



Turning
visions
into
projects



Sustainability Report 2025

sustainable | responsible | respectful

About this sustainability report

With this report, we are offering our customers, employees, technology partners, suppliers and other stakeholders insight into our operations and sustainability initiatives. In particular, we set out our climate-friendly and socially responsible approach to business, with a focus on initiatives in 2025.

At Lybover, sustainability is deeply ingrained in the way we do business. That is why we have deliberately opted for voluntary reporting, drawing inspiration from the requirements of the CSRD Directive and the simplified VSME standards. This helps us to proactively stay ahead of future expectations and to embed sustainability initiatives even more firmly in our business operations.

This report contains non-financial information for all companies within the Lybover Group. The company's registered office is situated at Oude Kassei 16, 8791 Waregem, Belgium.

Got any questions, suggestions or comments about this report?

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Find out more about Lybover

lybover.be

CSR expertise and support

slidingdoors.be

Design

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Foreword from our CEOs



“ Drawing on our in-depth process knowledge and strong project management skills, we deliver results efficiently, even under pressure. ”

For Lybover, 2025 was all about celebration, progress and innovation. **We celebrated our 40th anniversary** together with our colleagues and their families, and the sense of connection this brought lingers to this day. Our strength lies in collaboration between our business units, which enables us to tackle national and international challenges, however complex they may be. Drawing on our in-depth process knowledge and strong project management skills, we deliver results efficiently, even under pressure.

In June, we officially opened the doors of **our brand-new expansion in Waregem**. Boels²Plaza has become the go-to destination for sharing knowledge and fostering inspiration: from in-house training courses and customer events to engaging seminars organised by and for our staff. And for those who fancy a chat after a busy day at work, Bistro Boels² offers the perfect setting to round off the working day in style.

We remain committed to sustainability. Being awarded the **Voka Charter for Sustainable Business** coincided with **the publication of our very first sustainability report**, which serves to further reinforce our efforts and ambitions. We are determined to continue along this

path and are gaining ever clearer insight into our impact, so that we can continue to grow whilst respecting people and the environment.

Above all, it is our people who make the difference. With their dedication, talent and drive to grow, they are the beating heart of Lybover. And that is exactly why we invest in personal development, as well as in health and wellbeing. Through our **Big Visions, Strong Bodies** initiative, we are working together to create a working environment where everyone feels good, stays active and enjoys coming to work every day.

2025 was a year to remember, thanks to everyone who contributed. **2026 looks set to be a promising year:** well-filled order books, challenging projects and more than 25 new colleagues whom we look forward to training and welcoming. Together, we look forward to the future with confidence, ready to take on new challenges and achieve great successes. Here's to even more inspiring stories.

