



CSR Report 2022

Making progress



LOSBERGER DE BOER

Corporate Social Responsibility Report 2022

Colophon

This CSR report is published by Losberger De Boer.

Publication date: June 2023

The CSR Report can be found on

www.losbergerdeboer.com/csr

Losberger De Boer welcomes responses
to this report at: csr@losbergerdeboer.com

covering tomorrow
journey to a sustainable organisation





Creating a better world for future generations



Introduction by the CEO

We live in an era where the world is becoming more and more conscious of the impact companies have on environment, communities and the economy. Sustainability has become an integral part of doing good business. At Losberger De Boer we see it as our responsibility to mobilise our people to make it part of their daily work. For us, sustainability is not just a buzzword. With all our creativity and commitment to succeed, we will be able to have a real impact.

Growing awareness throughout our company

As a leading provider of temporary and permanent space solutions, we embrace the importance of sustainable operations. It is becoming more and more a way of 'how we work' in our company. We have made good progress over the past year. Last year we published our first CSR report outlining our philosophy, ambition and programmes. The company's Rental Division took the lead, and in the course of the year, employees from all parts of our global organisation enthusiastically participated in our journey and shared their ideas and programmes.

Working sustainably is not only about minimising the company's negative impact on the environment; it is also about creating a better world for future generations. We believe that it is essential to be a responsible member of society and to inspire others to take action. It makes good business sense as well. Because sustainability also drives innovation, which can take many forms, from using new materials to developing new technologies that reduce energy consumption or the generation of waste. It helps us to work smarter and to provide more sustainable solutions to our customers.

Creating memorable experiences with a positive impact

Losberger De Boer recognises that we have a unique opportunity to create memorable experiences for people around the world. We will accelerate our programmes to create events and build projects that not only exceed our customers' expectations, but also have a positive impact on the environment and society. Together, we will be able to make a difference that counts.

Arnout de Hair,
CEO Losberger De Boer Group

UN Global Compact and Sustainable Development Goals

Losberger De Boer Group joined United Nations Global Compact at the end of 2021 to support the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment and anti-corruption. We aim to make the UNGC and its principles part of our company's strategy, culture and daily activities. We will participate in cooperation projects that promote the broader development goals of the United Nations, in particular the Sustainable Development Goals.

The UNGC principles are closely aligned with the 17 Sustainable Development Goals (SDGs), which mutually reinforce each other. They provide a roadmap for sustainable development. By aligning their strategies and activities with the Ten Principles of the UNGC, companies can contribute to the achievement of the SDGs and help build a more sustainable and equitable future for all.

For Losberger De Boer, sustainability encompasses all aspects of doing business. It is about how we build a sustainably healthy company where employees feel at home and can develop. About how, together with our customers and supply chain partners, we can realise solutions that contribute to their business success while focusing at the same time on conserving our planet's scarce resources and on taking responsibility, both for ourselves and for future generations.



Maximising impact

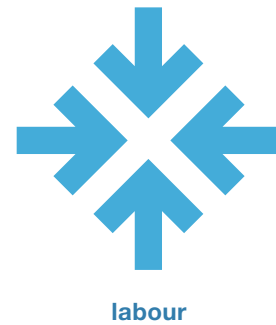
That is why Losberger De Boer actively works to implement its CSR policy. Using a focused approach, we aim to continuously improve the impact of our activities on people, the environment and society. After years of carrying out a broad range of CSR activities, we have linked these activities to the framework of the UN SDGs. We have selected 5 SDGs and embedded these core goals in our operations to achieve maximum impact on those goals, without losing sight of the other 12 SDGs.

We focus on the following five SDGs:

- SDG 3** Good health and well-being
- SDG 8** Decent work and economic growth
- SDG 12** Responsible consumption and production
- SDG 13** Climate action
- SDG 17** Partnerships for the goals

Building partnerships

This provides us with a great framework to communicate our progress internally and externally. It also encourages us to develop partnerships with like-minded parties in our value chain in order to achieve the greatest impact together. We believe that you have to look beyond the borders of your own organisation in order to achieve maximum results. Therefore, we work as closely as possible together with partners who share our vision and ambitions. In this way, we continue to build on our company-wide programme for a safe and healthy working place, ensure continuous improvement of our ecological footprint and contribute to sustainable and inclusive economic growth.



Making progress

Losberger De Boer has been monitoring all efforts to reduce CO₂ emissions throughout the organisation for years. Since 2021, we have also chosen to have our sustainability policy assessed by an independent external party. With the annual update of our environmental management system in mind, we have been systematically monitoring our carbon emissions since 2013. We do this on the basis of the international Greenhouse Gas Protocol (GHG Protocol), which is set out internationally in the ISO 14064 standard.

