how we create more value together

sustainability report 2025







40 years

ALVERO
office furniture rental



Ardaan Spruijt
operations director

foreword

We have deliberately chosen not to open this report with a classic foreword that looks back on what we have done. For us, sustainability does not begin with accountability after the fact, but with how we work and make choices every day. At Alvero, we believe in use as our starting point. Not as part of our strategy, but as its foundation. It determines how we handle everything that has value. Because what stays in use retains its value. What is no longer used can gain new value elsewhere. That conviction shapes how we look at furniture, people and collaboration.

In our furniture, by purchasing consciously, maintaining it and deploying it for as long as possible across multiple customers and applications. This keeps furniture moving and lets materials retain their value, from user to user and from application to application.

In our people, by investing in craftsmanship, development and sustainable employability. Because talent, too, retains its value when you invest in it and give it room to grow.

And in our collaboration, by working with partners who take responsibility for their role in the chain. Not just up to the moment of delivery, but throughout the entire life cycle.





We therefore deliberately define use more broadly than materials alone. It is about getting maximum value from everything we deploy, with as little waste as possible. In doing so, we also want to avoid sustainability being reduced to a single aspect, such as reuse or circular furniture. Those are important elements, but they are not the core. The core is how we deal with ownership, commitment and responsibility.

In this report, we show how we do that. Not as stand-alone initiatives, but as a coherent way of working across three pillars: materials, people and the chain.

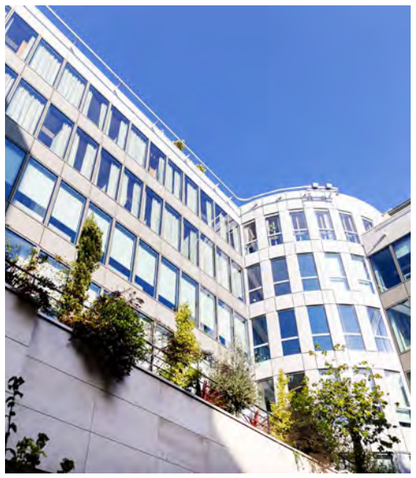
For us, use is not a trend or a model.

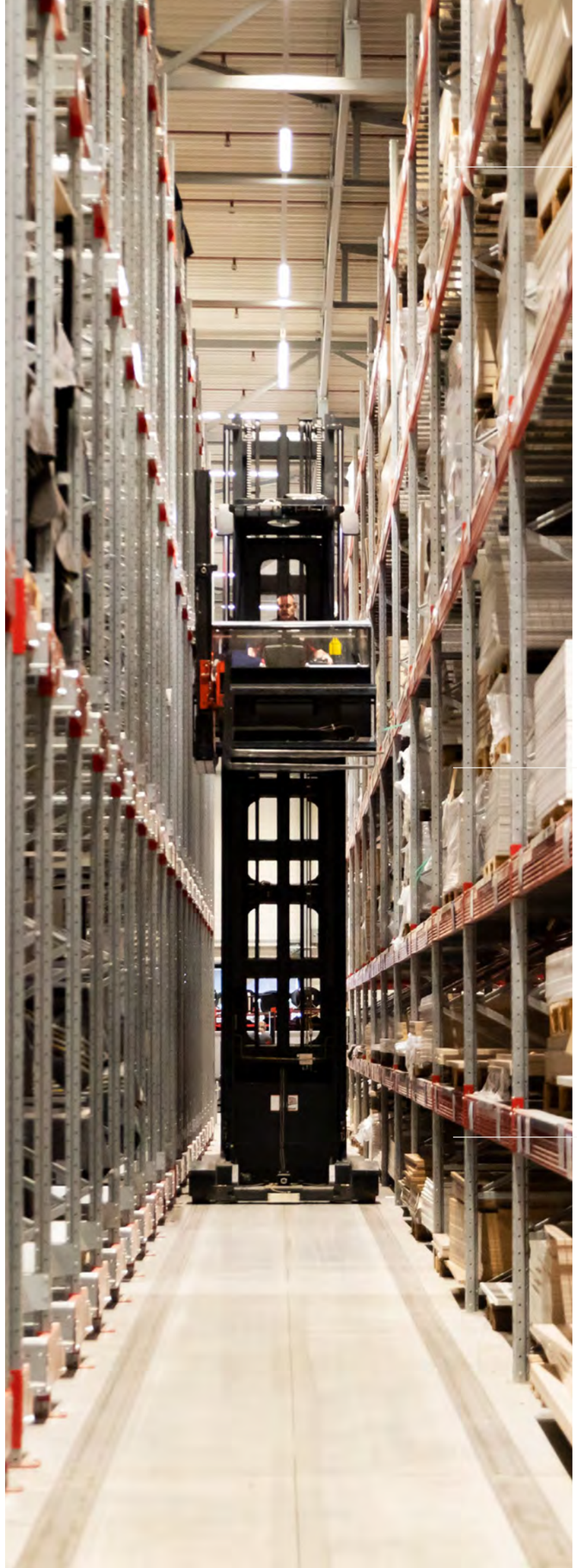
It is how we work.

ESG pillars

Sustainability can be measured across three pillars: Environmental, Social and Governance. In our sustainability policy, we give these our own interpretation, so that we can apply them to our own operations and services.







environmental

keeping furniture in use

We believe furniture should be used to the fullest. That starts with use: organisations deploying only what they actually need, and returning surplus furniture or furniture in need of repair so that it can be redeployed elsewhere. Because we remain the owner of the furniture we rent out, we make sure that every piece is thoroughly inspected, maintained and made available again for the next customer as quickly as possible on its return.