Hans and Filip Boels,
CEOs of Lybover

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About Lybover

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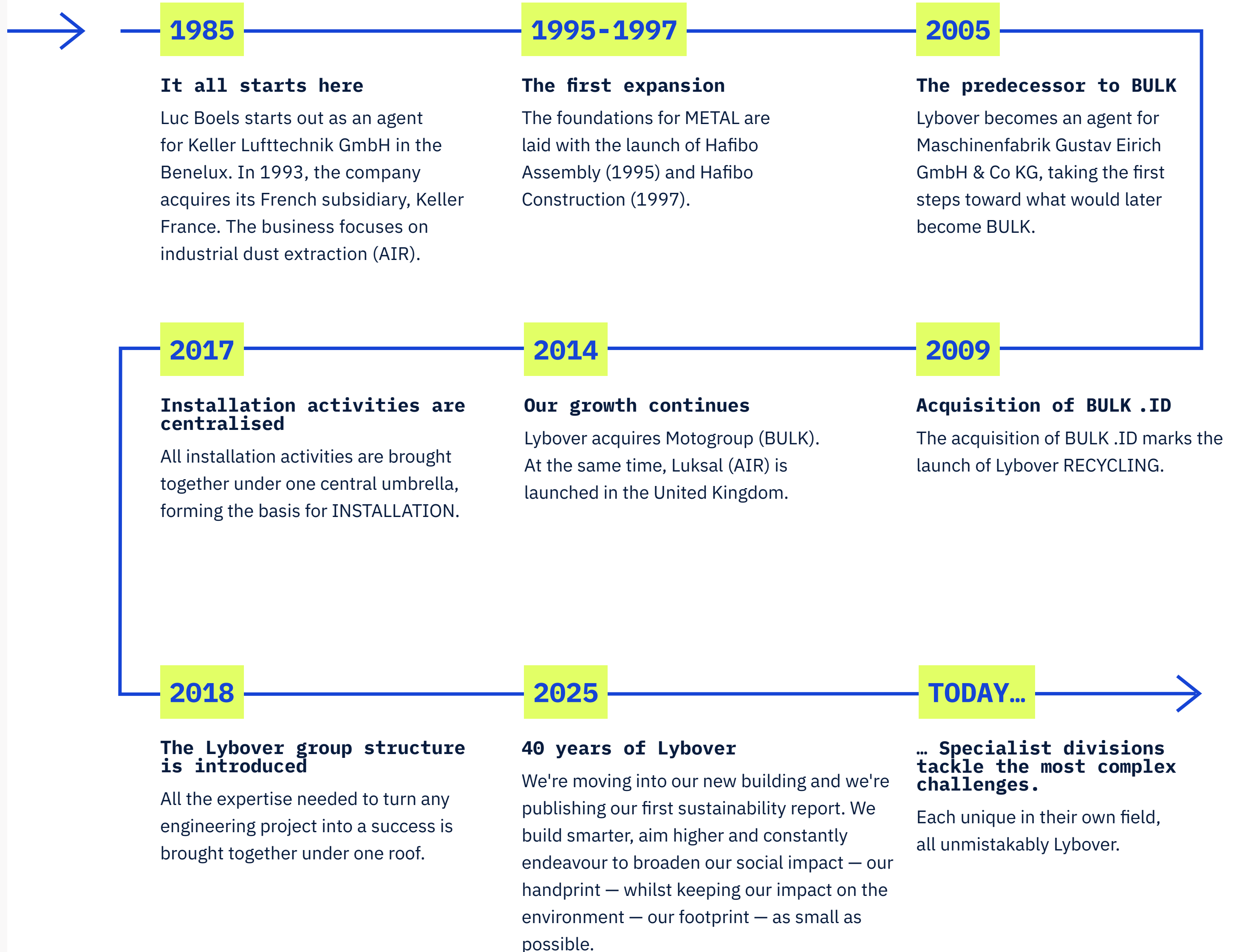


The Lybover DNA

Engineering excellence since 1985

What's in a name? In the case of Lybover: the names of our founders. The name Lybover is short for Luc and Yvette Boels-Vermeulen. Despite our international presence and growing team, Lybover's family-run character has been preserved and nurtured to this day. Today, the founders' sons, Hans and Filip Boels, are setting the course.

Ever since the beginning, we have been asking ourselves the same question: **"How can we provide the fullest possible service to our customers while guaranteeing the highest quality?"** The answer lies in our unique combination of technology and agile project management. Four [business units](#), supported by [Production, Installation, Service and Shared Services](#), pool their expertise to solve a wide range of challenges. Each with their own specialism, but all 100% Lybover.





**Turning visions
into projects**

Our Vision

At Lybover, we believe in the power of technology and agile project management to **design and build purposeful and sustainable solutions**. Not just for the sake of it, but because we firmly believe that every customer deserves an approach that really works. What we build contributes to a future in which efficiency, innovation and sustainability go hand in hand. Our promise is simple: we don't take a one-size-fits-all approach, but deliver purposeful solutions that make a difference.

Our passionate team strives to be your preferred strategic partner for the engineering, construction and maintenance of bespoke systems for air treatment, recycling, bulk handling and high-end process solutions.

**Enabling
responsible growth
in remarkable times**

Our Mission

Lybover makes profitable, healthy and safe production sites possible by working with customers to design and build innovative and highly reliable systems. In doing so, we help businesses navigate these challenging times, enabling them to grow and operate responsibly and sustainably across Europe.

By working closely together, we gain a deep understanding of our customers' situation on the ground, and we proactively contribute ideas, right down to the process level. **We bring a broad outlook and complementary expertise to redesign processes and roll out solutions built around their needs.**

**Engineered with purpose,
built with passion**

What we do

We don't believe in a one-size-fits-all approach, but in bespoke solutions that really make a difference. Only that way do our customers get the solutions they deserve.

Driven by values,
defined by action

Our values and competencies

Our values form the foundation of who we are and how we work together. We expect every employee to actively apply and embody these values in their role. **That way, we translate our values into specific competencies** that are visible in our daily work.

The fact that our values perfectly reflect who we are is evident from a recent **staff survey, in which our colleagues explain what makes working at Lybover so unique.** Aside from this survey, we also organised a number of workshops. All the insights we've gathered help us to find new colleagues who are a perfect fit for Lybover's DNA.

Our colleagues explain what makes working at Lybover so unique.

