

Rensa Family Sustainability report 2025

Jur Hofland, Sustainability coördinator

Pascal Mulder, Communication advisor

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Inhoud

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Introduction

Sustainability is an integral part of the strategy at Rensa Family. As a family company, the organisation is dedicated to solutions that contribute to a future-proof society and a resilient installation sector.

Rensa Family is an international family company of wholesale businesses and service providers in the professional installation sector, with sixteen companies across the Netherlands, Germany, and Romania.

Rensa Family includes companies such as Rensa Heating & Ventilation, G  vier Bathroom & Sanitary, DTC-Elektro, DEWEtech (Germany), and Uniprest (Romania). Rensa Family companies actively work towards making logistics and mobility processes more sustainable. In 2023, the organisation was the first technical wholesaler in Europe to achieve the fourth Lean & Green Star. <https://rensa.nl/mvo/lean-and-green>

Rensa Family does not only deliver products and services but plays an active role in the energy transition. Together with customers, suppliers, and partners, we develop solutions that reduce energy consumption and limit the impact on climate and environment.

Sustainability goals

1. Supporting the Energy Transition

Rensa Family delivers products, services, and systems via its market organisations that contribute to energy efficiency and sustainability of buildings and industry. The assortment includes heat pumps, solar panels, ventilation systems with heat recovery, energy storage, low temperature heating, and refurbished components.

2. Reducing CO₂ Emissions

The organisation reduces its own ecological footprint by making sustainable choices in operations. This includes electrifying mobility, reducing packaging material and waste, energy savings in offices and distribution centres, and aiming for climate-neutral operations in the future.

3. Collaboration in the Supply Chain

Rensa Family companies join suppliers, manufacturers, and customers to collaborate on sustainable product development and knowledge sharing. This accelerates innovation and supports the implementation of energy-efficient and environmentally friendly technologies.

4. Circular Economy

Circularity is fostered through initiatives such as Rensa Refurbished, in partnership with subsidiary Inxeon. Furthermore, Rensa Family participates in sector-wide and local circular projects, including Stadsmijn Achterhoek. This prevents waste and promotes reuse within the supply chain.

5. Sustainable Customer Projects

Companies within Rensa Family support customers in sustainable projects by providing advice, guidance, and execution. The focus is on solutions that reduce energy consumption and limit environmental impact.

6. Investing in Innovation

The organisation continuously invests in innovation within the installation sector. Digital solutions, new technologies, and data-driven approaches play a central role, focusing on further reducing energy use and CO₂ emissions.

Towards a Sustainable Future

Rensa Family combines sustainable business operations with supporting customers through energy-efficient solutions. This contributes to a future-proof technical sector and society.

The energy transition requires efforts from the entire supply chain. Therefore, Rensa Family actively involves employees and partners in its sustainability ambitions, including the 'SamenGroen' working group. Sustainability is embedded in the organisation, both in business operations and in the product and solution offerings.

Progress is monitored through established themes and reporting lines, in accordance with the Corporate Sustainability Reporting Directive. In 2025, part of the organisation will meet level 3 of the CO₂ Performance Ladder. Additionally, several sister companies participate in programmes such as Lean & Green and EcoVadis.

Summary in Rensa Family Figures 2025

RENSA
FAMILY

CO₂ emissions: 8,832,695 kg CO₂

CO₂ reduction compared to 2024: 12.6% reduction

Sustainability programmes: - CO₂ Performance Ladder
- Lean & Green
- EcoVadis

Number of electric trucks: 6 trucks, 5 vans

Litres of HVO100 transport: 779,590 litres NL, 95,043 litres DE

Litres of HVO20 transport: 68,201 litres

Number of electric passenger cars in the Netherlands: 88 cars

kWh Green electricity: 3,054,722 kWh

CO₂ reduction by Rensa Refurbish: 216,567 kg CO₂

RFC Waste increase compared to 2024: 56.8 tonnes

RFC Packaging increase compared to 2024: 1.3 tonnes
personenauto's

Rensa Family Strategy: 'Growing Together'

Key sustainability message

Sustainability is part of who we are as Rensa Family. Within our 'Growing Together' strategy, we work together on the energy transition and on reducing our impact on the environment and society.

We do not work separately; it's precisely the connection between companies, employees, and partners that allows us to progress towards energy and CO₂ neutrality and reduce the environmental burden from packaging and more. Together, we build a future-proof organisation and sector.

Background and context

The energy transition requires focused and clear choices. We feel responsible to actively take on this role—not only within our own organisation but also together with customers, suppliers, and other partners in the supply chain. Rensa Family makes sustainability an integral part of its strategy. Thus, we translate our sustainability ambitions into concrete focus areas. This helps us work purposefully, set priorities, and track progress. The focus is on themes where Rensa Family can exert influence and where the impact on people, the environment, and the market is greatest

Focus Areas

The sustainability strategy focuses on the following themes: • Responsible value chain

- Circular products and services
- Climate effects of products sold (scope 3)
- Transportation and logistics (scope 3)
- Waste and packaging
- Greenhouse gas emissions from own operations (scope 1 and 2)
- Health and well-being of employees
- Safety

These themes form the basis for policy, actions, and monitoring at Rensa Family.

Fundamentals

Our approach stems from family values deeply engrained in the organisation. Cooperation, openness, transparency, and pride direct how we interact and make decisions. From these values, we focus on strengthening people, the environment, and the market, with a view to the long term and future generations.

Our pillars

1. People-oriented

Rensa Family creates the right conditions for a work environment where employees develop and stay vital. The focus is on education and craftsmanship, inclusion and diversity, and ensuring safe and fair employment conditions.

Additionally, the organisation supports social initiatives in which employees and stakeholders are actively involved, such as the Warmth for Children Foundation, Working on Craftsmanship, the SamenVitaal working group, and the Occupational Safety Committee.