We also actively invest in extending the lifespan of every piece of furniture. By repairing rather than replacing, and by systematically tracking quality and condition through our RFID system, furniture remains usable for many years and dozens of usage cycles. Our pay-for-use model gives us a direct incentive to invest in this: the better our furniture performs in terms of lifespan, the better it is for both our customers and for us.

social

nurturing talent

Here, too, we build on what is already there: talent. We first make the most of the talent within our organisation, through training, coaching and room to grow. Only when extra capacity or specific expertise is needed do we bring in talent from outside. Wherever possible, we work with people who are distanced from the labour market and with young people who have fewer opportunities. This way, we make optimal use of talent and make a lasting contribution to society.

governance

taking chain responsibility together

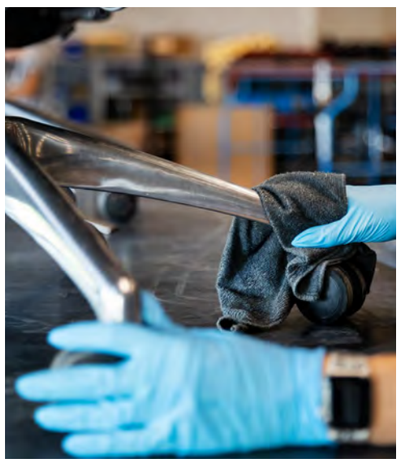
Alvero already works with existing links in the chain towards a circular working environment. That collaboration is not a plan for the future; it is our daily practice. In this chapter, we explain how, together with our suppliers and partners, we make the most of furniture and redeploy it within the chain.



our organisation

Alvero Kantoormeubelverhuur, founded in 1986, has grown into one of the largest office furniture rental companies in the Netherlands, with branches in Germany, Belgium and France. From our locations in Oosterhout, Cologne, Paris and Antwerp, we serve businesses, government bodies and events with flexible workplace solutions, from a single desk for one day to hundreds of workstations for several years. Alvero delivers quickly and efficiently thanks to one of the largest office furniture inventories in Europe and its own logistics.

To manage our inventory of more than a million pieces of furniture, we developed our own system based on RFID technology. It records the quantities at customer sites and in our warehouses, and logs the maintenance history of every piece of furniture.



products, services and markets

Alvero rents out and manages office furniture for temporary and long-term use. Our services cover the delivery, installation, maintenance and return logistics of desks, chairs, tables, sofas and other office furnishings. Through the Alvero Furniture Management System (MMS), we also provide insight into and management of the entire furniture fleet. We are active in business services, government, education and the events sector, serving customers who value flexibility over ownership as well as customers who specifically choose the certainty of maintenance, management and redeployment through our model.





sustainability at Alvero
10 | 11

what we do with furniture
12 | 23

what we do with people
27 | 31

what we do in the chain
38 | 43

results and actions
44 | 45

SME CSRD table
46 | 51

sustainability at Alvero

For Alvero, sustainability is a fundamental part of how we do business. Our business model is circular by origin: we rent out furniture instead of selling it, and we remain the owner throughout its entire lifespan. Thanks to our pay-for-use model, we have a direct incentive to invest in quality, maintenance and redeployment. This contributes to a more efficient use of raw materials and to extending the lifespan of every piece of furniture.

In addition, we offer customers who want to manage the use of their own furniture access to the Alvero Furniture Management System (MMS). This RFID-based system tracks the location, condition and history of each piece of furniture. This allows us to keep track of quantities, location and history per item. On request, we share this information with customers, giving them insight into what they have in use and what is eligible for redeployment.





We report in accordance with the CSRD SME standard (VSME), covering both the Basic and the Comprehensive Module. This report covers the sustainability performance of our subsidiaries: Alvero Netherlands, Belgium, Germany, France and AMM.

Our reporting focuses on greenhouse gas emissions, circular use of raw materials and waste reduction, working conditions, health and safety, and transparency on integrity and governance. These topics are organised into three strategic pillars: Furniture (Environmental), Talent (Social) and Chain (Governance).

To safeguard our sustainability efforts, we align with recognised standards and certifications. We are FSC-certified for responsible forest management, and we hold ISO 14001 certification for environmental management, ISO 9001 certification for quality management and VCA certification for safety, health and the environment. In addition, through the Science Based Targets initiative (SBTi), we have committed to science-based climate targets in line with the Paris Agreement. We explain these targets further in the Climate change chapter.

what we do with furniture

the core of our circular strategy: the R-ladder in practice

At Alvero, circularity has no fixed definition. It is a way of working that we apply along the steps of the R-ladder. The ladder describes a hierarchy: the higher up the ladder, the greater the environmental benefit. We always strive to score as high as possible. Because we remain the owner of our furniture fleet, we have a direct incentive to actually do so: the longer a piece of furniture lasts and the more often it is reused, the greater the value it delivers for our customers, for the environment and for us. Below, we show for each step what this looks like for us in practice.



According to the LCA comparison, a rented office chair causes 31.3% fewer CO_2e emissions for a customer than a purchased office chair. That figure shows in concrete terms what the R-ladder delivers in practice.



R-ladder according to Alvero

Refuse & Rethink

from ownership to use

Through our pay-for-use model, ownership shifts to use: customers pay for what they actually deploy, not for what they own. This gives customers a direct incentive to return furniture they temporarily no longer need, rather than putting it into storage. In this way, we prevent overproduction and overconsumption at the source, before a single piece of furniture even has to be produced.

Reduce

fewer new items through higher utilisation

Because furniture comes back after every contract and is redeployed, it can serve multiple customers over time. One desk therefore effectively replaces several desks that would otherwise each have had to be purchased individually. The higher the utilisation of our fleet, the less new purchasing is needed.

Reuse

direct reuse without major processing

The core of our model. Furniture that one customer no longer needs returns to our depot, is inspected and cleaned, and is deployed at the next customer. Through our MMS, we track the location, condition and history of each piece of furniture, making redeployment a verifiable and auditable process.

Repair & Refurbish

keeping it usable for as long as possible

We fix minor defects such as castors, gas lifts and upholstery through repair. Furniture that looks dated but is still technically sound is refurbished: new upholstery, new paint or new parts. Replacement with new furniture is always the last step, never the first.