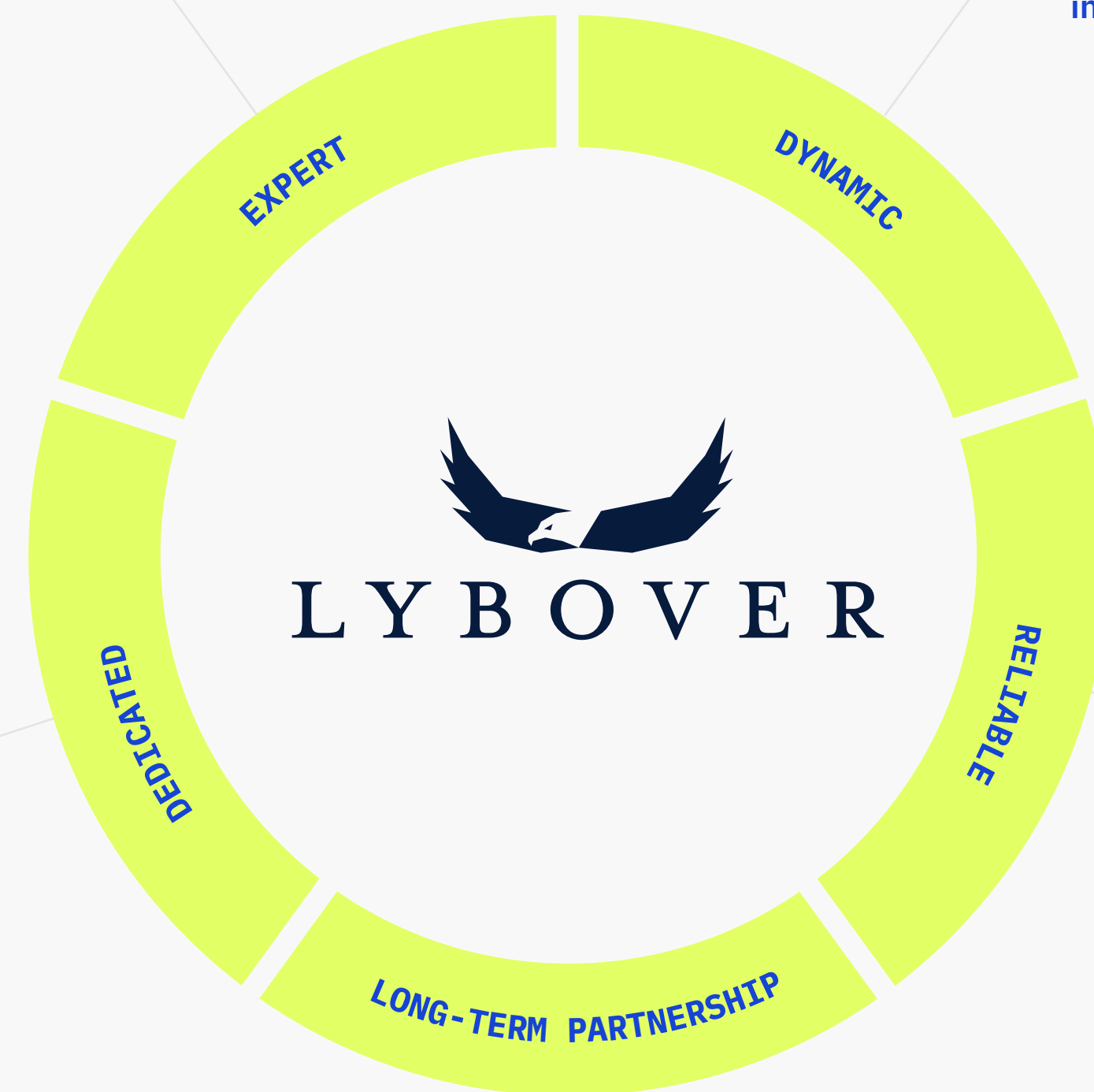
"At Lybover, you don't just put your expertise to use; you're constantly developing it further."

"Every project is different, with new issues and requirements every time, and that's exactly what makes this job so interesting."

"You can sense the drive among colleagues to deliver every project to the highest standard."

"At Lybover, you take ownership of technically challenging projects in an open and supportive working environment."

"We deliver impactful projects that help our customers succeed in the long term, while remaining committed to sustainable working practices."