2. Environmental conscious

Rensa Family targets reducing the group's ecological footprint. The focus is CO₂ emission reduction, more efficient use of resources, energy saving, and responsible waste processing. Business processes are geared towards efficiency and limiting environmental burden. Employees and supply chain partners play an active role. Examples include CO₂ monitoring, participation in Lean & Green, the SamenGroen working group, electrification of mobility, and more sustainable packaging.

3. Market-oriented

Rensa Family promotes transparency towards suppliers, customers, and other stakeholders. Through cooperation and knowledge sharing, the organisation supports sustainable innovation within the supply chain and responds to changing market demands.

Supply chain collaboration

We work with industry organisations and partners on standards, data exchange, and pilots that accelerate sustainability. This helps us better support customers and take steps in circularity, packaging, and transport. Examples include participation in Lean & Green and the Packaging Sector Plan of Techniek Nederland, as well as collaboration around product and environmental data via 2BA and Supply Chain Standard. We also join (inter)national sector associations like Fedet and FEST, and regional initiatives such as Circle Region Achterhoek and projects around local roadside grass cardboard through the Raw Materials Collective Netherlands.

'Sustainability is everyone's responsibility'

Sustainability report 2025

4. Innovation and progress

Innovation is an important lever in the sustainability strategy. Rensa Family encourages continuous renewal to accelerate the energy transition and make sustainable solutions widely applicable. The organisation facilitates cooperation with companies, partners, and knowledge institutions, and supports initiatives aimed at clean technologies and sustainable logistics. Examples include the ZE-truck consortium Liemers and Achterhoek, ZE-service logistics as a service Groningen, projects around CO₂ and nitrogen allocation, and pilots with circular materials such as grass cardboard.

Organisation

Rensa Family is a family of technical wholesalers and service providers active in the professional installation sector. Companies within Rensa Family support installers and other professionals with products, systems, and services in areas such as heating, ventilation, cooling, sanitary, and sustainable energy systems.

The strength of Rensa Family lies in the combination of specialist knowledge, a high service level, and reliable, proprietary logistics. The companies not only supply products but also provide technical support, knowledge, and solutions to assist installers with their projects. Rensa Family consists of several companies, each with its own area of expertise and market position. Cooperation is central within this structure. The organisation operates from a long-term vision and attaches great importance to sustainable relationships with customers, employees, and partners.

Sustainability plays an increasingly important role. The companies actively contribute to making the installation sector more sustainable and transitioning to energy-efficient and eco-friendly systems.

Rensa Family Company

Within the group, Rensa Family Company acts as a central service provider and connector. The organisation has broad expertise and supports the companies within Rensa Family in daily operations and long-term development.

The specialised sales companies make extensive use of the knowledge and services of Rensa Family Company. This support includes logistics, HR, eCommerce and ICT, technical support, marketing & communications, and financial administration. Thus, Rensa Family Company forms the organisational backbone of the group.

In addition to operational support, Rensa Family Company guides strategy, vision, and core values. In this role, it safeguards cohesion within the group and fosters cooperation between companies, for example on sustainability, logistics, and digitalisation.

Rensa Family Company does not act as a sales organisation but creates the conditions within which the companies in Rensa Family can utilise and further develop their expertise.

Role and responsibilities

Strategic steering

Rensa Family Company develops and guards the long-term strategy of the group, steering joint goals including sustainability ambitions and ensuring alignment between strategy and execution.

Facilitating cooperation

The organisation encourages cooperation between group companies. Combining expertise, sharing knowledge, and tackling themes like sustainability and logistics together create synergy benefits

Culture and core values

Rensa Family Company preserves the family culture and core values of the group. Customer focus, reliability, and involvement are key principles.

Support and innovation

The organisation supports companies in technology, logistics, sustainability, and market insight, setting conditions for innovation and further sustainability in the installation sector.

Organisational foundation

Rensa Family Company ensures stable organisational and operational structure. This allows companies within the group to grow and develop in their own market and specialism.

Summary

Rensa Family Company is the strategic and organisational heart of Rensa Family. By providing direction, connecting, and facilitating, it ensures a joint course and supports the sustainable and innovative ambitions of the group.

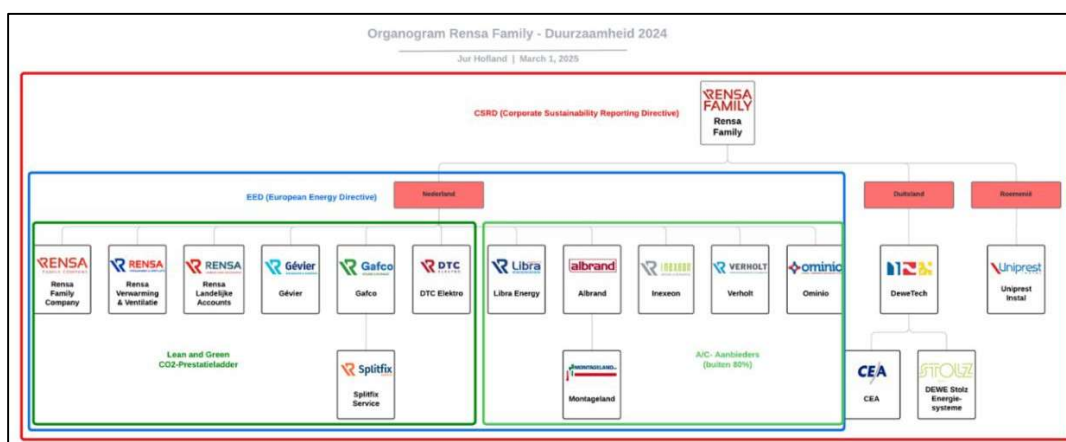
Organisation scope

Rensa Family complies with legislation regarding sustainability and related reporting obligations. Various group companies also participate in external sustainability programmes such as the CO₂ Performance Ladder and Lean & Green.