Remanufacture

giving parts a second life

Wherever possible, parts are reused in other used products. We do this together with suppliers, with whom we are having these conversations more and more often. When purchasing new items, we deliberately focus on quality and sustainability: furniture that lasts, has a modular design and preferably consists of recycled or certified materials such as FSC wood.

Recycle

only when there is truly no other option

Only when a piece of furniture has gone through all the previous steps and can no longer be used are its materials recovered through recycling. This is deliberately the last step: recycling costs energy and delivers less environmental benefit than preserving the product.

purchasing and waste figures

Purchasing and inventory growth

In 2025, purchasing fell by 26.6% to 93,714 items, following the exceptional growth in 2024 driven by large-scale events and a rising demand for flexible workplace solutions. Compared with 2023, purchasing is still 18.1% higher, reflecting the structural growth of the furniture fleet. These figures only include items with a purchase value of at least one euro.

We encourage suppliers to map the CO_2 emissions of their furniture through a life cycle assessment (LCA), so that we can gradually replace generic and spend-based emission factors with product-specific data. In 2025, we received an LCA study from our main supplier. By now, 34% of our purchase value is covered by an LCA. For the remaining furniture, we continue to use generic factors. This larger volume of product-specific data shows that actual emissions are higher than previously calculated. Based on these more accurate insights, we have also applied a correction to previous years.

year	purchased goods (items)	purchased goods per euro revenue	% change (items)	revenue share covered by LCA
2023	79,375	0.0056	-	19%
2024	127,741	0.0057	+61%	19%
2025	93,714	0.0043	-26%	34%



waste and repurposing

Alvero actively works to limit waste and to repurpose materials. Through partnerships, we supply furniture and materials for reuse, maximising both the ecological and the social value of our products.

Total waste volume fell slightly in 2025, by 5% to 230,095 kg, based on the waste report from our waste processor. This excludes the foreign branches, but does cover the majority of our waste: items that the foreign branches can no longer make usable are returned to the Netherlands for processing. Extending the measurement is being investigated for 2026.

waste stream	2024 (kg)	2025 (kg)	% change
mixed wood	26,450	-	-100%
commercial waste (residual + mixed)	129,380	168,320	+30%
metals	37,000	28,000	-24%
paper and cardboard	45,800	31,300	-32%
plastic film	3,650	2,475	-32%
total	242,280	230,095	-5%
kg waste per euro revenue	0.01085	0.01048	-

In 2025, the mixed wood was not handled by the waste processor but repurposed through external parties.

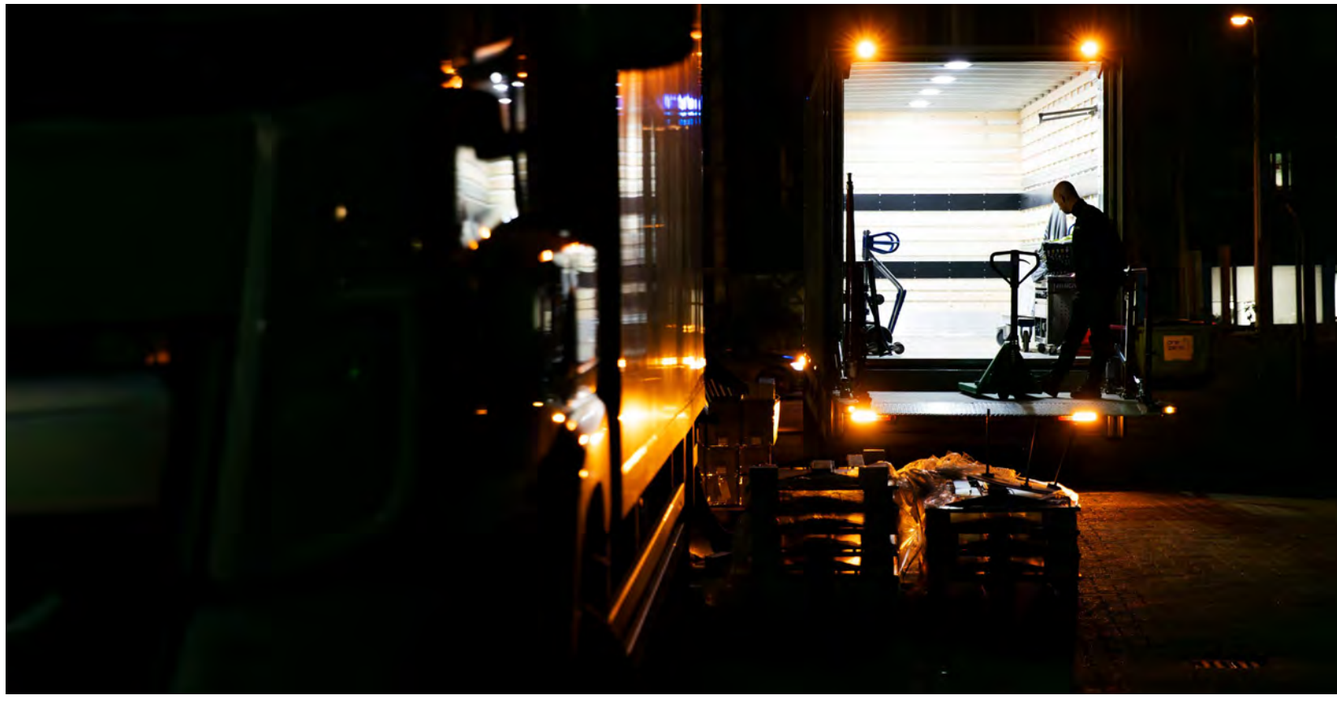
The 30% increase in commercial waste to 168,320 kg calls for follow-up action. The main cause: for some waste streams, the effort of dismantling and separating does not outweigh the environmental benefit, so material is disposed of as mixed commercial waste. In 2026, we will take a better approach to this, and we will report on progress in our 2026 report.