A look at our growth
and impact

Lybover in figures

+200

colleagues
(permanent and temporary)

+5000

projects

+40

years of experience

100%

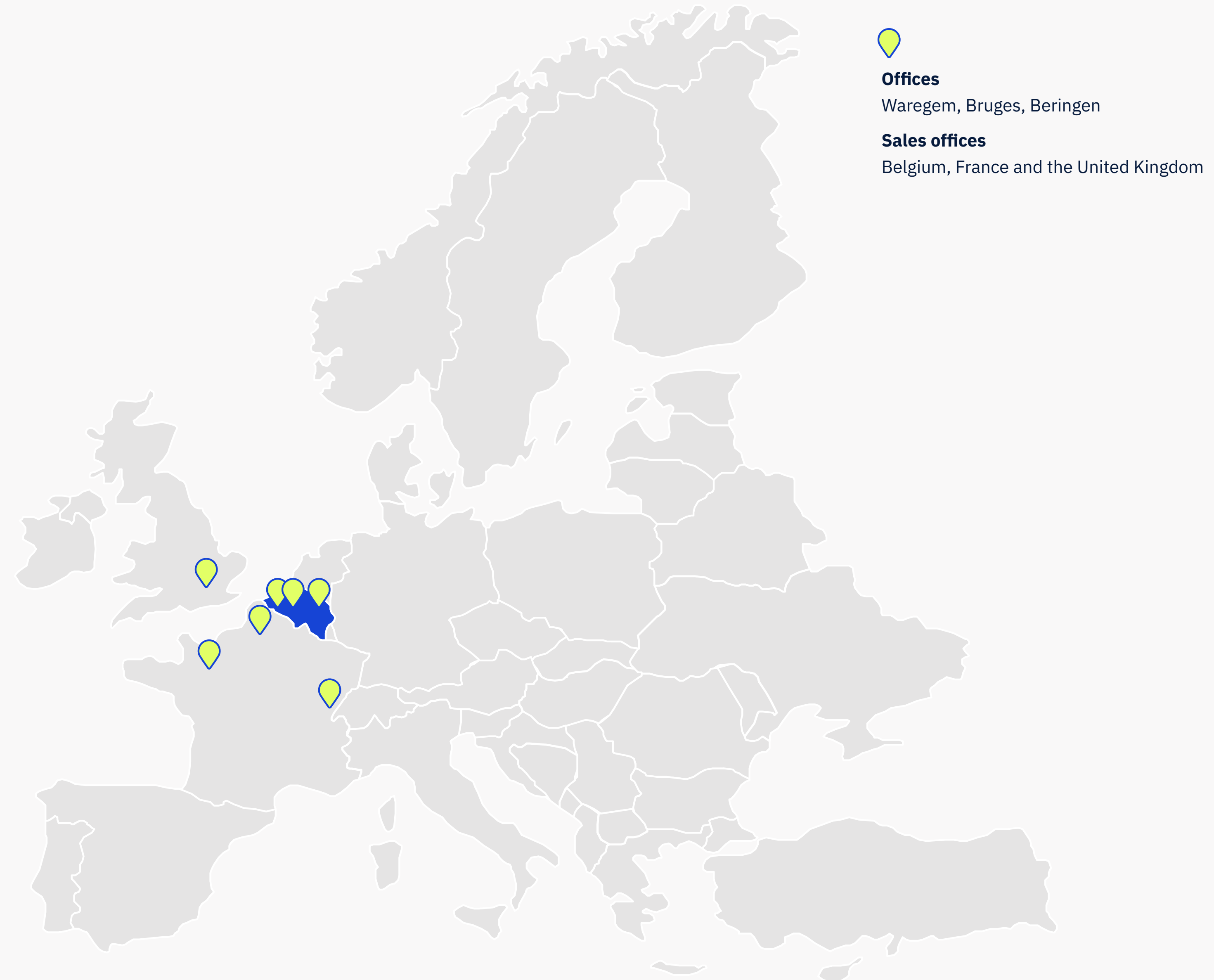
family business

66.9

million euros in
consolidated turnover

Our locations

Local foundation,
global ambitions



How we make
a difference

Our approach



At Lybover, we combine our expertise to turn even the most complex engineering projects into innovative solutions. Our goal is to relieve our customers of as much of the workload as possible. In fact, that's how we make a difference. →



COMPLEX PROJECTS

We thrive in complex environments where one-size-fits-all solutions simply don't cut it. **Every customer deserves a bespoke solution, and we never shy away from a challenge to make that happen.** The more challenging the project, the greater our drive.



FROM A TO Z

We take all aspects of the engineering process off your hands. **From advice to after-sales support:** we have everything in-house to make sure that every project runs smoothly.



EXPERTS WITH A BROAD OUTLOOK

Thanks to their extensive training and years of experience, our staff are **the leading experts in their field.** They love nothing more than to look beyond the limits of their own specialism and collaborate on cross-disciplinary projects.