Rensa Family is required to report at the consolidated level from 2027 under the Corporate Sustainability Reporting Directive (CSRD). Preparations started in 2024, focusing on readying the organisation for adjusted reporting standards established at the end of 2025. As an interim step, Rensa Family is working towards a trial report over the 2026 financial year, serving to further strengthen processes, data, and governance.

Below is an overview of which companies fall under which legislation/programmes in 2025.



Stakeholders en materiality

Double Materiality Analysis (DMA)

In 2024, Rensa Family conducted a double materiality analysis to identify which sustainability themes are most relevant for both the organisation and its environment.

Two perspectives are investigated:

The organisation's impact on its environment (inside-out)

Effects of Rensa Family's activities on environment, society, economy, e.g., greenhouse gas emissions, resource usage, social impact within the chain.

The environment's impact on the organisation (outside-in)

External developments affecting Rensa Family, such as legislation, market demand, technological advancement, societal expectations around sustainability.

Combining these perspectives reveals which themes are truly material. The outcomes form a key foundation for Rensa Family's strategy, priorities, and reporting.

Process and approach

Three major steps visualised below and described further in this document. Sustainability consultancy 2BHonest supported Rensa Family in developing a CSRD-based materiality matrix. Both parties cooperated closely, with Rensa Family leading steps 1 and 2, and 2BHonest overseeing and advising.



Step 1: Inventory of ESG topics

The goal was to draw up a concept list of relevant ESG topics for Rensa Family, through internal and external analysis, resulting in a long list of themes.

Internal analysis

Strategic documents mapped to ESG themes/subtopics from European Sustainability Reporting Standards. Focused on themes relevant to Rensa Family and representative of practical sustainability challenges.

External analysis

Focused on companies in Rensa Family's markets (suppliers, customers, stakeholders), reviewing publicly available sustainability ambitions, targets, actions across ESG themes.

The combination yielded a list of relevant ESG topics for both Rensa Family and the sector as the basis for the longlist.

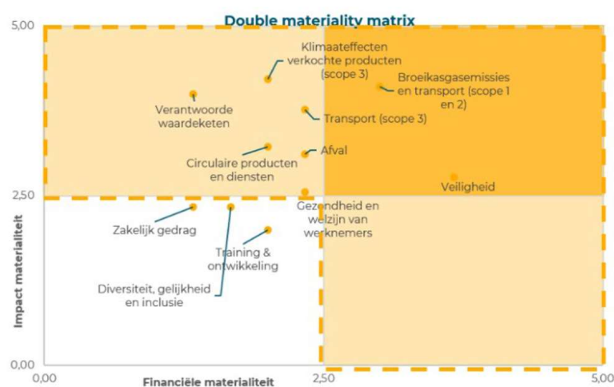


Geïnterviewde stakeholdergroep

Step 2: Stakeholder engagement

Aiming to assess double materiality via consultations to identify most relevant themes for stakeholders, reducing the longlist to a shortlist.

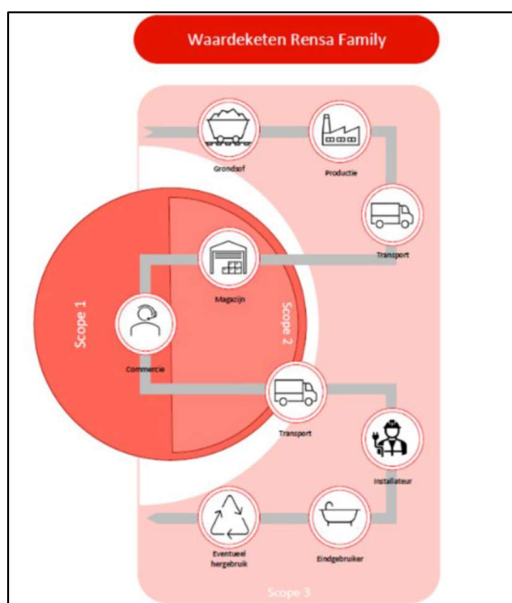
A stakeholder analysis mapped relationships between Rensa Family and stakeholders, assessing impact and influence. Results guided further materiality analysis.



Supply chain mapping

De Rensa Family's value chain is mapped from raw material extraction to end-of-life. The visual shows where Rensa Family's activities sit in the chain, relating to scope 1, 2, and 3.

This chain analysis is key for the double materiality analysis, showing where Rensa Family has direct influence and where impacts are via suppliers, logistics, customers, end users. Stakeholders were selected and ESG themes further analysed.



Stakeholder interviews

Seventeen interviews conducted: eight internal and nine external stakeholders. Using a fixed set of ESG themes (based on ESRS structure), the interviews provided insights to set priorities and reduce the longlist to a shortlist for step 3.

Step 3: Assessing double materiality

Double materiality assessed from two perspectives:

1. Rensa Family's impact on people, society, environment (inside-out)
2. Impact of external developments on Rensa Family's (financial) performance (outside-in)

Shortlist established; workshops held with internal experts to discuss three aspects for each theme:

- Context: relationship between organisation, supply chain, and ESG theme, strategic fit
- Triggers: behaviour, policy, or strategy factors influencing impact
- Impacts: effects on environment, people, society, financial position, risks and opportunities

Material themes for CSRD reporting

Based on double materiality analysis, the following are material for consolidated CSRD reporting:

E1 Climate
 E2 Pollution
 E5 Circular economy
 S1 Own employees
 S2 Employees in the value chain

These themes frame further policy, targets, and reporting.

Organisation and ESG teams

To structurally embed material themes, ESG teams are set up, each linked to a material theme and comprising content experts from the organisation. The ESG teams set direction for strategy, targets, and actions per theme, ensuring broad development and improvement organisation-wide, in line with the Rijnlands approach.