This standard is divided into three scopes:

- Scope 1:** all emissions resulting directly from our business operations;
- Scope 2:** indirect emissions, caused for example by energy suppliers; and
- Scope 3:** all emissions caused by other external parties, such as waste processors

We have agreed on concrete results for the near future:

- Paperless office (latest end 2023)
- No single-use plastics (latest end 2024)
- Green energy for all locations (latest end 2024)
- New lease cars need to be green or electric (ultimately 2025)
- Carbon neutral footprint (latest 2030)

Improving awareness

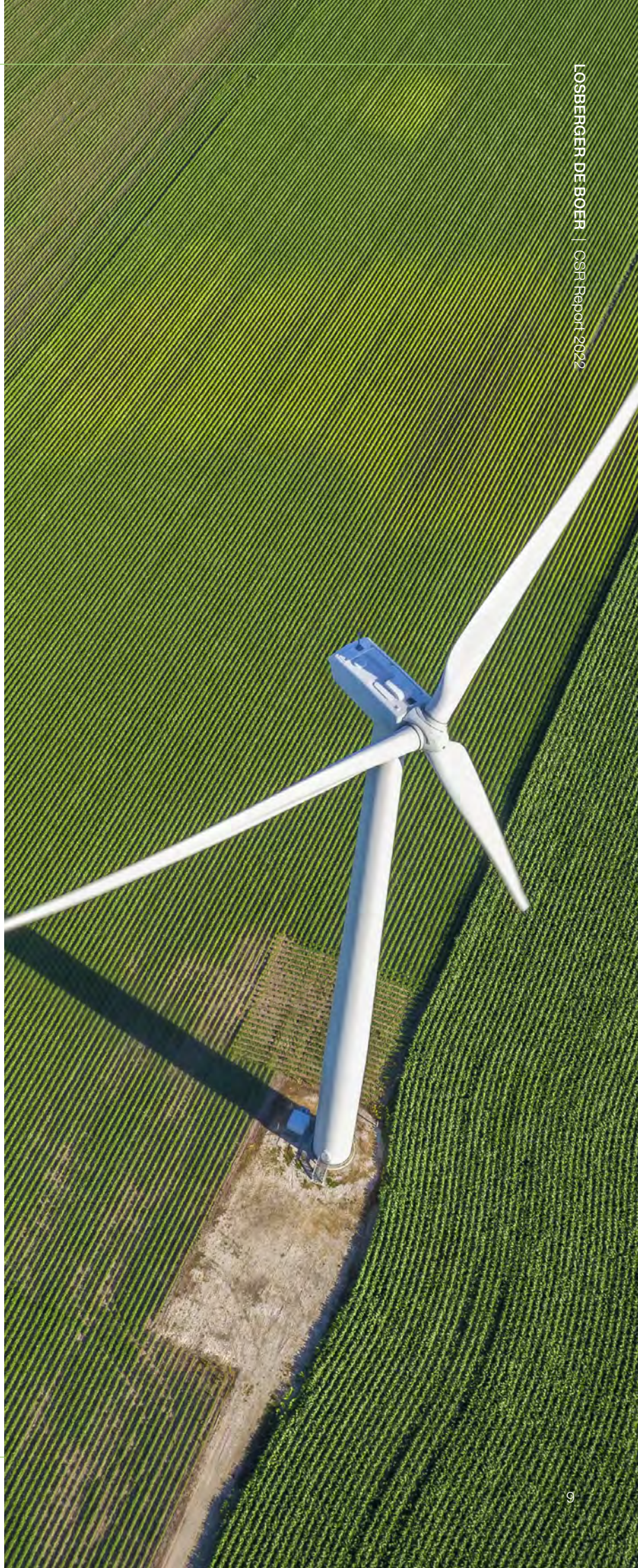
In this report, we describe a selection of the initiatives and progress Losberger De Boer has made in 2022. We started with this approach at our Division Rental Projects in 2021 and last year we have expanded this programme also the other divisions of our company. Already they were active with a great variety of CSR-activities, with the alignment to our Group-wide initiative we will learn and benefit from each others expertise and creativity.

Group-wide engagement

Every division now has a CSR contact person with the objective to develop and roll-out their division specific CSR

programmes and to challenge our clients and colleagues to contribute to our goals. To improve everyone's awareness of the importance of sustainability, CSR has become a fixed topic during our Group-wide meetings and is regularly addressed in the various corporate communications within Losberger De Boer.