climate change

Alvero's CO_2 footprint 2025

In 2025, Alvero's total CO_2 footprint was 3,576.4 tonnes of CO_2e. This is a slight decrease compared with the figures for 2024 (3,805.5 tCO_2e). We report greenhouse gas emissions within scopes 1, 2 and 3, in accordance with the Greenhouse Gas Protocol. All greenhouse gases have been converted into CO_2 equivalents (CO_2e) based on the 100-year Global Warming Potential (GWP100). Emission factors have been updated to their 2025 values.

category	2024 (tCO_2e)	2025 (tCO_2e)	% 2024-2025
scope 1 emissions	543.3	560.7	+4%
scope 2 emissions	4.1	0.0	-100%
scope 3 emissions	3,262.1	3,015.8	-8%
total emissions	3,805.5	3,576.4	-6%
kg CO_2e per euro revenue	0.164	0.163	-1%



The decrease in scope 3 in 2025 is mainly the result of lower furniture purchasing, which fell from 127,741 to 93,714 items. This translates directly into a 5% decrease in emissions from purchased furniture, from 2,575.9 to 2,453.3 tCO_2e. Purchased furniture therefore remains by far the largest source of emissions within scope 3.

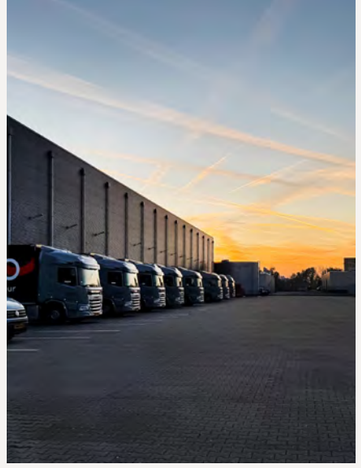
Outsourced transport fell by 39%, from 389.4 to 236.6 tCO_2e. This is mainly due to the lower number of large-scale events in 2025. Events create peak loads in logistics for which external transport is necessary, and that volume was significantly lower in 2025 than in 2024. Commuting rose by 19%, from 110.4 to 131.5 tCO_2e, in line with the growth of our workforce. To limit this increase, we offer employees charging facilities for electric vehicles at the workplace and a cycle-to-work scheme. The other categories remained relatively stable.

Compared with the previous report, the 2024 emission figures have been corrected on several points. Firstly, the LCA study from our main supplier led to an upward correction of emissions from purchased furniture. The increase therefore does not reflect a rise in our purchasing (which actually fell), but a more precise measurement based on product-specific data. For truck fuel consumption, a recheck revealed that the emissions of the German branch had not been fully processed due to an error in internal reporting; these have now been corrected. This increase also carries through to indirect fuel emissions, as these are calculated as a derivative of total fuel and energy consumption.

#	scope	category	2024 (tCO_2e)	2025 (tCO_2e)	%
1	scope 1	gas consumption for heating	47.1	58.6	+24%
2	scope 1	truck fuel consumption	492.0	502.0	+2%
3	scope 2	electricity consumption	4.2	0.0	-100%
4	scope 3	purchased furniture	2,575.9	2,453.3	-5%
5	scope 3	commuting	110.4	131.5	+19%
6	scope 3	business travel	15.4	14.1	-8%
7	scope 3	indirect fuel emissions	171.1	180.3	+5%
8	scope 3	delivery by third parties	389.4	236.6	-39%

fuel consumption: greater use of biofuels

To calculate emissions from freight transport, total fuel consumption is linked to emission factors per fuel type. In 2025, Alvero consumed a total of 198,434 litres of B7 diesel, 19,862 litres of HVO100 and 6,078 litres of E10 petrol. The share of HVO100 thus amounted to 8.9% of total fuel consumption, compared with 5.8% in 2024*. (*A correction has been applied to the 2024 fuel consumption emissions, now also including part of the foreign emissions of the German and French branches.)



Extending the reporting scope to include the foreign branches has led to a higher corrected emissions figure for 2024. Because this extension was implemented during 2025, the share of HVO100 has not yet been able to develop fully in line with the target. In 2026, we are committed to a substantial scale-up of HVO100, which we expect will bring us to a share of 30% of total fuel consumption.

site	B7 diesel (litres)	HVO100 (litres)	E10 petrol (litres)	total (litres)
Netherlands (NL)	148,775	19,862	2,611	171,248
Germany (DE)	39,580	-	-	39,580
France (FR)	10,079	-	3,467	13,546
total	198,434	19,862	6,078	224,374

HVO100 is a renewable fuel that reduces CO_2 emissions by around 90% compared with conventional diesel. From 2026, Alvero will fill up with HVO100 at its own site in the Netherlands, to meet the growing need for CO_2 reduction. As a result, trucks operating from the Netherlands, including those that operate abroad on a structural basis, will use HVO100. The roll-out is therefore not geographically limited, but tied to the Dutch home base of our fleet.





energy use: a smaller footprint through 100% green electricity in the Netherlands

Total electricity consumption of the Alvero Group in 2025 was approximately 290,165 kWh. All our branches in the Netherlands, Germany and France use green electricity. Choosing green electricity results in zero scope 2 emissions under the market-based method.

Gas consumption relates exclusively to the Netherlands and amounted to 32,946 m³ in 2025, resulting in 58.6 tCO_2e (scope 1). Because we rent our Dutch premises, we are in discussion with the owner about making the building more sustainable. Total energy consumption of the Alvero Group in 2025 thus comes to approximately 612 MWh, of which 290 MWh (47%) is renewable electricity and 322 MWh (53%) is natural gas.

method	2024 (tCO_2e)	2025 (tCO_2e)	explanation
market-based (scope 2)	4.2	0.0	based on energy contract
location-based (scope 2)	122.8	149.8	based on average grid mix per country
gas (scope 1)	47.1	58.6	NL gas consumption 32,946 m³

biogenic emissions

Alvero also reports the biogenic emissions released when HVO100 is burned. Under the Greenhouse Gas Protocol, these are not counted in scope 1 emissions, because the CO_2 released was previously absorbed from the atmosphere by plants and therefore does not constitute new emissions on balance. They do, however, provide insight into the total carbon flows of our fuel mix. In 2025, biogenic emissions totalled 84.4 tCO_2e. A high biogenic figure is positive: it means we are using more HVO100 to replace fossil diesel.