Tasks and method

- Teams work on execution and monitoring per theme, using PDCA (Plan-Do-Check-Act) improvement cycle.
- Each ESG team meets quarterly to discuss progress, bottlenecks, and best practices.
- Teams consist of theme experts and, where relevant, former Sustainability Taskforce members.
- Action owners are responsible for execution, tracking KPIs, milestones, and reporting to the team.
- Progress is centrally recorded and reported, with biannual input from ESG teams regarding progress, KPIs, improvement projects, risks, and CSRD compliance.
- Reports are shared in relevant meeting structures, including management and commercial meetings.

A central data collection and traceability system, based on PDCA, supports internal steering, reporting, and external audits.

Organisation scope CSRD

For CSRD reporting, a specific organisation scope is defined based on revenue and size. The following companies fall within this scope:

- Rensa Family Company
- Rensa Heating & Ventilation
- Gévier Sanitary & Bathrooms
- Gafco Cooling and Climate
- DTC Elektro
- Libra Energy
- DEWEtech
- Uniprest

People

Cooperation, openness, transparency, and synergy are the basis for how we work within Rensa Family. From these values, we nurture a culture of grassroots improvements, with employees actively contributing to the organisation's development.

Safety, health and vitality, and a responsible supply chain are central themes in our people policy, applicable to all employees in the Dutch organisations and European subsidiaries. Management is responsible for setting, implementing, and monitoring this policy.

Employees and organisation

Rensa Family has insight into staff composition, including total employees, distribution per company, and share of temporary and contract staff. These figures underpin policy on employability, safety, and employee development.

Human rights and labour rights

Respect for human and labour rights is self-evident. Our policy aligns with internationally recognised guidelines including UN Business & Human Rights principles, the ILO Declaration on fundamental principles and rights at work, and OECD guidelines for multinational enterprises.

We strive to uphold these rights within our own organisation and in the supply chain, complying with all relevant employer legislation. Measures are taken to identify and address potential negative impact on human and labour rights, including among supply chain partners.

Discrimination, intimidation, and unequal treatment are not tolerated—this is codified in our personnel guide and code of conduct. Special attention is paid to vulnerable groups when monitoring these principles.

Health and safety

We aim for a safe and healthy work environment for all staff. The impact of our activities is continuously reviewed, including warehouses, transport, and offices. Workplace accidents and absenteeism are actively monitored to guide improvements.

Measures include:

- Appropriate safety equipment for warehouse staff
- Ergonomic workplaces
- Supporting a healthy work-life balance

A culture of continuous improvement is central. Employees are encouraged to share signals and proposals regarding safety and well-being, considering issues such as aging and physical workload. Vitality and sustainable employability receive ongoing attention.

As a certified Code Healthy and Safe Warehouse company, corrective measures are taken when safety issues arise, with incidents registered and followed up at the appropriate level. Insights are used to improve safety policy and measures further.

How do we do it?

Rensa Family translates health, safety, and well-being policy into concrete initiatives and standard procedures, focused on prevention, awareness, and continuous improvement.

RI&E-team

Proactively works on workplace safety, responsible for risk inventory and evaluation, updating action plans. Composed of prevention staff, HSE coordinators, HR, managers, and external advisors as needed.

Information and awareness

Safety information is centrally available on Pulse, the digital workspace. Employees access the emergency plan, incident registration procedures, safety instructions, traffic rules, and PPE guidelines. Information is also shared periodically via training.

Code of conduct and integrity

With a whistleblower policy, staff can contact a confidant for questions or reports. Applies to all employees.

Emergency response (BHV-organisation)

Trained staff respond to emergencies such as accidents, fire, evacuation. Exercises held annually; training remains current.

Introduction and instruction

New employees undertake an induction programme including safety and health, led by managers and with access to the staff handbook.

Protective equipment

Appropriate protective clothing is supplied, matched to tasks and risks.

Health and well-being

Great importance is attached to health, vitality, and job satisfaction. Physical and mental vitality supports sustainable employability and reduces absence risks.

SamenVitaal working group

Promotes health and well-being, focusing on supportive work environments, balance, job satisfaction. Initiatives include health programmes, awareness campaigns, advice to HR and management, support for reducing work pressure.

The good conversation

Ongoing dialogue between employees and managers, focusing not just on performance, but also development, well-being, collaboration. Covers development goals, job satisfaction, vitality, and teamwork, less formal than traditional reviews—a continuous conversation.

Provider menu

Employees have access to additional support and services, arranged with the manager and HR for tailored guidance.

Absenteeism

Preventive approach, transparent expectations in the employment relationship, with a focus on development, vitality, and support. Goal for 2028: office absenteeism below 4% or industry benchmark, warehouse/transport below 8%. Baseline established; managers are explicitly tasked with realising these goals. Improved role clarity and use of provider circle will be explored.

Employee satisfaction

Monitored via surveys; in 2024, Rensa Family Company scored 7.9. Goal for 2028: minimum 8.0 average. Annual surveys and tailored improvement measures introduced as needed.

Work ability

2028 goal: at least 85% of employees score 'good' or higher. Department heads play a key role in recognising bottlenecks and discussing energy sources and load capacity with employees, supporting sustainable employability.

Diversity and inclusion

Rensa Family distinguishes two aspects of diversity: employees with a distance to the labour market and diversity in gender, ethnicity, age. Currently, no group-wide goal exists for hiring those with a labour market distance, though future targets are being explored. Jobs mainly arise bottom-up, based on capacity needs. Companies such as Albrand and Inxeon employ staff with such distances. Collaboration with employment agency 65plus is also in place.

No specific targets have been set for gender/ethnicity/age diversity; recruitment focuses on the best-fit candidate for each role, based on pre-established criteria. For equal suitability, preference goes to female candidates. Employee satisfaction surveys monitor safe work atmospheres and equal opportunities, with actions taken as needed.