OUR BUSINESS UNITS

AIR

Clean air authority

Lybover AIR offers **solutions that ensure environments remain free from dust, fumes and gases.** This not only contributes to the health and safety of employees, but also reduces the impact on the environment. By keeping production processes dust-free, we extend the service life of machinery and products, recover production waste and optimise energy consumption.

BULK

Adding value to bulk handling

At Lybover BULK, we make sure that **bulk goods are stored, upgraded and transported in the most efficient and sustainable way.** Our bespoke solutions, ranging from individual components to turnkey projects, minimise waste and maximise efficiency. The result is a smaller carbon footprint and responsible use of resources, all while respecting the environment.

METAL

High-end process solutions

Lybover METAL offers **solutions with a particular focus on choice of material** (steel, stainless steel, plastic etc.), **modern engineering techniques** (3D scanning and 3D engineering, for detailed pre-engineering) and **high-quality finishes.** Our process experts combine off-the-shelf process components with bespoke solutions, all perfectly tailored to industry requirements and standards in the chemical, food and pharmaceutical sectors. We take a comprehensive, in-house approach, from analysis and pre-engineering to assembly and installation.

RECYCLING

Making the most of waste

Lybover RECYCLING focuses on **maximising the recovery of valuable raw materials and promoting the circular economy.** By reducing waste and reusing materials, we are helping to build a sustainable future. From concept to after-sales service, our recycling solutions ensure minimal environmental impact and maximum customer engagement with production and recycling companies.



THE RIGHT EXPERTISE AND FOCUS FOR EVERY CHALLENGE

Not only do we design unique, bespoke solutions, we also manufacture, install and maintain them. That way, we stay in full control, every step of the way.

Our four business units are supported by specialist departments for production, installation, service and shared services. This integrated approach ensures efficient operations and strong collaboration across the board, enabling each business unit to focus on its core activities, so that our customers can count on a full-service package.



PRODUCTION

Mastering in-house manufacturing

Lybover manufactures bespoke components that fully comply with the applicable safety and quality standards in **our own workshop**. By keeping the production process in-house, we ensure maximum control, flexibility and a seamless fit for every project.

INSTALLATION

Building and maintaining visions

At Lybover INSTALLATION, our expert technicians are dedicated to the **installation of unique and sustainable systems**. Whether we are installing new systems or maintaining existing ones, we always strive to achieve the highest level of customer satisfaction. Our services ensure a smooth start-up and trouble-free operation of installations and processes over the long term.

SERVICE

Expert care for reliable performance

Lybover carefully **commissions** installations following construction or conversion and guarantees fault-free operations through **preventive inspections and timely replacement of parts**. In case of breakdowns, repairs and unplanned interventions, we guarantee **minimal downtime**, so that systems are up and running again quickly.