site	diesel (litres)	HVO100 (litres)	petrol (litres)	biogenic emissions (tCO_2e)
Netherlands (NL)	148,775	19,862	2,611	75.2
Germany (DE)	39,580	-	-	7.0
France (FR)	10,079	-	3,467	2.3
total	198,434	19,862	6,078	84.4

targets 2030

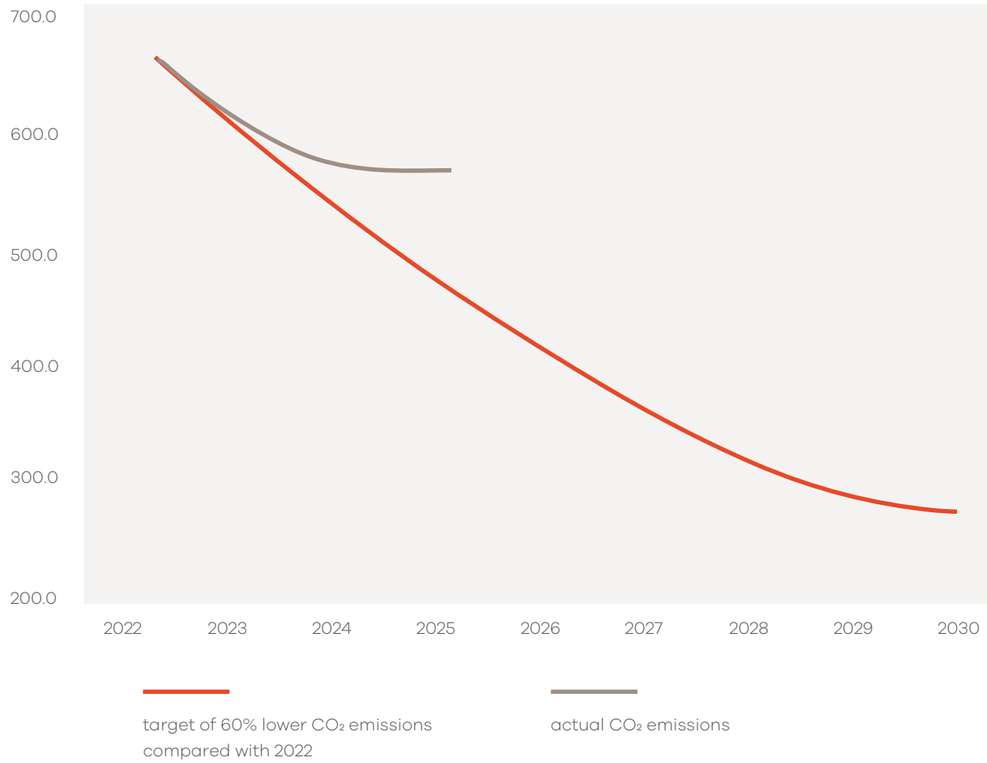
As an office furniture rental company, we want to make a demonstrable contribution to reducing CO_2 emissions. Not because we have to, but because it fits the way we do business. By structurally lowering our emissions, we contribute to the collective effort to limit global temperature rise. Our climate strategy includes both an absolute target and an intensity target, both set in accordance with the SBTi methodology with 2022 as the base year.

target 1: SBTi+ target — 60% absolute reduction in scope 1+2

The first target is an absolute reduction target for scopes 1 and 2. Although the SBTi assumes a 42% reduction by 2030, Alvero has raised its ambition to 60%: the SBTi+ target. Since the 2022 base year, absolute scope 1+2 emissions have fallen from 668.3 to 560.7 tCO_2e (–16.1%). This means that almost a quarter of the total reduction required by 2030 has been achieved.

	2022 (baseline)	2023	2024	2025	2030 target
scope 1 + 2 (tCO_2e)	668.3	613.9	558.3	560.7	267.4
reduction vs. 2022 baseline	-	-8.1%	-16.5%	-16.1%	-60%

In 2025, scope 1+2 emissions stand at 560.7 tCO_2e, against an annual target of 474.0 tCO_2e. This represents a 16% reduction compared with 2022. However, we are still 18% above the linear target for this year. The overshoot is attributable to the correction of the trucks' diesel consumption, which now also includes emissions from the foreign branches. Because this measurement error only came to light in the last quarter of 2025, there was insufficient time to adjust course. For 2026, we are tightening the quarterly monitoring of fuel consumption, so that deviations from the SBTi annual target can be identified and addressed in good time.