Employment term sans arrangements

Rensa Family offers a range of support schemes including:

- Work-from-home options
- Collective health insurance discounts
- Travel reimbursement
- Departmental budgets for team activities
- Staff purchases
- Target scheme and profit sharing
- Compensation for personal protective equipment
- 'Pension in Sight' scheme

Training and development

Training, courses, and personal development are facilitated, including 'Accountable Leadership' training. Rensa Family offers internships and graduation/ research assignments annually at various levels and disciplines, collaborating with regional partners such as Innovatiehub Achterhoek.

Responsible supply chain and third-party workers

A safe and healthy work environment extends to workers in the supply chain. Preliminary analysis indicates risks in parts of the chain, e.g., solar panel production. Both potential and actual impacts are monitored, with policy focused on all workers in the chain and priority on identified risk categories. A Supplier Code of Conduct setting norms for human rights, safe work conditions, and ethical business was established in 2025 and applied across all companies.

Warmte voor de kinderen foundation

Founded in 2004 for Rensa's 50th anniversary, the foundation focuses on heating projects for children (schools, homes) in Southeastern Europe (mainly Romania, Bosnia). More than thirty projects have been delivered by local installers; the board consists of volunteer (former) Rensa staff, working unpaid and selecting projects via direct contacts. Partnering with foundations, suppliers, shippers ensures efficient resource use. Funding comes from Rensa staff voluntarily donating part of their salary, matched by management, partner gifts, and ad hoc donations. The foundation gives advice, assists with purchasing, and performs final inspections, bringing warmth where it's needed most.

Environment

Environmental risks and policy

Rensa Family's activities pose low risk of direct environmental damage. Still, environmental factors are considered in all decisions. Policy is developed around climate change (impact reduction) and circular economy. Management ensures implementation with support from ESG teams. The policy applies globally across the entire Rensa value chain and subsidiary companies.

The three sustainability objectives for 2030 are:

- CO₂ neutral (80% reduction, max 20% compensation)
- Energy neutral (for buildings)
- Minimised environmental impact from packaging

Climate change

We aim to set an example in sustainable business. By executing our sustainability strategy, we future-proof the organisation and help combat climate change by reducing greenhouse gas emissions, operating energy-efficiently, and promoting eco-friendly products.

Our activities may affect the climate; thus, we actively search for sustainable solutions, support initiatives such as zero-emission transport, invest in energy-neutral buildings, and encourage energy-efficient products. Progress is measured, improvement opportunities identified, and goals aligned with environmental legislation.

Pollution

We do our utmost to prevent pollution within our own operations and in the supply chain. For example, in our sector, f-gases might be used. If leaked, these pollute air. Pollution may also occur in solar panel production. We work to reduce such risks, actively discuss them with partners, and ensure compliance with environmental laws.

Circular economy

We aim to use fewer resources, reduce waste, and better manage waste streams. Recognising natural resources are finite, we see innovation opportunities for cost savings and improved sustainability. Progress in applying circular principles is tracked and evaluated for ongoing improvement.

Impacts of resource use and waste production are mapped, reviewing both environmental and economic consequences. Managed via circular strategies such as the Rensa Refurbished programme and a sustainable packaging strategy, risks are addressed and growth opportunities seized. Priority is given to recycled packaging materials, sustainable procurement, and increased use of renewable resources.

Waste management follows the hierarchy:

1. Prevention
2. Reuse
3. Recycling
4. Disposal as a last resort

How do we do it?

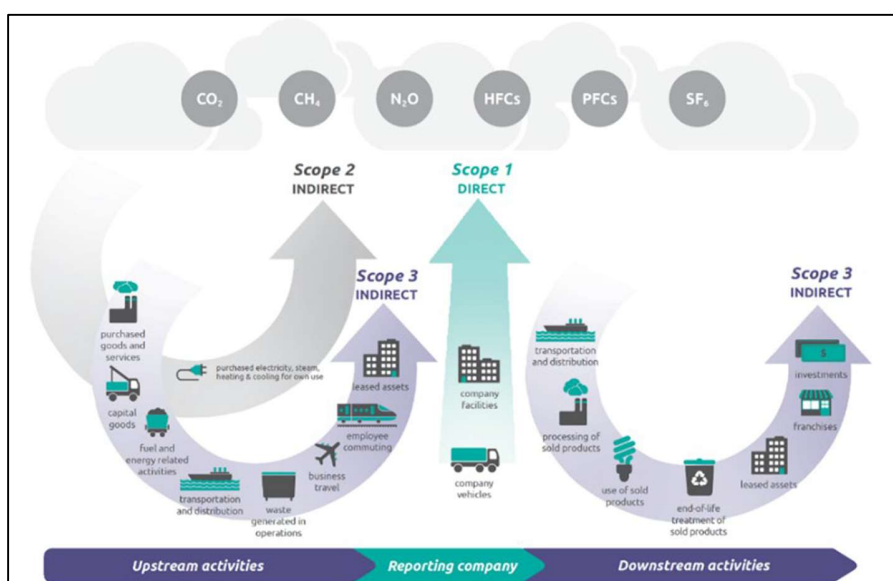
We aim to lead the energy transition and build a better future together. Our goal: energy and CO₂ neutral by 2030, reducing environmentally harmful packaging. Together, we build a sustainable future for our organisation, customers, and generations to come.

Rooted in family values: cooperation, synergy, openness, transparency, and pride. These are central in our sustainability strategy, focused on improving the well-being of people, environment, market, and future generations.

Our strategy focuses on emission reduction (scope 1 and 2). Scope 3 targets outsourced transport, business travel, and commuting. For other scope 3 areas (purchased goods, inbound transport), a baseline will be measured in 2026.

Within the strategy:

- **Transport**
 - Own transport scope 1
 - Outsourced transport scope 3
- **Buildings:** scope 1 and 2
- **Mobility**
 - Company cars: scope 1
 - Commuting: scope 3
 - Business travel: scope 3
- **Production waste (packaging):** scope 3
- **Purchased goods:** scope 3



CO₂-neutral by 2030

Target: 80% CO₂ reduction in scope 1 and 2 by 2030, compared to 2014. Measures are detailed in domains: transport, buildings, mobility.

