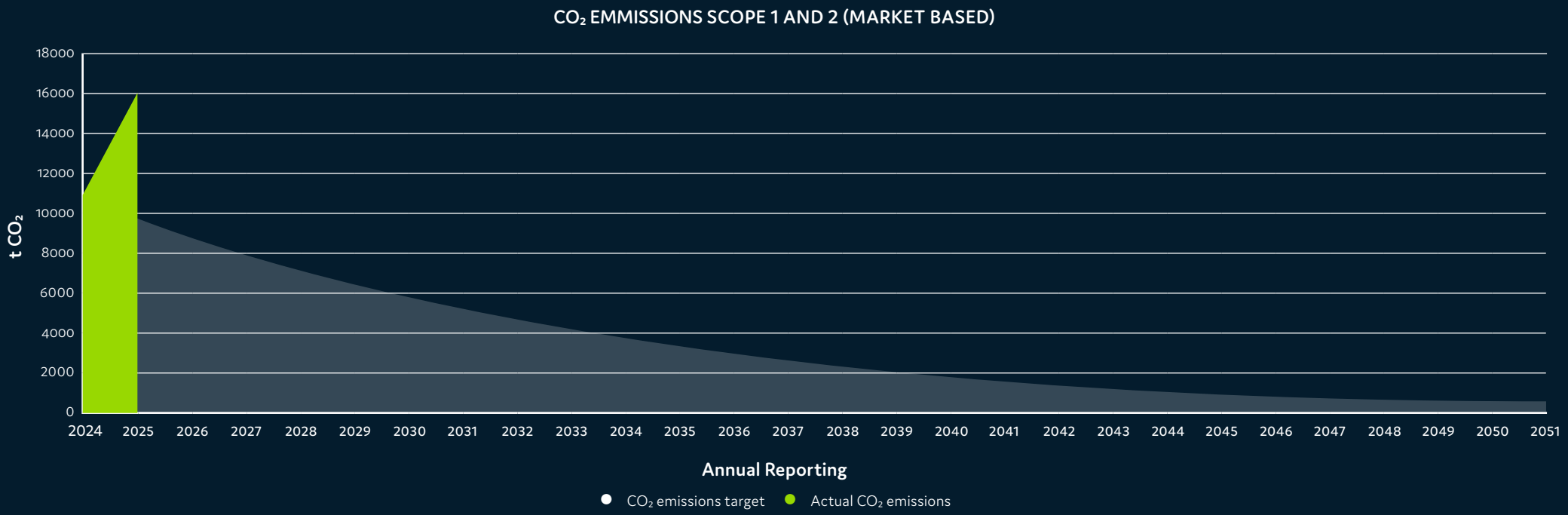
To achieve the remaining reduction towards 2035, AVEX remains committed to full electrification of the fleet before 2030, further optimization of energy efficiency in buildings and expansion of renewable energy generation. By structurally continuing these measures, AVEX expects to achieve the reduction target for scope 1 and 2 by 2035. In the longer term, this also provides a solid basis for further phasing out towards net zero by 2050.

CO_2 emissions for scope 1, 2 and 3

Goal: 95% reduction by 2050 compared to 10,744 tonnes of CO_2 emissions in the year 2024. This amounts to an absolute reduction of 10,207 tonnes of CO_2 emissions to a maximum of 537 tonnes of CO_2 in 2050. The table and graph below show the actual emissions compared to the targets:

		Tonnes CO2		
Scope 3		**2025**	**2024**	**Absolute decrease/increase**
1	Purchased goods and services	10.950,05	4.977	5.973,05
	- Purchased goods	9.305,04	4.194	5.111,04
	- Purchased licenses	1.339,80	-	1.339,80
	- Purchased services	292,53	762	-469,47
	- Hiring temporary employees	12,69	22	-9,31
2	Capital goods	0,00	0,00	0,00
3	WTT emissions location-based (not in scope 1 or 2)	121,89	217	-100,84
4	Upstream transport and distribution (last mile)	308,97	222	86,97
5	Industrial waste	3,89	27	-23,11
6	Passenger transport during working hours	39,34	38	1,34
7	Commuting	486,20	147	339,20
8	Upstream Leased Assets	23,84	27	-3,16
9	Downstream transport and distribution	0,00	0,00	0,00
10	Processing or processing of sold products	0,00	0,00	0,00
11	Use of sold products	2.497,53	3.757	-1.259,47
12	End-of-life processing of sold products	1.010,52	484	526,52
13	Downstream Leased Assets	5,71	7	-1,29
14	Franchisees	0	0	0,00
15	Investments	0	0	0,00
Total scope 3		**15.448**	**9.903**	**5.545,00**

Total scope 1 en 2 (location based)	**406**	**783**	**-377,00**
TOTAL SCOPE 1,2 & 3	**15.846**	**10.743**	**5.403,00**



Explanation of CO_2 emissions for scope 1, 2 and 3

Total CO_2 emissions (scope 1, 2 and 3) will have risen to approximately 15,846 tonnes of CO_2 by 2025, an increase of approximately 48% compared to 2024. This development deviates from the desired reduction direction towards the net zero target of 95% reduction by 2050 (up to a maximum of 537 tonnes of CO_2).