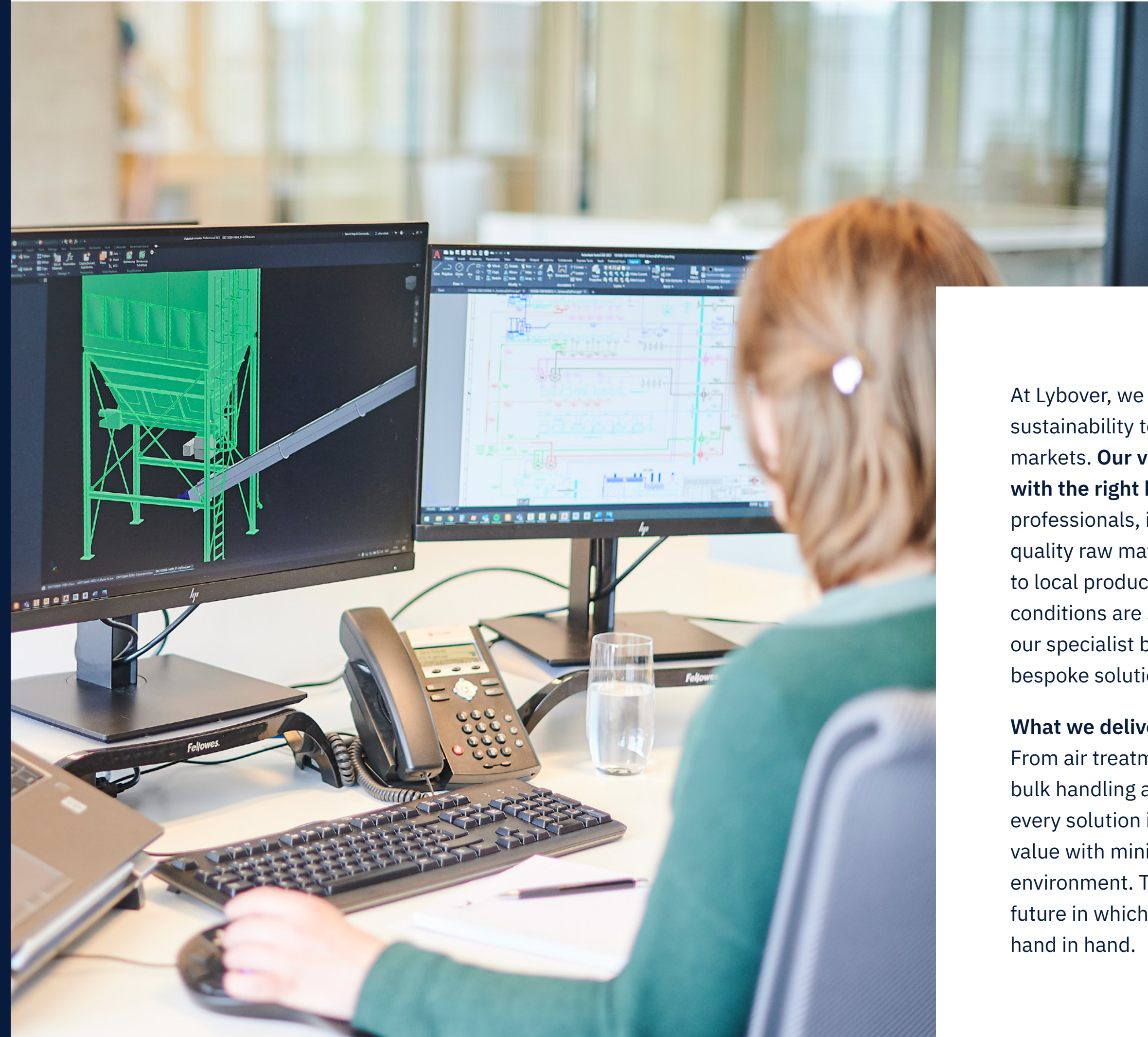
SHARED SERVICES

Empowering our business units

Our shared services, comprising of **marketing, HR, IT, EHQSF and finance**, provide the support needed to ensure our four business units can operate at the highest level. By centralising expertise in these strategic areas, each department can focus entirely on its core activities.

How we create value

From input to impact



At Lybover, we combine efficiency and sustainability to create value in demanding markets. **Our value creation model starts with the right building blocks:** passionate professionals, innovative technologies and high-quality raw materials. We are strongly committed to local production and we make sure our working conditions are safe. Building on these foundations, our specialist business units develop sustainable, bespoke solutions for every challenge.

What we deliver goes beyond the product itself. From air treatment and recycling systems to bulk handling and high-end process solutions: every solution is designed to deliver maximum value with minimal impact on people and the environment. Together, we are working toward a future in which technology and sustainability go hand in hand.

INPUT

EMPLOYEES

- 150 professional and skilled employees
- 131 men / 19 women
- Average length of service: 8.31 years
- In keeping with Lybover's DNA
- Ongoing personal development through on-the-job training and coaching

KNOWLEDGE

- 36.7 training hours per employee
- Technical standards and procedures are monitored and updated by a technologist
- Processes for knowledge retention and a culture of knowledge sharing
- Access to an up-to-date and relevant job-specific knowledge database

TECHNOLOGY PARTNERS

- Exclusive long-term partnerships with international technology partners (ranging from 3 to 40 years)
- Research and Development focused on the best available technology
- Access to test centres

