

Sustainability policy

This policy:

- is implemented by Boels Topholding B.V. and all its subsidiaries (Boels Group);
- is under the governance of Boels Group's Sustainability Steering Committee;
- covers all material topics defined in the Corporate Sustainability Reporting Directive;
- is part of our SHEQ management systems and covers all relevant ISO 9001, 14001, 45001, 50001 requirements;
- is reviewed regularly to ensure relevance to and compliance with the latest requirements;
- is available for all interested parties via this [link](#).

Vision

Shared resources simplified

Mission

To lead our markets by being the rental partner of choice for customers and offering the best quality equipment and the highest levels of service from our team of passionate people.

Customers

Access to high-quality information, health and safety

We place our customers at the heart of everything we do. Our goal is to contribute to their sustainable productivity through high-quality rental equipment and services and digitalised solutions. We support our customers in creating a safe working environment by sharing knowledge, exchanging experiences and offering training. We help our customers minimise their climate impact; we contribute to environmental services and advocacy by increasing circularity, investing in the most modern, durable technologies and offering resource-efficient and fossil-free alternatives. We aim to phase out or limit hazardous substances in our products and operations. Active collaboration with our customers, suppliers and other stakeholders is the key to the further development of sustainable rental solutions.

Employees

Health and safety

We are committed to empowering our employees to act safely and take care of their personal health and well-being. We adopt a health-promoting approach, ensuring physical, mental and social well-being for all our employees. The creation of a safe and supportive work environment is a top priority and we continuously strive to improve working conditions to facilitate the achievement of our zero-accident target. At Boels Group, we foster a strong health and safety culture across all levels of the organisation. Our top-down leadership and bottom-up engagement encourage and value employee feedback and active participation. We believe that safety is a shared responsibility and that every voice contributes to a safer workplace. We provide our employees with the skills and tools they need to consistently and effectively assess risks and take appropriate safety measures. To support this, we provide employees with all the equipment, resources and training needed to raise awareness and strengthen safe behaviours.

Working conditions, diversity, training and development

We are committed to treating our employees in an open, honest and equal way. Our focus is on an unbiased recruiting process and a commitment to equal pay and promotion opportunities. We encourage a diverse and inclusive culture, in which all employees of different ages, genders and backgrounds have the same opportunities for development. We support career development and promote internal mobility across roles, departments and locations to encourage employees to achieve their full potential. We value social dialogue as a vital part of our organisational culture and foster open communication and collaboration between employees and management.

We prioritise competency-based and compliance training to ensure our employees are equipped with the skills, knowledge and behaviours they need to perform their roles safely, responsibly and in accordance with local regulatory and group-wide standards.

Environment

Climate change, energy and waste

We continuously work to mitigate our climate impact by reducing energy consumption and increasing the use of renewable energy and circularity of both our products and operations. By renting our equipment and machines to customers, we operate within a sharing economy model that stimulates efficient resource utilisation and minimises environmental impact throughout the product life cycle. We aim to significantly lower emissions across our entire value chain via fleet electrification and close cooperation with our suppliers and customers. We are committed to improving the efficiency of our logistics and transport systems by smarter routing, the reduction of fuel use and the optimisation of delivery processes.

We are actively investing in the electrification of our fleet and exploring opportunities for the use of biofuel and alternatives. We are investing in energy-efficient technologies, services and designs that have the potential to contribute to long-term energy performance improvements in our facilities and installations. We reduce, reuse and recycle materials, reduce waste and handle hazardous waste properly. To support these efforts, we provide employee and customer training that raises awareness and encourages energy-efficient behaviour in daily operations and equipment use.

Governance

Corporate culture and the management of supplier relationships, corruption and briber

We respect human rights throughout the value chain and support the Ten Principles of the United Nations Global Compact relating to human rights, labour, environment and anti-corruption. These principles are embedded in our governance processes and business practices. We also offer access to transparent grievance and whistleblowing mechanisms.

We ensure compliance with national and local laws and regulations and uphold our codes of conduct, which cover integrity, anti-corruption, non-discrimination and environmental responsibility, amongst other things.

To lead the way in the advancement of sustainability in our procurement process, we engage with suppliers to set clear expectations and requirements.

We expect all suppliers and business partners to demonstrate high ethical standards. We also aim to prevent human rights violations, environmental harm and unethical practices via responsible sourcing, due diligence and proactive risk management.

Quality

Statements

We deliver quality through professionalism, reliability and a customer-focused mindset. We take ownership, work together and continually improve to ensure operational excellence and consistency across all our locations. We actively engage with our stakeholders to understand their expectations, learn from feedback and results and embed continuing improvement in our working methods. Boels Group is committed to engaging in all its activities responsibly, in compliance with applicable laws and in alignment with our safety, integrity and sustainability values.

Boels Group's Strategic Board endorses this policy and ensures that sustainability is integrated into our business strategy and operations. Enforcements and progress are monitored in audits, inspections and reviews.

Sittard, the Netherlands, 8 December 2025

Pierre Boels
CEO Boels Rental