The increase is entirely due to a strong increase in scope 3 emissions, which are related to the procurement of goods for customer projects. These emissions increased significantly due to growth in project activity and represent most of the total footprint.

Despite the absolute increase, it is important that the reduction in scope 1 and 2 has been achieved significantly and that the scope 3 increase is largely due to growth, not inefficiency. At the same time, this development confirms that achieving the long-term objective is highly dependent on interventions in the chain.

To achieve the net zero goal by 2050, AVEX is therefore focusing on structural reduction of scope 3 emissions. This is done by making procurement policies more sustainable, developing and scaling up circular solutions such as BRIX Zero, extending the lifespan of equipment and actively influencing suppliers and customers in sustainable choices. In addition, work is being done to improve data quality (from spend-based to product level), so that emission reduction can be managed in a more targeted way.

Through this combined approach, AVEX expects to stabilize emissions in the coming years and then structurally reduce them towards the net zero target in 2050, despite the current increase.

Appendix 2 – HR data

The HR data table below only contains salaried employees. In addition, AVEX uses hired workers, such as freelancers, self-employed persons and temporary hiring, especially for project-based and specialist work. This group is not included in the table below. This is a fluctuating group, depending on the nature and size of projects.

Country	Employees	Permanent contract	Temporary contract	Full-time	Part-time
The Netherlands	258	202	56	174	84
Belgium	6	6	0	5	1
United Kingdom	19	19	0	19	0
Total	**283**	**227**	**56**	**198**	**85**

Gender breakdown

Gender	Number of employees
Male	245
Female	38
Non-binair	0
Otherwise	0
Totaal	**283**

Employee diversity and governance

Employees – age distribution

Age range	Quantity
< 30 years	19
30–50 years	258
> 50 years	6

Governance (MT / Management)

Category	% Female	<30	30–50	>50
MT / Management	25%	-	75%	25%

Other

Percentage of women in managerial positions	5%
Average years of service	8,3

Inflow and outflow of employees

Region / Country	New employees	Departed employees
The Netherlands	63	45
Belgium	2	1
United Kingdom	5	3
Total	**70**	**49**

Appendix 3 – GRI index

Code	Description	Reference in report	Status
GRI 1	GRI foundation 2021	Introduction & About this report	Full
GRI 21	Organization Details	About AVEX – Our organization and priorities	Full
GRI 22	Entities in reporting	Introduction & ESG strategy	Full
GRI 23	Reporting period, frequency and contact person	Introduction & Closing page	Full
GRI 24	Information revisions	N/A	Not
GRI 25	External verification	About this report	Full
GRI 26	Activities, value chain and relationships	Theme 4: Supply chain & customer impact	Full
GRI 27	Employee data	Theme 3: Social Impact & Safety & Appendix 1 - HR Data	Full
GRI 28	Working conditions	Theme 3: Social impact & safety	Full
GRI 29	Governance structure	About AVEX	Full
GRI 210	Nomination and selection of the highest governing body	N/A	Not
GRI 211	Chairmanship of the governing body	N/A	Not
GRI 212	Role of the governing body in sustainability	About AVEX	Full
GRI 213	Responsibility ESG policy	About AVEX	Full
GRI 214	Senior Executive Statement	Foreword	Full
GRI 215	Conflicts of interest	N/A	Not
GRI 216	Critical Concerns and Communication	Theme 3: Social impact & safety	Full
GRI 217	Collective knowledge of the governing body	N/A	Not
GRI 218	Evaluation of the administrative body	N/A	Not
GRI 219	Remuneration of the governing body	N/A	Not
GRI 220	Remuneration and ESG objectives	N/A	Not
GRI 221	Reward ratio	N/A	Not
GRI 222	Sustainable development strategy	About AVEX	Full
GRI 223	Policy statements	About AVEX	Full
GRI 224	Embedding policy	Theme 3 & Theme 5	Full
GRI 225	Complaints Processes	About AVEX	Full
GRI 226	Advisory and reporting mechanisms	About AVEX	Full
GRI 227	Compliance with laws and regulations	About AVEX	Full
GRI 228	Memberships	Theme 4: Supply chain & customer impact	Full
GRI 229	Approach to stakeholder involvement	About this report	Full
GRI 230	Collective bargaining agreements	Theme 3: Social impact & safety	Full
GRI 31	Process for Material Topics	About this report	Full
GRI 32	List of material topics	About this report	Full
GRI 33	Material subject management	About this report	Full
GRI 3021	Energy consumption	Theme 1: Climate & Energy	Full
GRI 3051	Direct greenhouse gas emissions (scope 1)	Theme 1: Climate & Energy	Full
GRI 3052	Indirect emissions (scope 2)	Theme 1: Climate & Energy	Full
GRI 3053	Other indirect emissions (scope 3)	Theme 1: Climate & Energy	Full
GRI 3062	Waste by type and treatment	Theme 2: Circular Economy & Waste	Full
GRI 4011	New employees and turnover	Appendix: HR Data	Full
GRI 4039	Work-related accidents	Theme 3: Social impact & safety	Full
GRI 4051	Diversity in governance and personnel	Appendix: HR Data	Full
GRI 4141	Supplier screening social	Theme 3: Social impact & safety	Full
GRI 4173	Marketing Communications Violations	Theme 5: Governance, Compliance & Assurance	Full

Has this report inspired you or do you have any questions?
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