INDUSTRY PARTNERS

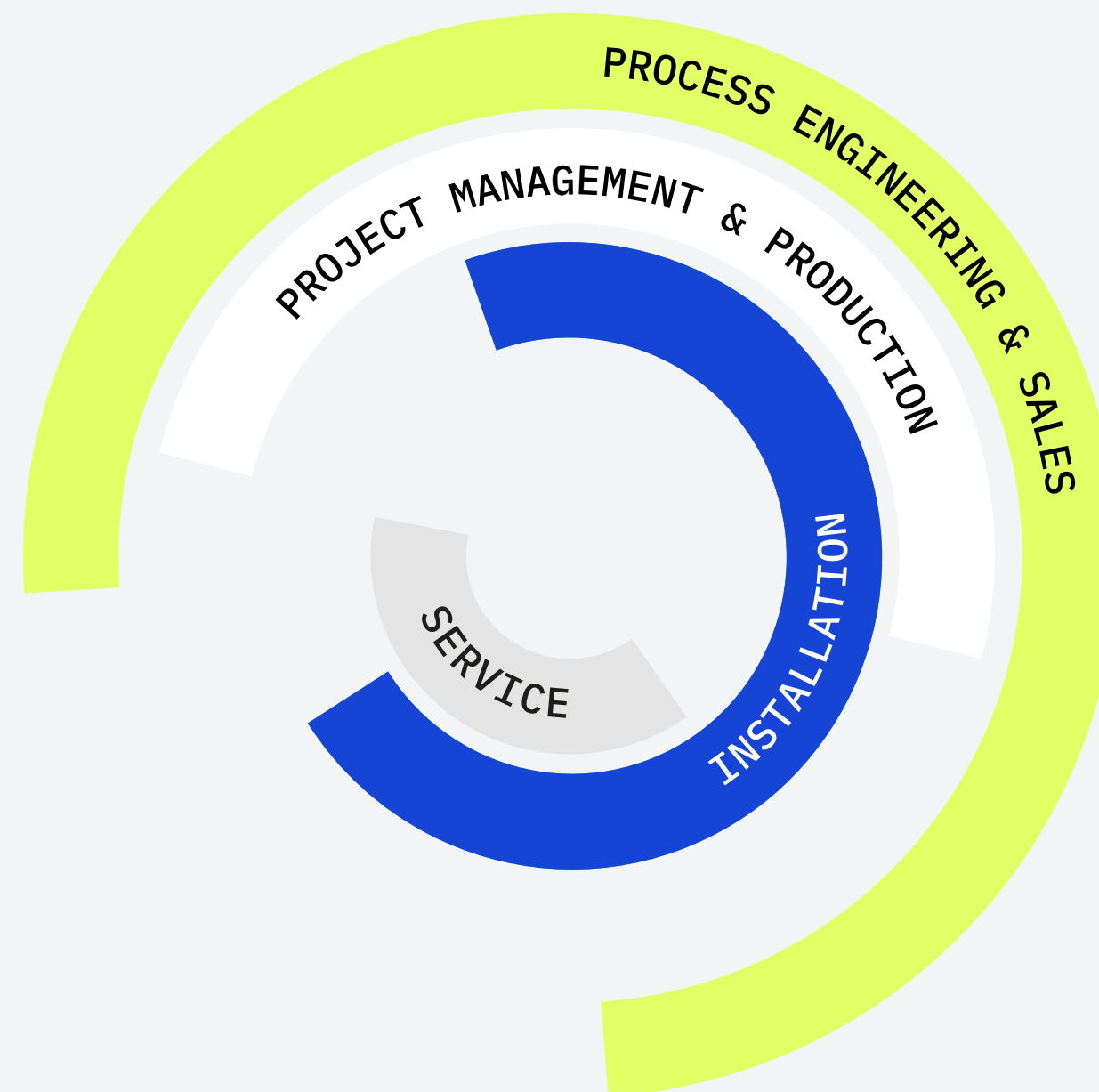
- Collaboration and knowledge transfer through sector federations
- Pilot projects with colleges and universities
- Knowledge sharing with research institutes

ENVIRONMENT

- 588 tonnes of CO₂ Scope 1 and 2
- 55% renewable electricity
- Energy and resource-efficient production (make-to-order)
- Flexible in-house production capacity at two sites (Waregem and Bruges)
- A wide range of sustainable, 100% recyclable and durable raw materials

FINANCIAL

- 66.9 million euros in turnover
- 143,271 euros of added value per employee
- A stable financial foundation thanks to a consistent policy of profit retention and growing equity
- Focus on sustainable growth and profitability based on a long-term strategy
- Plenty of trust from and funding by financial institutions provide flexibility and scope for investment



TURNING VISIONS INTO PROJECTS

OUTPUT

AIR

Clean air authority

Comprehensive solutions for odour and dust-free industrial environments

FOCUS SECTORS

- metal recycling
- asphalt
- bitumen
- flax
- recycling
- building materials
- insulation materials
- processes involving dust, vapour, fibres etc.
- chemical
- paper
- wood
- ...

- In 2025, we commissioned 33 installations.
- Over the course of a year, these remove 110 tonnes of dust out of the air.

BULK

Adding value to bulk handling

Comprehensive solutions for the storage, processing and transport of bulk goods

FOCUS SECTORS

- metal industry
- ceramic
- refractory metals
- foundries
- fertiliser
- cement
- gypsum and building materials
- recycling (single-stream)
- ...

METAL

High-end process solutions

Engineered solutions featuring high-quality finishes and materials

FOCUS SECTORS

- food
- chemicals
- pharmaceutical
- ...