Transport

- **Own Transport Fleet (scope 1 NL):** 80% CO₂ reduction via fleet electrification and HVO fuel where electrification is not feasible.
- **DEWetech (DE) and Uniprest (RO):** Separate targets and reduction plans will be set in 2026. A baseline has been measured in 2025.
- **Transport Network:** Plans for further electrification and expansion of HVO100 biodiesel (from waste oils). Charging infrastructure expanded, EMS systems investigated.
- **Process:** Vehicle load factor monitored and improved via smart transport planning apps. Reporting tools connect, showing CO₂ and nitrogen per shipment.
- **Supplier Collection:** In 2025, RFC collects orders from two suppliers using own vehicles to prevent empty return trips. Ambition to expand.
- **Transport Subcontractors (scope 3 NL):** 80% of hired transport runs on HVO by 2030. Engagement and co-creation with subcontractors for measures yielding CO₂ reduction and transport efficiency.

Buildings

Goal: 80% CO₂ reduction on electricity consumption in own buildings (scope 1 and 2). CO₂ per location mapped and reduction plans set. Some locations generate electricity (solar panels) or buy certified Dutch green power. Some NL locations are gas-free, using heat pumps. RFC warehouses buy certified green gas from co-digestion.

Mobility

Company cars (scope 1): All company cars in NL electric. New lease cars (from 2025) in NL are electric. Status and possibilities in DE/RO assessed in 2026.

No goal set yet for other commuting or business travel (scope 3).

Circularity

Strategy

For E5 Circularity, strategy distinguishes:

- Packaging material
- Assortment
- Rensa Refurbished

Given diversity, no overarching goal is set.

Packaging

All packaging added by Rensa Family to the chain is 100% recyclable. Achievable soon for small goods in NL, but Libra, DEWetech, Uniprest require analysis and action plans. Packaging added for handling, protection, information. Outflow to waste processor is 100% recyclable, mostly removed from manufacturer logistics packaging by warehouses. Packaging is a fixed agenda item in annual supplier meetings.



Assortment

As a group of wholesalers, RFC offers as comprehensive an assortment as possible, not distinguishing by sustainability/circularity per product. A spend-based analysis is performed to make CO₂ impact of the range transparent.

RFC supports customers in sustainable choices by unlocking product environmental data via a national platform, such as EPD (Environmental Product Declaration) covering all product stages, showing lifespan, recyclability/content, reuse, modularity. Transparency, consistency, and data quality are key.

RFC's Data Management department leads on this, collaborating with sector organisations (2ba, Supply Chain Standard, FEDET, TGF) and internationally with FEST. RFC is a member of the FEST Sustainability working group. Sharing LCA/EPD data is an annual supplier meeting agenda item.

Rensa Refurbished

An initiative of RFC and Inxeon, focused on sustainability and extending technical product lifespan. Devices (e.g., heating and ventilation components) are taken back, refurbished, and circulated. This includes products like inverters, fans, circuit boards.

The programme aims to reduce waste and optimally use resources by restoring parts/devices wherever possible instead of discarding. It contributes to circular economy goals and helps installers and end-users act responsibly with items needing repair/refurbishment. Target: 20% of all service parts sold are refurbished, with a dedicated team developing processes, logistics, sales, and promotion.

Product slimmer gebruiken en maken	R0 Refuse	Product overbodig maken door van zijn functie af te zien, of die met een radicaal ander product te leveren
	R1 Rethink	Productgebruik intensiveren (bijv. door producten te delen of producten met multifunctionele eigenschappen)
	R2 Reduce	Product efficiënter fabriceren door minder grondstoffen en materialen in het product, of in het gebruik ervan
Levensduur verlengen van product en onderdelen	R3 Re-use	Hergebruik van afgedankt, nog goed product in dezelfde functie door een andere gebruiker
	R4 Repair	Reparatie en onderhoud van kapot product voor gebruik in zijn oude functie
	R5 Refurbish	Opknappen of moderniseren van een oud product
	R6 Remanufacture	Onderdelen van een afgedankt product gebruiken in een nieuw product met dezelfde functie
	R7 Repurpose	Afgedankt product of onderdelen daarvan gebruiken in een nieuw product met een andere functie
Nuttig toepassen van materialen	R8 Recycle	Materialen verwerken tot dezelfde (hoogwaardige) of mindere (laagwaardige) kwaliteit
	R9 Recover	Verbranden van materialen met energierugwinning

Bron: www.itsaandrefinisseneconomie.nl

Market

As a group of wholesalers and service providers, RFC influences the chain both upstream and downstream. We work with suppliers, customers, and industry partners for transparency, better data exchange, and sustainable processes.

Upstream

RFC sets agreements with suppliers regarding ethical business via a Supplier Code of Conduct, establishing shared norms and values. For product/environmental data, RFC in NL works with 2BA and Supply Chain Standard. Suppliers share increasing environmental data via a European standard (ETIM Xchange) to the platform. This is encouraged in supplier meetings and through sector associations (Techniek Nederland, international federations).

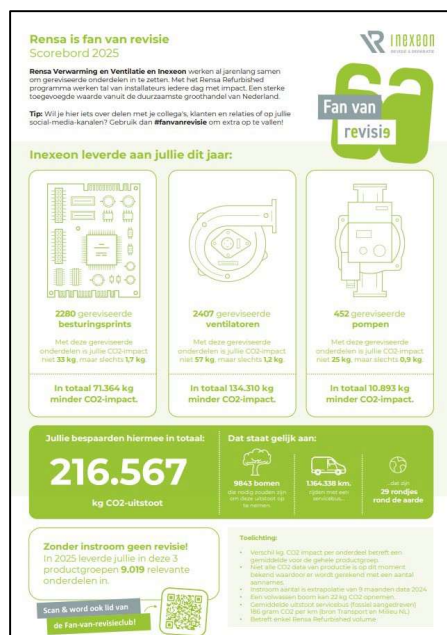
Participation in the Packaging Sector Plan promotes more sustainable packaging among suppliers. RFC undertakes pilots and improvement projects with multiple suppliers around reduction, material selection, reusability.