In 2023 we will continue to work together on the many great CSR-projects Losberger De Boer is involved in. We have also engaged external sustainability experts to accelerate the process and to start working on preparing the entire company for the EU Corporate Sustainability Reporting Directive.



Aluminium Systems

The Aluminium Systems Division is responsible for the production and sales of a wide range of standardised aluminium- and steel-based structures for tensile structures and halls to third-party customers, e.g. for events or warehousing.



We have made good progress in 2022, ranging from improving the energy efficiency of existing buildings in Fuerfeld to launching a local sustainability programme in Brumath, preparing us for the challenges laying ahead in 2023 and beyond.

Matthias Raff
CEO Aluminium Systems Division





The locations within the Aluminium Systems Division (ASD) are committed to joining sustainable initiatives and to initiate a comprehensive CSR programme. Each of the locations is working on a diverse range of initiatives. These include improving the quality of life at work, optimising energy consumption and monitoring the carbon footprint, participating in innovative projects and sponsorships, and establishing partnerships with economic and societal partners. Activities are detailed with specific objectives, criteria, justifications and supporting means to ensure the progress of this CSR approach. The following initiatives that were realised in ASD in 2022, give an overall impression of the scope of the programme.

Optimising energy consumption

Together with an external energy consultant, an overall sustainability concept is being developed for the Bad Rappenau buildings. This concept includes, for example, the insulation of the company building and energy-efficient air conditioning systems. Further energy savings will be accomplished by eliminating compressed air leaks. These leaks not only lead to additional costs but also increase energy usage.

Also, at the Brumath location, a comprehensive programme is being developed to reduce the overall energy consumption by optimising facilities and equipment (installation of sensors, improvements of heating settings, search and repair of air leaks) and by installing solar panels.

Conversion to LED lighting

Due to the relocation of one of the production halls in Bad Rappenau, it was necessary to adapt the lighting of the workplace. Replacing the conventional lighting with LED lighting will not only improve the working conditions but also presents an environmentally friendly alternative. LED lighting has a very long service life and low maintenance costs. Shifting from conventional to LED lighting brings multiple advantages. The electricity consumption can be reduced with about 40%, reduce energy costs and improve lighting conditions.

Heat recovery in aluminium production

In the aluminium production hall, we will achieve energy savings of gas through a heat recovery system based on the reutilisation of thermal energy via the use of compressors.

Reduction of paper and plastic consumption

One of the long-term goals is to reduce annual paper consumption. The setting up of a Vendor Link, a programme for filing and signing contracts, which is already active in Alkmaar, is under preparation. The implementation of Trade Link, a programme for scheduling and coordinating deliveries with the possibility of uploading documents, will also be ready in 2023. Besides paper, we also strive to replace plastics as far as possible. We carried out a first test by switching over from plastic parcel tape to a plastic-free alternative to reduce plastic waste.

In China, the Losberger De Boer organisation also followed a similar programme as in the other parts of the Group. At this location, too, a lot of attention was given to a broad variety of actions to reduce the use of energy, prevent the unnecessary use of paper, and encourage own employees to come up with ideas and to promote sustainable initiatives like using reusable bags, to end the usage of disposable paper cups and to encourage the use of public transport instead of cars.

Implementation of the management system roXtra

In 2022, the roXtra management system was successfully implemented. Existing and new documents have been successfully incorporated into this new system with a total of 2500 files transferred. In the first quarter of 2023, process workflows will be developed and integrated. Processes such as the 'requirement request' can thus be automated. Printing and manual forwarding of documents is no longer necessary, thus saving material and time.

Improving awareness among employees

We enhance awareness among the employees of Brumath about the importance of environmental protection through various activities. A local CSR steering committee serves to energise the CSR approach and to communicate about the programme via events, meetings and newsletters. A nice example is the yearly 'week of sustainable development', a fun event with a strong and educational impact to enhance employee ownership and participation.

Contributing to social progress

A nice example of the contribution of the ASD division to SDG 8 'Equal opportunity' is the opportunity Losberger De Boer offers for internships for career orientation to young people from disadvantaged and educationally disadvantaged families with a migration background. In close cooperation with the 'Kreisdiaikonieverband Heilbronn', three young people were able to complete their internship at the Bad Rappenau-Fürfeld site to have a solid introduction to work processes and methods.