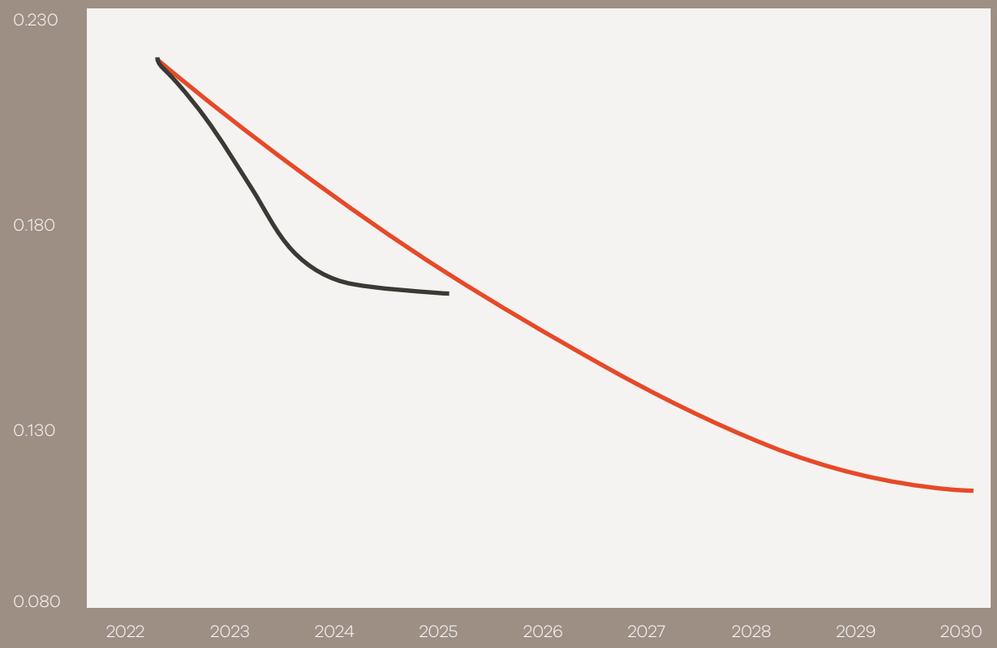


In addition, we are committed to a significant scale-up of HVO100: in 2026, we will commission our own fuelling facility in the Netherlands, allowing our trucks to run on HVO100 much more often. We are actively following the development of electric trucks. In 2026, we will test models from manufacturers including Renault and Mercedes to see whether they already offer sufficient loading capacity and range to be deployed structurally as replacements for the current diesel fleet.

target 2: intensity target — 50% reduction per euro of revenue

Alongside the absolute target, an intensity target has been set: a 50% reduction in CO_2 emissions per euro of revenue (scope 1+2+3) compared with 2022. On this intensity measure, Alvero is ahead of the 2030 pathway: emissions per euro of revenue have fallen by 25.8% since 2022, whereas the linear pathway would require 18.8% at this stage. Because the reporting scope has been extended and both reported CO_2 emissions and revenue are increasing, this target remains relevant as a measurement tool.

	2022 (baseline)	2023	2024	2025	2030 target
scope 1 + 2 + 3 per euro of revenue (kg CO_2e/€)	0.220	0.196	0.165	0.163	0.110
reduction vs. 2022 baseline	-	-10.8%	-25.0%	-25.8%	-50%



In 2025, intensity fell further to 0.163 kg CO_2e per euro of revenue. This is a reduction of 25.8% compared with the 2022 baseline (0.220 kg CO_2e/€), putting Alvero 3.3% below the planned pathway towards the 2030 target. The smaller marginal decrease is as expected: the low-hanging fruit within scope 1+2 has been picked, and further reduction increasingly depends on emissions from purchased furniture. Our suppliers are actively working on sustainability, we are in ongoing dialogue with them on this, and we expect further insights and results on their side in the coming years. Alvero is also working on a gradual transition to electric trucks and is further integrating sustainable purchasing criteria into its supplier selection policy.

The first track is volume: purchasing less new furniture by using existing furniture for longer and more intensively. This is the direct driver of scope 3 and ties in with our R-ladder and the Alvero Furniture Management System (MMS). By increasing the utilisation of our fleet and using furniture for longer through repair and refurbishment, one piece of furniture replaces several new purchases.

The second track is data and supplier collaboration: improving the CO_2 performance of what we do purchase. In 2025, 34% of our purchase value was covered by an LCA. This allows us to steer on actual emission data per product instead of on averages. At the same time, we are talking with our suppliers about CO_2 reduction in their own production, choice of materials and packaging, and we take CO_2 performance into account in supplier selection.

We do not set a separate absolute reduction percentage for scope 3: emissions move closely with purchasing volumes, which in turn depend on customer demand. The intensity target (50% reduction per euro of revenue) therefore remains the key measure of our overall climate performance, including scope 3.

what we do with people

diversity in our workforce

In 2025, Alvero had 96 employees across the Netherlands (82), Germany (8) and France (6). The workforce consists of permanent and part-time employees. It is periodically supplemented with temporary agency workers; this category is not included in the figures. Of our own employees, 20.8% are women and 79.2% are men.

focus on training and development

Safety training such as VCA, VOL-VCA and Code 95 is mandatory for relevant positions. Quarterly meetings and toolbox meetings promote knowledge and awareness of safety and the environment. Alvero encourages further training and regularly organises staff events. We also help colleagues in our field service obtain their heavy goods vehicle licence, which contributes to their future prospects and engagement.





our people — key points 2025

embedding quality and safety

Alvero is VCA, FSC, ISO 9001 and ISO 14001 certified. Guidelines and working methods for safety, quality and working conditions are set out in our internal business management system (BMS). Guidelines for safety, conduct and working conditions are laid down in house rules and staff documentation, available via the intranet and website. New employees are actively introduced to these when they join. Monthly inspections and regular consultations ensure that what has been learned is actually put into practice.

Alvero has policies in the following areas: safety and working conditions, privacy, business conduct, and purchasing. These policies are available internally to employees.



communication and review

The works council meets monthly and holds a consultation with the director every two months. This promotes internal dialogue and the review of personnel policy. Awareness of safety and the environment is actively encouraged through the intranet (PLEK) and RI&E evaluations (risk inventory and evaluation).

incidents 2025

No serious workplace accidents were recorded in 2025. Our policy on safety and working conditions is continuously monitored and tightened where necessary. There were no incidents relating to child labour, forced labour or discrimination.

absence and employment terms

Sickness absence in 2025 was 6.81%, up from 4.3% in 2024. This increase is related to two cases of long-term absence.

Alvero offers competitive terms of employment, clear internal guidelines and short lines of communication.

focus on health and wellbeing

Alvero offers periodic health checks (PAGO), confidential advisers for psychosocial support and guidance from an external safety expert.





gender diversity in management

Of the 11 managers within Alvero, 27.3% are women. This includes management positions within all subsidiaries.

our contribution to society

As a company, we are part of the world around us. We take responsibility for that, in a way that fits how we work. Here, too, use is our starting point.