Downstream

RFC helps customers make more sustainable choices, including via refurbished service parts. RFC group companies take back used parts, which Inxeon refurbishes and recirculates. This extends product lifespans and limits resource use and CO₂ impact.

Results are made visible via periodic scorecards showing revised parts per group and avoided CO₂ impact.

RFC also improves insight into logistics emissions. Certified BigMile tools allocate CO₂ per shipment. In 2025, pilots run with customers on construction site projects to unlock and interpret this data, together with Topsector Logistiek. Insights feed into tool development and make data more usable. Customers increasingly request advice on sustainable process design (logistics, circularity, data). Commercial and sustainability coordinators collaborate to guide customers, maintaining RFC's neutral facilitator role.



Carbon footprint Rensa Family 2025

The carbon footprint for RFC is calculated for 1 Jan to 31 Dec 2025, including all RFC companies as described under Organisation Scope.

In this reporting period, only air travel, business travel, and subcontractor transport are included under scope 3. Other scope 3 data are incorporated in the 2026 report.

2025 results are compared with those from 2024 for monitoring and corrective action as needed.

Scope 1

- Company cars
- Gas consumption sales offices
- Gas consumption warehouses
- Own transport

Scope 2

- Gas consumption sales offices
- Gas consumption warehouses

Scope 3

- Air travel
- Business travel
- Subcontractor transport
- Purchased goods (monitoring starting 2026)
- Inbound transport (monitoring starting 2026)
- Commuting (monitoring starting 2026)
- Waste streams (in kg)

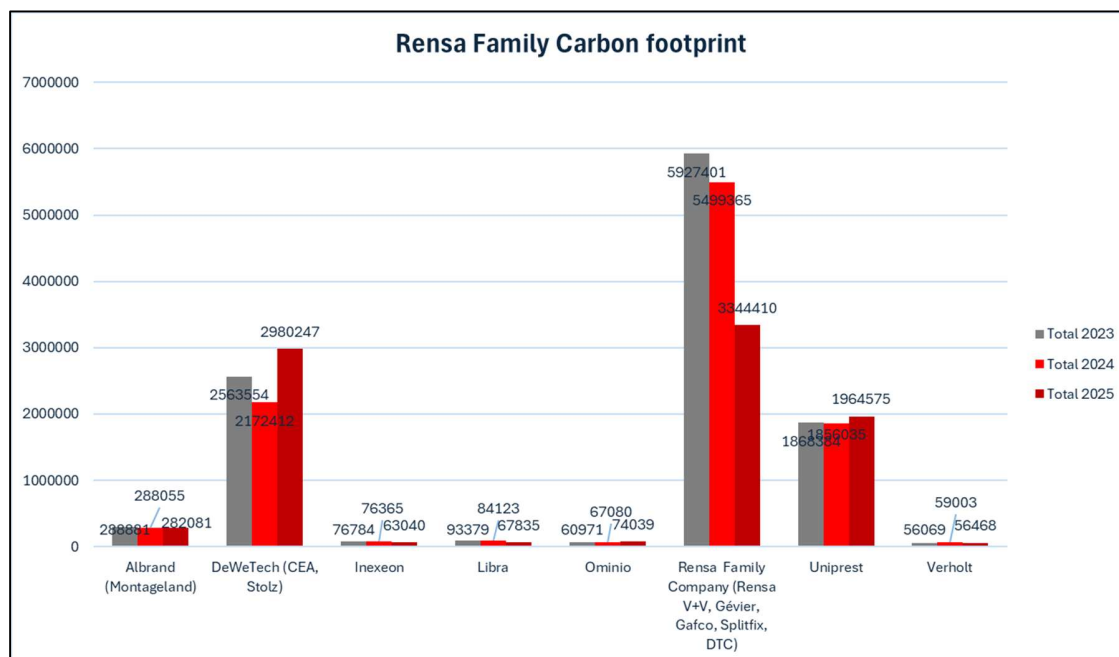
Outsourced dedicated transport

Subcontractor transport refers to external trucks used as a flexible layer. RFC plans these trips itself. Cargo consists solely of RFC shipments, thus 'dedicated transport'.

Unplanned outsourced transport (e.g., parcel services) has a limited share (<3%), therefore excluded.