The Brumath location organises various (teambuilding) activities to stimulate of the proper onboarding of new employees in the company and to strengthen group cohesion. Participation to these activities is actively supported by the organisation.



ericsson.com

MOBILE
WORLD CONGRESS

#MWC18

#MWC18



Rental Projects

The Rental Projects Division is able to fulfil a wide range of customer needs, from turnkey modular space solutions to, e.g. sporting and business event venues. The division's solutions are solid and strong structures that mostly serve as semi-permanent solutions for commercial and industrial clients, e.g. as a substitute showroom, warehouse or production space.



We successfully extended and slightly improved our Ecovadis rating in 2022, for instance by having integrating CSR principles in procurement.

Furthermore, we will continue evaluating our means of transport for further improvement going forward.

Francis Scholten
CEO Rental Projects Division



The Rental Projects Division (RPD) was the first Losberger De Boer division that joined EcoVadis and was audited in 2021. The division improved slightly in 2022 and maintained its silver rating.

The division applies the Group's 5-step structured approach to achieve its goal of becoming carbon neutral from 2030. The first step in this approach is to gain insight into all carbon emissions associated with our activities. One of the tools RPD will develop, is a Project Related Carbon Calculation model in order to make the impact of each project on carbon footprint visible. This helps to make it easier to communicate the effect on carbon emissions as a result of project execution. A carbon reduction plan was drafted to set out our yearly reduction targets in detail.

Key aspects in allowing us to realise this ambition are the involvement and support from employees and external partners. For most of our external partners, we are already aware of the impact of their work on the division's carbon footprint. Partners will be challenged to reduce their impact to zero, or to compensate their carbon emissions.

Results achieved in 2022

Following our commitment to be carbon neutral by 2030, we have started to prepare our roadmap to zero emissions with clear milestones and responsibilities. We have also introduced a sustainable code of conduct for our suppliers. By the end of 2023, we will have achieved a relevant understanding of all relevant carbon emissions from our operations.

- In 2022, a specialised company recycled 66,160 kg of our PVC canvas.
- We reduced CO₂ by 276.000 kg through the use of low-carbon aluminium profiles.

We aim to achieve our Group-wide goals of a paperless office by end 2023 and eliminate single-use plastics by end 2024. From 2025, all new lease cars to be ordered will be green or electric.

Internal engagement: LDB Boost

In 2022, the Rental Projects Division launched an interactive internal programme, 'LDB Boost'. This programme was developed for new and present employees of the division, representing different departments from both office and operations. The core objective of the programme is to get to know each other better and get acquainted with the work of others within the division. During the programme, the focus is on emphasising core values, providing and expanding knowledge of processes and systems, and sharing information about our programmes and how we implement them. CSR was one of the main topics on the agenda, moderated by the division's CSR team lead, and lead to a discussion on why sustainability was such a core theme within Losberger De Boer.

Sustainable transport solutions

Transport is a large contributor to our carbon emissions. It is also one of the areas where significant improvements can be made in terms of reducing energy and emissions. That is why we have been working intensively for years to reduce these

transport related emissions. We evaluate various means of transport (including by rail, which has a relatively low carbon factor). Moving materials directly from project to project wherever possible instead of via our warehouse, can reduce as much as about 10% our overall carbon footprint. Another approach to contribute to more sustainable and environmentally friendly transport is the opportunity we offer our customers to choose HVO as an alternative and more sustainable energy source. We also cooperate more with our transport partners to include certified carbon neutral transportation which we can currently offer to our clients.

Integrating CSR principles in procurement

Losberger De Boer has integrated CSR principles into the procurement processes and decisions of the Group companies. SDG 12 'Responsible consumption and production' is the key SDG where Procurement can find results as we work with our (preferred) suppliers on the supply chain, sustainable spending, and in- and outsourced production. The CSR theme will recur in Procurement reports consisting of defined metrics

to measure our progress in this area. In 2022, the Rental Projects Division has been the first division to start using these reports.

From 2022 on, all contracted suppliers will have to sign the Code of Conduct of Sustainable Supply (CoC) as an integral part of the contract. In the future, only new and one-off suppliers complying with this code will be eligible for partnership. In this way, we are working step by step to make our supplier base more sustainable; sustainability is a must-have instead of a nice-to-have.

Our customers also demand sustainable solutions for their projects, for example in the areas of energy, lighting and signage. We help customers make informed choices for the most sustainable solutions based on a regularly updated supplier matrix. In 2022, we have developed a comprehensive CoC preferred-supplier matrix for sustainable procurement. All signed CoCs are archived in VendorLink, our supplier management platform. We also plan to develop a tool that substantiates sustainable choices for our customers through our supplier library.