How do you make the best possible use of resources, talent and collaboration, and ensure that what has value keeps its value? That is how we look at social impact.

collaboration with sheltered workshops

Alvero believes in doing business with social impact. That is why we deliberately work with PSO-certified partners: organisations recognised for their commitment to people who are distanced from the labour market. By purchasing from them, we contribute to a more inclusive society and encourage social entrepreneurship within the chain.





building a more resilient future together with UNICEF

Together with UNICEF, we also contribute to projects that make a direct difference. In Côte d'Ivoire, plastic waste is turned into building blocks for classrooms. This not only tackles a waste problem, but also creates access to education. In Madagascar, we support the development of climate-resilient villages, where communities gain access to clean water and basic services. Initiatives in which smart use and social progress come together.

unicef
Business Buddies

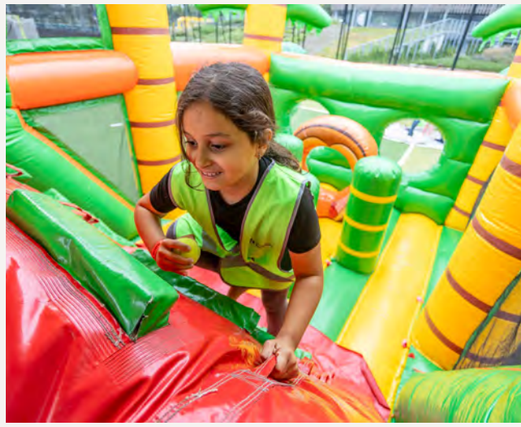


our social involvement through BrabantSport

Closer to home, we work with BrabantSport towards a stronger and more vital Brabant. As a partner, we contribute to initiatives that encourage talent development, inclusion and innovation. For example, every year we are involved in the Spelen (Games) in Eindhoven, a day on which sport brings people together and shows what is possible, especially for young people and for people for whom taking part is not a given. Sport as a means to develop, to connect and to increase opportunities.

BRABANT SPORT









we also give our supporting materials a second life

Smaller, practical initiatives also show how value can be retained. Materials that no longer serve a direct purpose for us can still be meaningful elsewhere. For example, pallets from our warehouse were given a second life via HOFF Offices at Stichting Kindervakantieweek Warmond, a children's holiday week foundation, where children used them to build huts. A simple example, but exactly what it is all about: what is still usable stays in use.



proud partner of Future Up Netherlands

We are also a member of Future Up Netherlands, the network of companies working towards a sustainable and fair economy. Here, we share knowledge, learn from other organisations and actively contribute to the transition to a way of working in which value, wellbeing and responsibility come together.

This is how we fulfil our role in society. Not through isolated initiatives, but from the same idea that recurs throughout our organisation: making sure that what has value is used as well and for as long as possible.

what we do in the chain

a responsible supply chain

Alvero is committed to a responsible and sustainable supply chain. One of the most important instruments for this is the FSC label (Forest Stewardship Council), an internationally recognised standard for responsible forest management, which allows us to demonstrate that the wood in our furniture comes from well-managed forests where ecological, social and economic interests are kept in balance. Alvero is FSC-certified and aims to purchase as much FSC-labelled furniture as possible.

We also prefer to purchase from Dutch and European suppliers, to reduce our ecological footprint and support local economies. Our suppliers are increasingly selected on the basis of ecological and social criteria, with the origin of products, the materials used and working conditions as key points of attention.

Our strategic priorities for the chain focus on circularity and climate change, and on embedding sustainability targets in the decision-making of the organisation and its partners. We also actively encourage suppliers to limit material use where possible and to use as much recycled material as possible. The ability to replace individual parts is also taken into account in our supplier selection: furniture that is repairable and modular lasts longer and fits better with our circular way of working. This is a standing topic of discussion with suppliers and a concrete criterion when deciding whether an item is included in our range.

responsible purchasing: from policy to measurable results

As in 2024, Alvero wrote to all suppliers in 2025 asking them to provide LCA data, so that we can include CO_2 emissions per product in our calculations. The largest suppliers in terms of furniture spend were actively approached.

This policy is starting to deliver results. We now have product-specific LCA data for around 34% of our purchase value, including an extensive study from our main supplier that we received in 2025. Another concrete result: the share of FSC-certified tabletops in our purchasing rose from 71.5% in 2024 to 84.0% in 2025. Although FSC cannot be passed on as a label within a rental model, we actively strive for the highest possible share of FSC-certified wood in our wood purchasing.

These are not one-off actions, but steps in a growing supplier responsibility programme that we will continue in 2026 and expand further in the years ahead.