CO₂ emission distribution

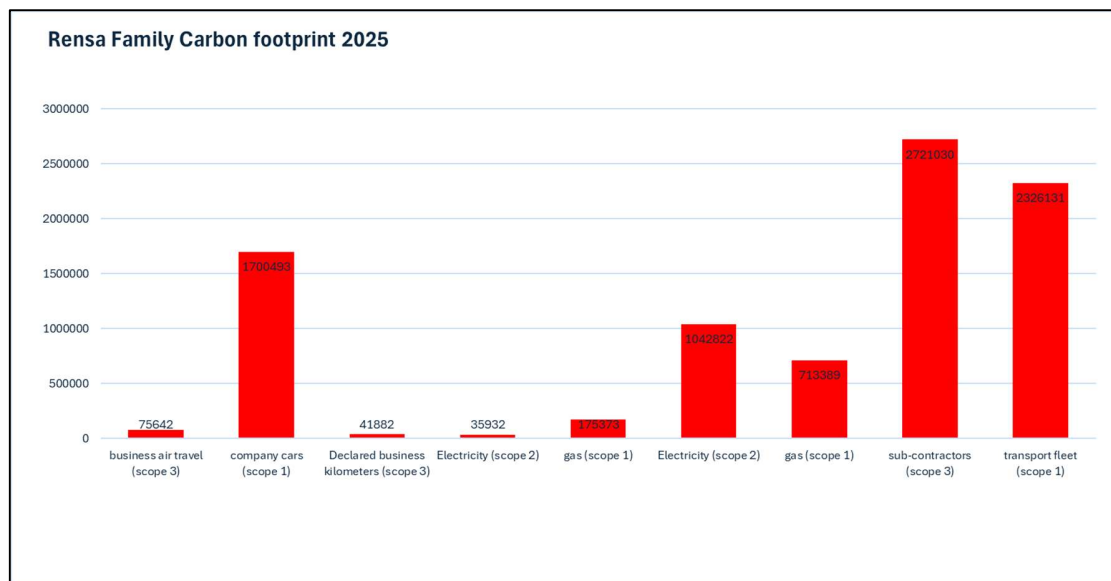
[Graph 1: CO₂ emissions per RFC company] Shows which RFC companies have the largest share of CO₂ emissions in scope 1 and 2. RFC, Uniprest (RO), DEWEtech (DE), Libra Energy will further develop sustainability strategy in 2026; goals and action plans will be set per company (under CSRD scope).



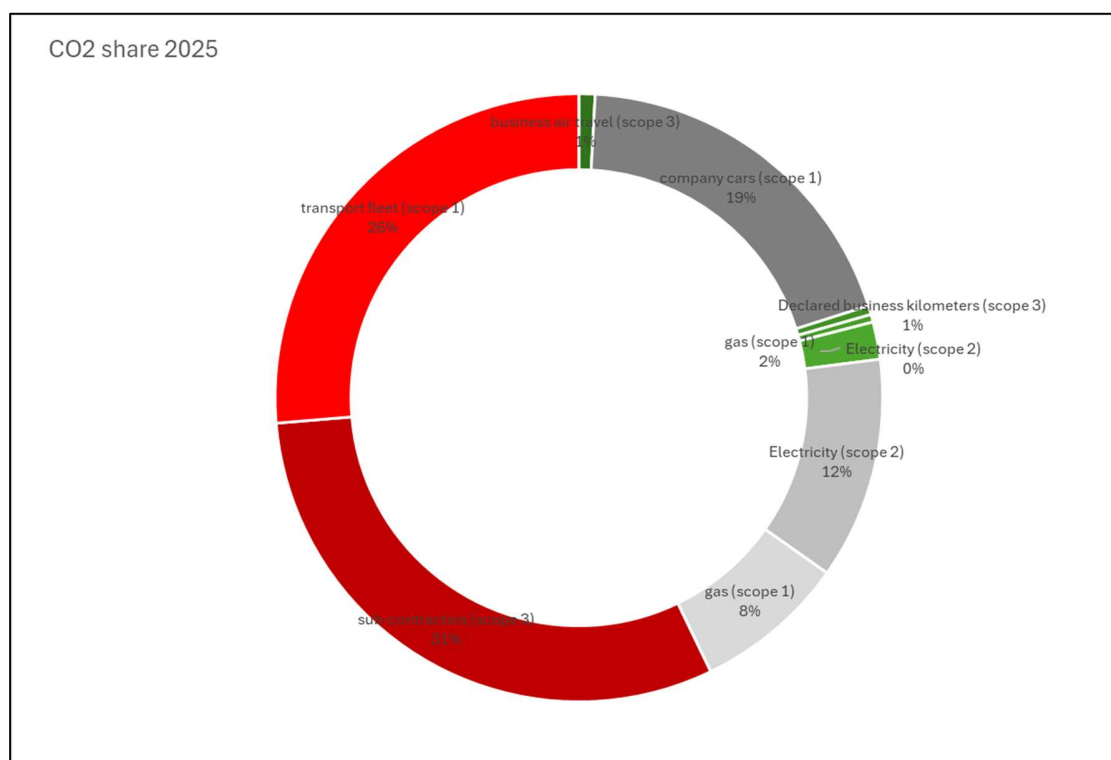
Graph 1: CO₂-emissions per Rensa Family company

CO₂ per category

[Graph 2: CO₂ emissions per category] [Graph 3: CO₂ emissions category distribution] Largest share from own transport (scope 1) and subcontractor transport (scope 3), followed by company cars and gas/electricity consumption.



Graph 2: CO₂-emissies per category



Graph 3: CO₂-emissies category distribution

Registration and monitoring development

In 2026, registration is further improved with additional scope 3 datatypes added. Packaging and waste registration is expanded to more companies, with consolidated data.

Some companies joined later, so complete records are missing and registration needs further improvement. Goals run until 2030; RFC monitors continuously and evaluates annually.

ESG teams coordinate actions, track progress, and ensure strategy alignment.

CSRD objectives and actions

- Scope 3 emissions data: collect and analyse; purchased goods, inbound transport, commuting.
- Methodology: determine calculation approach (spend-based, average, category-based).
- Set up database for CO₂ data on inbound transport.
- Collect commuting data (via HR departments).
- Improve data collection, build annual data collection for commuting.
- Establish car-sharing program including monitoring.

No CSRD objectives for air travel or business travel mileage.

Packaging/waste data collection across all RFC companies starting, waste in scope 3 (kg).

Scope 3 packaging and waste actions

- Use mono-materials (paper/cardboard), eliminate plastics
- Increase packing density in shipping boxes
- Investigate alternatives for plastic pallet wrapping
- Expand packaging inventory to all RFC companies (incl. LCAs, bio-based/recycled content, recyclability)
- Promote pallet return and re-use in logistics/transport
- Set up local supply chain for roadside grass cardboard

Scope 3 packaging and waste actions

- Use packaging and waste registration to all RFC companies
- Reduce residual waste
- Set up monitor including final waste destination (e.g. demonstrable recycling or incineration with energy recovery)

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