Modular Systems

The Modular Systems Division supplies both standardised and highly customised containers and modular systems to commercial/industrial and public end customers, e.g. containers for school, nursery and office buildings.

In 2022 we carried through various CSR initiatives, such as increasing Health & Safety for our employees and working on for equal opportunities and an inclusive workspace, helping us prepare for achieving our goal of obtaining DIN ISO 14001 for our division.



Rüdiger Stipp
CEO Modular Systems Division



The Modular Systems Division (MSD) is working on a broad programme of CSR activities and aims to further structure and develop this programme in 2023. Key activities are the evaluation of our CSR performance by an external auditor, improving our supplier assessments regarding compliance with our CSR objectives and meeting the requirements of DIN ISO 14001.

Sustainable design of modular systems

Starting with the design of modular systems, our engineers consider the carbon footprint of the solution we deliver to our customers. By using lighter and more durable materials, the solutions we offer for kindergartens and schools, for example, are lighter in weight and more flexible in use than conventional and heavy traditional structures.

The preference to work with local suppliers also contributes to minimising our carbon footprint.

Equal opportunities and inclusive workplace

An important part of our human resources policy is the attention we actively pay to diversity, inclusiveness and equal opportunities. This is integrated into our recruitment, training and promotion policies.

We believe it is important that young employees can develop further and advance in a healthy way based on a jointly established roadmap. This is also important for the company because it allows us to stand out in a positive way on the labour market and to attract the most talented people. In this area, too, we do not limit ourselves to our own organisation, but check, for example, whether our suppliers comply with regulations regarding the application of minimum wages for their employees.

Increasing Health & Safety

More and more employees find a healthy workplace an important criterion when choosing a new employer. MSD has developed a varied programme in the field of 'Health & Safety' to support its employees.

Various initiatives are available:

- Business Bike Leasing for all our employees;
- Fitness programmes such as a cooperation with a gym provider;
- Height-adjustable desks for our employees at the office;
- Waste separation and recycling towels in production and office;
- Strict follow up of HSE regulations, also contractually agreed with our subcontractors.

The positive effect of this programme is visible, e.g. in our overall sickness rate (approx. 4.5%), which is significantly lower than the average in the construction industry in Germany (6%).

Energy saving programmes

Energy saving programmes and replacing fossil fuels with more sustainable energy sources are an important part of the division's CSR programme. In 2022, for example, a programme was launched to achieve the electrification of our business vehicle fleet with a completion date of 2025. Six electric car charging points have now been installed for this purpose. We are also opting for more sustainable solutions in our production environments, for example by installing LED lighting instead of the old linear lights and by switching from fossil fuels to electric heat pumps in office buildings.

Reducing paper consumption

MSD is well on its way to achieving its goal of a paperless office by the end of 2023. A reduction programme developed with employees at the Mannheim site is bearing fruit after we started this initiative in mid-2022.

Implementation of an environmental management system

To further implement our management system in the field of CSR, we have achieved the following certificates in 2022:

- Certificate for DIN ISO 9001
- Certificate pre-qualification as a suitable company for public procurement and public tenders
- Certificate RAL Gütezeichen Stahlsystembauweise (RAL quality label for steel system constructions)
- Certificate DIN-EN 1090

Rapid Deployment Systems

The Rapid Deployment Systems Division provides functional and rapidly deployable solutions designed primarily for (international) military and humanitarian organisations and used as, for example, mobile hospitals, field camps and military hangars.



We continued to work on improving our performance in 2022, such as by developing more energy efficient innerliners for our P-Range hangars. For 2023, a key goal is to achieve both ISO 14001 (environmental management system) and ISO 45001 (health and safety).

Gilles de Paillerets

CEO Rapid Deployment Systems Division



The Rapid Deployment Systems Division (RDS) has extensive experience in the humanitarian and disaster relief sector, including working hand-in-hand with numerous NGOs and international institutions. They are able to provide short-term emergency replacement facilities within days of natural disasters, such as fires, floods and storms. Also due to the environment in which RDS operates, the company adopted the UNGC's Ten Principles at an early stage. Losberger De Boer RDS, through Losberger SAS, joined the United Nations Global Compact back in 2015, qualifying with a Global Compact Active level.

Committed to the community

RDS is very sensitive to the social impact of its actions and contributes to social causes every year. The division seeks to put its skills to the benefit of social and humanitarian organisations wherever it can. RDS believes it is important to make its community involvement tangible and to have an impact on the causes it supports. In 2022, it has done so by various activities, like supporting the 4L Trophy with student military doctors, sponsoring youth aviation talents and supporting various other sporting, community and charitable organisations. A valuable contribution to the local community is the material support to the Restos du Coeur in the Mornac region, a French charity that distributes food to the homeless.