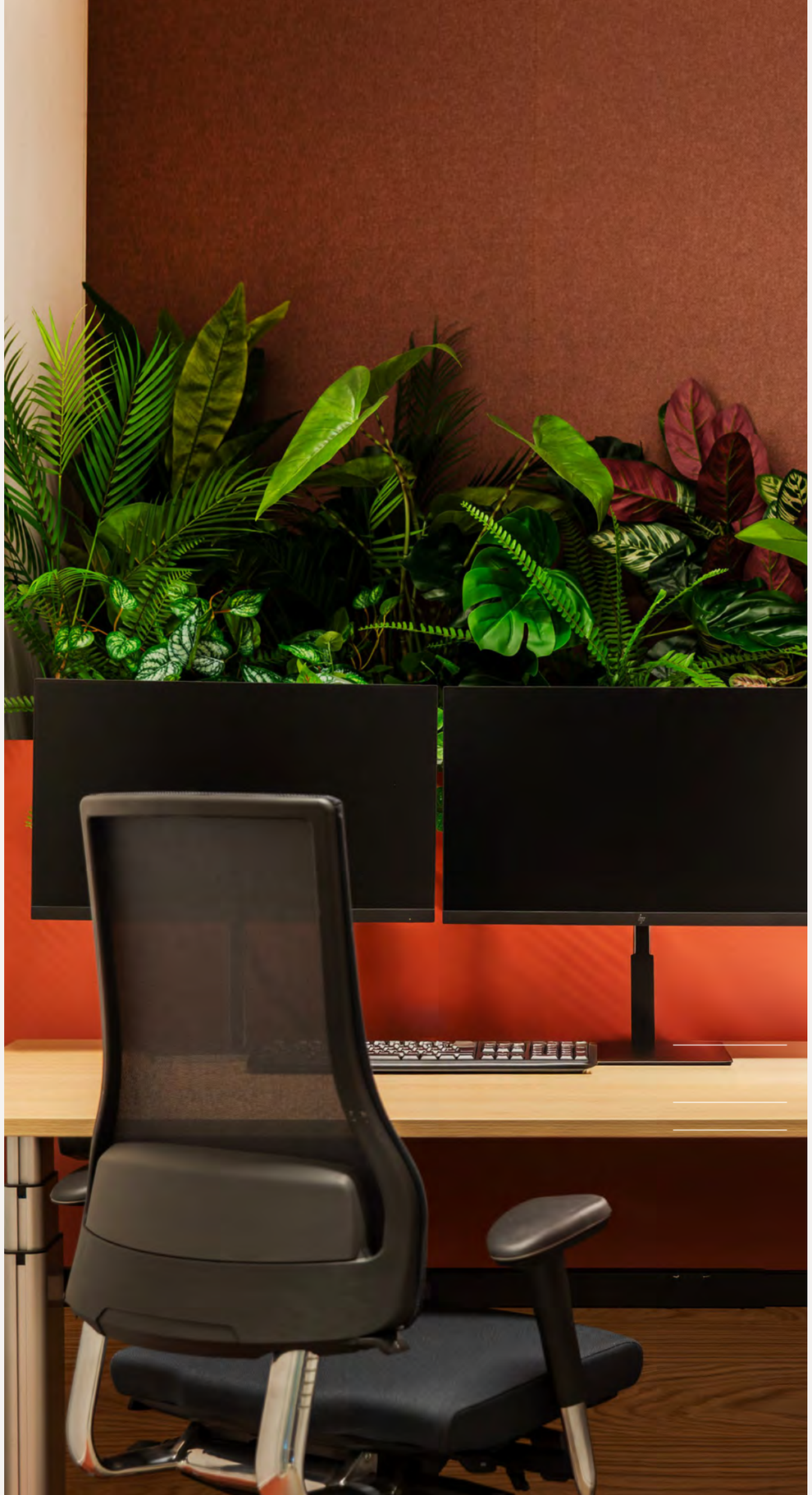


responsible value chain

doing business ethically

Integrity is at the heart of Alvero's business. We have a zero-tolerance policy towards corruption and unethical behaviour. In 2025, no cases of corruption or unethical conduct within our organisation were reported. No convictions or fines were imposed for corruption or bribery.

Our certifications, including ISO 9001, ISO 14001 and VCA, underline our commitment to quality and safety. In 2025, there were no incidents relating to child labour, forced labour, discrimination or data breaches.





appendices

overview of our actions

domain	chapter	actions 2026
furniture	circularity	Extend furniture lifespan through reuse and repairs; improve source separation of recyclable materials Add an LCA/EPD requirement as a purchasing criterion for new/largest suppliers Extend waste reporting to foreign branches (DE, FR, BE); currently only NL is measured
	climate change	At least 30% of logistics kilometres driven on HVO100 or electricity. Explore adding the first electric box trucks Set up quarterly scope 1+2 monitoring
social	health and safety	Continue safety policy and work procedures; use training moments to further strengthen awareness of health and safety
	social contribution	Continued support for UNICEF projects and BrabantSport Expand purchasing from PSO-certified suppliers
governance	responsible value chain	Intensify collaboration with suppliers on ecological and social criteria

SME CSRD table

requirement	description	section
B1-24(a)	Module chosen: Basic or Comprehensive	sustainability at Alvero
B1-24(c)	Reporting on an individual or consolidated basis	sustainability at Alvero
B1-24(d)	List of subsidiaries with their registered addresses	our organisation
B1-24(e)	Legal form, NACE code, balance sheet, revenue, employees, locations, geolocation	our organisation (partially)
B1-25	Certificates or sustainability labels obtained by the organisation	sustainability at Alvero; our people
B2-26(a)	Practices for transitioning towards sustainability	circularity; climate change; responsible value chain
B2-26(b)	Sustainability policies, whether or not publicly available	sustainability at Alvero
B2-26(c)	Future sustainability plans	circularity; climate change
B2-26(d)	Targets for monitoring policies and progress	climate change

B1-24(e)	Legal form, NACE code, balance sheet, revenue, employees, locations, geolocation	our organisation (partially)
B1-25	Certificates or sustainability labels obtained by the organisation	sustainability at Alvero; our people
B2-26(a)	Practices for transitioning towards sustainability	circularity; climate change; responsible value chain
B3-29	Total energy consumption in MWh, broken down by source	electricity consumption
B3-30(a)	Scope 1 greenhouse gas emissions in tCO_2 equivalents	climate change
B3-30(b)	Scope 2 emissions (location-based) in tCO_2 equivalents	electricity consumption
B3-31	Greenhouse gas intensity: emissions divided by revenue	climate change
B7-37	Application of circular economy principles	circularity
B7-38	Annual waste, broken down by type and reuse/recycling	circularity
B8-39	Number of employees by contract type, gender and country	our employees
B9-41(a)	Number and rate of recordable work-related accidents	health and safety
B9-41(b)	Number of fatalities from work-related accidents or illnesses	health and safety

B10-42(a)	Do employees receive at least the statutory minimum wage?	our people
B11-43	Number of convictions and fines for corruption/bribery	doing business ethically
C1-47(a)	Significant groups of products and services	our organisation
C1-47(b)	Main markets served	our organisation
C1-47(c)	Main business relationships	our organisation
C1-47(d)	Strategic elements affecting sustainability	our organisation
C2-48	Sustainability practices, policies and initiatives	our organisation
C3-54(a)	Target year and target value for CO_2 reduction	climate change
C3-54(b)	Base year and base value for targets	climate change
C6-61	Existence of a human rights policy or code of conduct	our people
C7-62(a)	Confirmed incidents of child/forced labour, discrimination	doing business ethically