Equal opportunities and diversity

RDS pursues an active human resources policy in which it encourages the diversity of its workforce by employing people with different nationalities, cultural backgrounds and by recruiting more female employees and employees with a disadvantage on the labour market.

Sustainable Product Development

In the design phase of new products, RDS's product developers always look for solutions that also bring about improvements that contribute to sustainable applications. In 2022, for example, RDS started developing a new liner for the product P-Range to reduce energy consumption for heating and cooling. This liner innovation will also be applied to other models. In addition, RDS has launched the new DST unit, an innovative inflatable unit with very good thermal and acoustic insulation specifications. These advantages will significantly reduce the use of heating and air conditioning.

Reducing paper consumption

RDS is participating in the Group-wide goal of achieving a paperless office. The division has created its own IT tools for communication and document exchange which allow any employee to manage their projects remotely. Also, electronic files can be exchanged both internally and externally. These tools avoid paper printing. With a number of additional activities, the division is well on its way to the paperless office.

Implementation of an environmental management system

To accelerate the division's environmental approach, a series of new environmental protection targets will be developed. Therefore, the company will evaluate its environmental performance and integrate environmental aspects into its management system, with the aim of continuously improving its environmental performance. By 2023,

RDS aims to be certified for ISO 14001 (environmental management system) and ISO 45001 (health and safety).

Zero tolerance for corruption

RDS does not tolerate any practice of corruption, active or passive, direct or indirect, for the benefit of public sector and private sector actors. RDS has established trade compliance monitoring requirements and formalised a rigorous programme to prevent corruption and to encourage a culture of honesty and fairness. This corruption prevention programme incorporates the requirements of existing international conventions and national regulations.

To ensure that this programme is deeply embedded in the organisation, appropriate information is regularly disseminated to all RDS employees, regardless of their level of responsibility and position. This programme includes internal self-assessments that are audited annually by a third party, training and awareness sessions for all employees on the subject of compliance, and campaigns to raise staff awareness of the risks related to the use of social networks.



We are convinced that cooperation with all parties in the chain is the foundation for 'doing good business'.

Onno Koole
Group Marketing Director

Sustainable relationships

Awareness is growing

'We see an increasing interest and need in the market and with our customers to include ESG objectives in the design of buildings and events. This ranges from calculating the carbon emissions of such a project to specific questions from customers on how we can build as sustainably as possible.' Onno Koole, Group Marketing Director at Losberger De Boer, sees awareness among clients increasing rapidly. 'We used to get occasional questions about the sustainability of our solutions, but in recent years this is more and more becoming a recurring requirement.'

Integrated approach

The foundation of corporate social responsibility is a strategy that balances social, environmental and economic aspects. The big challenge is to ensure that these aspects are properly secured and kept in balance in day-to-day business activities.

Losberger De Boer have their roots in family businesses. We are convinced that cooperation with all parties in the value chain is the foundation for 'doing good business'. A good relationship with employees, customers and suppliers is key in this respect. We see this through our long-term partnerships with all three groups and we measure it. In fact, they are major components in our strategy, with concrete KPIs, reports and improvement programmes.

Losberger De Boer has been measuring its customer and employee satisfaction for almost 15 years now. Customer satisfaction is measured continuously through the Net Promoter Score (NPS) method, while employee satisfaction is measured through an annual benchmarked survey. As a result and over time, the company has developed a very good insight as to the areas, where customers and employees value Losberger De Boer most and where there is need for improvement. Over the years, Losberger De Boer has managed to achieve a constant and high level of results. The overall NPS rating for 2022 was +67 (2021: +77 and 2020: +74), with an average rating of 8.9 (2021: 9.2 and 2020: 9.1). The Employee Satisfaction Score 2022 was 7.9 (2021: 7.8 and 2020: 7.7).

Rewarding initiatives

'We receive very high ratings from our customers, with particular appreciation for the way we engage with each other, the commitment of our people and the drive to create something meaningful together. We always encourage local entrepreneurship and own initiative, and at the same time, we link and stimulate all initiatives in areas such as sustainability to achieve maximum impact. By combining all that energy and creativity, we want to keep the appreciation of our customers and employees as high as possible.'

Ambitions, progress and programme 2023

"After we released our first CSR Report in 2022, we saw the awareness about CSR grow within our Rental Projects Division." Barbara Hendriks-Kalksma, Senior Account Manager Global Events and CSR Team Leader Rental Projects Division, is reasonably satisfied with the progress made in 2022 in the division.

"We would have liked to do more in the Rental Projects Division, but the 'post-Covid' period was very busy. Still, we are certainly not dissatisfied. We now have about 70% of our carbon footprint in focus and will uncover the remaining information in 2023. Then we will also be able to define our reduction targets more sharply and develop and implement the necessary programmes to achieve these goals.

Moreover, the increased awareness in the organisation also creates new energy and creativity. For example, how do you deal with the construction drawings on extra-large paper for the workshop if you are aiming for a paperless office? How do we engage

with our suppliers so that they can also contribute to our CSR goals? Which product applications can we offer our customers to improve our project carbon footprint?

Internal knowledge transfer certainly contributes to the development of more sustainable solutions. For example, our Rapid Deployment Systems Division developed inflatable DST units. These structures have distinct advantages. For example, they are extremely robust and durable with excellent thermal insulation for reduced heating and air conditioning consumption. Because they are easier to transport and assemble, they are also very suitable for uses in the Rental Projects Division. This is a good example of how we are able to mutually reinforce each other. The many examples show that sustainability has definitely become a key topic at all levels within the organisation."•

Cooperation leads to more sustainable solutions

Barbara Hendriks - Kalksma

Senior Account Manager Global Events and
CSR Team Leader Rental Projects Division

Focus on the entire supply chain to achieve greater impact.

Thomas Specht

Director QHES & Procurement
Aluminium Systems Division

The Aluminium Systems Division has a robust history when it comes to the development and execution of a comprehensive CSR programme. Thomas Specht, Director QHES & Procurement of the Aluminium Systems Division, explains that the division has already been in the process of setting up a broad-based CSR programme for several years. "Every three months, our CSR Team discusses the progress of our CSR programme with the management team. This way, we keep close watch on the progress and the results we achieve. When appropriate, we can then actively make the required adjustments."

All locations within the Aluminium Systems Division contribute to the CSR programme with their own local programmes. These range from making business and supporting processes more sustainable, to improving the quality of the working environment up to the development of partnerships and activities with local community organisations. All activities are carefully monitored to ensure the progress of the programme. Management of the programme has also been improved thanks to our cloud-based management system roXtra.

"In 2022, we also started a more active approach in communicating with our own employees to increase awareness and commitment to CSR. We organise events, meetings and publish a dedicated CSR newsletter. We find it important that every employee contributes in his or her own way to improving our working and living environment. Whether privately or at the company".

In addition to further improvements within the programme, the division aims to achieve its certification for ISO 45001, the international standard for health and safety at work, in 2023. We also look forward to tackling the challenges presented by the increasing focus on improvements that can be achieved within the entire supply chain, such as determining the origin of the materials procured by the division and making more well-considered sustainable choices. •

Accelerating Losberger De Boer's ESG programme

To accelerate our CSR programme, we worked hard in the past reporting year to further embed our CSR programme throughout the whole organisation. The results are reflected in this CSR Report. Since we have started with our journey with a structured and company-wide CSR approach, we are happy to see enthusiasm and support for it within Losberger De Boer. We come across numerous activities and programmes in many different places in the organisation. 2022 has therefore shown itself to be the year we were able to engage our employees, to further expand our CSR policy throughout the company and to achieve results.

To further professionalise our programme, we have started a partnership with an external specialist in ESG & Sustainability Intelligence. This consultancy will support us, among others, in the following areas;

- Further improving our EcoVadis performance;
- Preparing for the upcoming Corporate Sustainability Reporting Directive (CSRD) legislation;
- Calculating our Corporate Carbon Footprint (CCF);
- Analysing double materiality (impact on people and nature, and financial);
- Implementing the Global Reporting Initiative (GRI) framework.

Measuring our performance

The sustainability policies of the Rental Projects' Division at Losberger De Boer have been assessed by EcoVadis since 2021. EcoVadis is an internationally renowned, evidence-based platform that assesses organisations' social, ethical and environmental.

The 2022 EcoVadis Scorecard results for the Rental Projects Division showed a slight improvement with an overall score of 58/100 (2021: 56/100). With this result, Losberger De Boer placed itself among the top 25 percent of companies assessed by EcoVadis. For this achievement, Losberger De Boer has been awarded a Silver EcoVadis Medal. This improvement is mainly due to the higher score for 'Sustainable procurement'. The other three components 'Environment', 'Labour & Human rights' and 'Ethics' remained the same. This recognition encourages our organisation to continue to work on improving our performance across the whole company.

Silver medal

Losberger De Boer joined EcoVadis in 2021 to measure its performance on a structured and transparent basis. Our objective is to measure the quality of our CSR management system through our policies, actions and the impact we can achieve. This will help us to improve our business performance and go beyond strict legal requirements, while complying with legal requirements.

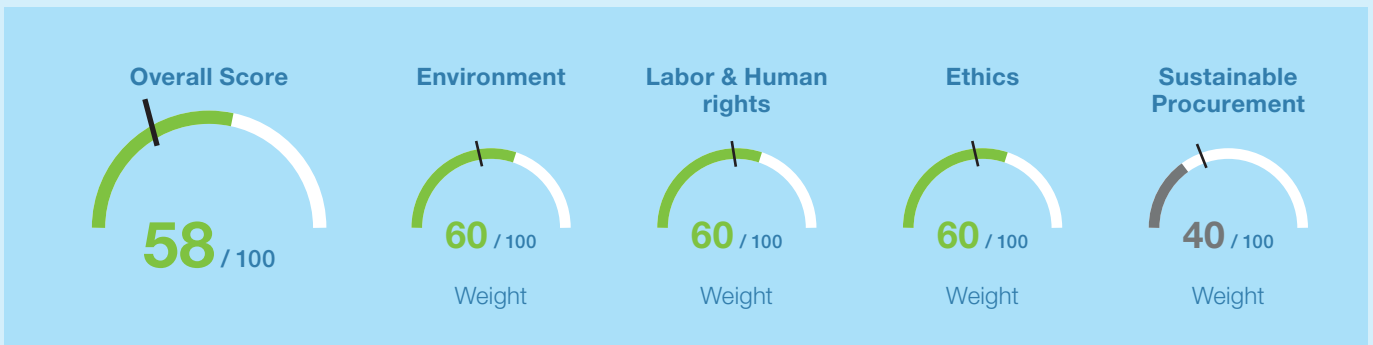


ISO 14001

In 2010, the first business units that are now part of the Losberger De Boer Group achieved ISO 14001 certification, and they have maintained that certification ever since. ISO 14001 is an internationally agreed standard that sets out the requirements for an environmental management system. Through ISO 14001, we keep a check on our environmental management system processes and work on getting better every time.

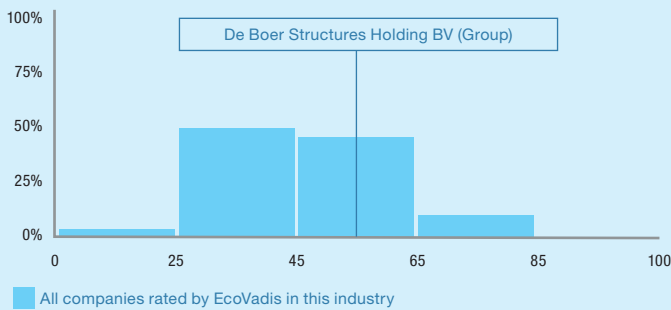
Sustainability performance

● Insufficient
 ● Partial
 ● Moderate
 ● Advanced
 ● Outstanding
 \ Average score

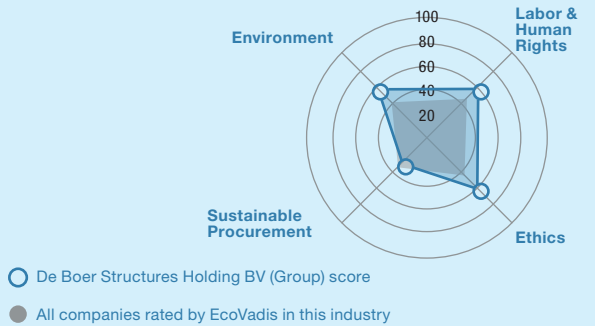


Source: Ecovadis

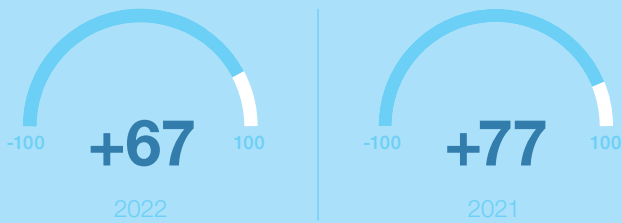
Overall score distribution



Theme score comparison



Net Promoter Score



Employee Satisfaction Score





LOSBERGER DE BOER