RECYCLING

Making the most of waste

Standalone machines and complete sorting and recycling lines for both recycling and manufacturing companies

FOCUS SECTORS

- metal recycling
- battery recycling
- metal industry
- bottom ash
- plastic granules
- ...
- In 2025, we commissioned 9 installations.
- Together, these recovered 311,033.60 tonnes of recycled raw materials that can be reused every year.

FIRMLY ROOTED IN THESE REGIONS

Offices

Waregem, Bruges, Beringen

Sales offices

Belgium, France and the United Kingdom

Active across Europe

Our strategy: handprint vs. footprint

| | | | |
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Leaving a
positive mark

Maximum impact with minimal footprint

At Lybover, we aim to make a lasting impact, both in our own operations and for our customers. We **maximise** the positive impact of our solutions – **our handprint** – while at the same time keeping our environmental impact – **our footprint** – **as small as possible**. We do this by designing safe, sustainable systems that continue to deliver a return on investment, year after year. And it is precisely that impact that makes all the difference.

Using a **double materiality analysis (DMA)**, we identified the topics most relevant to Lybover, as well as where the greatest impacts, risks and opportunities lie. This analysis consisted of the following steps.



STEP 1 - IDENTIFICATION AND ENGAGEMENT OF OUR STAKEHOLDERS

In 2024, we carefully mapped out our stakeholders across the entire value chain. All stakeholders were listed and then assessed based on their level of interest and influence.

The views of our key stakeholders are important in helping us to define our priorities. That's why we actively engaged them in our assessment of relevant sustainability topics.

"To do business, you first need to listen. Not just to our customers, but to everyone who helps make a difference. That way, we can keep our finger on the pulse together."

Hans Boels, CEO





STEP 2 - OUR FOCUS ON 18 KEY SUSTAINABILITY TOPICS

To gain a better understanding of our impacts, risks and opportunities (IROs), we carried out desk research: we analysed relevant sector studies, information from sector organisations, sustainability reports, sustainability standards, industry standards and recognised reporting frameworks. Based on that research, we drew up a shortlist of 18 relevant sustainability topics, grouped into different areas.

ENVIRONMENT

- Climate change adaptation
- CO₂ emissions from own operations
- CO₂ emissions in the value chain
- Energy consumption and renewable energy
- Air emissions
- Resource use and Circular economy
- Waste management

SOCIAL

- Working conditions
- Health and safety
- Diversity, equity and inclusion
- Training and skills development
- Workers in the value chain
- Affected communities

GOVERNANCE

- Business conduct & responsible leadership
- Strong supplier relations

LYBOVER SPECIFIC

- Product quality & integrity
- Cybersecurity
- Product design and lifecycle management

STEP 3 - DOUBLE MATERIALITY ASSESSMENT USING SCORING AND CLUSTERING

To determine the financial and impact materiality of the 18 relevant topics, we scored the various IROs using a **formula that measures the severity and likelihood of each topic**. The higher the score, the greater the materiality.

Finally, the material topics were grouped into **three strategic pillars: sustainable solutions, responsible operations and respectful relations**. These pillars form the basis for our strategy and voluntary reporting in accordance with the VSME standards. Using these pillars, we can create a clear and structured picture of our sustainability initiatives, further embed sustainability within our operations, and proactively respond to the future expectations of our stakeholders.



| SUSTAINABLE SOLUTIONS | RESPONSIBLE OPERATIONS | RESPECTFUL RELATIONS |
|---|---|---|
| Climate change adaptation | CO ₂ emissions from own operations | Health and safety |
| Air emissions | CO ₂ emissions in the value chain | Training and skills development |
| Resource use and circular economy | Waste management | Business conduct & responsible leadership |
| Product quality and integrity | Strong supplier relations | |
| Product design and lifecycle management | Cybersecurity | |



Building a sustainable framework

Sustainability in our corporate structure

At Lybover, we integrate sustainability into our company structure to achieve our long-term goals and make a lasting positive impact. Our Advisory Board oversees the general operations of the company and plays a key role in monitoring our sustainability framework.

Sustainability is firmly embedded in everything we do and is **a regular topic for discussion at our internal meetings**. The CEOs and the CFO oversee this process, whilst day-to-day management is handled by our EHQSF Manager and the Marketing & Communication Manager. That way, sustainability becomes an integral part of both our strategy and our day-to-day operations.

FOOTPRINT **VS** HANDPRINT

SUSTAINABLE SOLUTIONS

We build **future-proof solutions** that meet the unique needs of our customers. In doing so, we think outside the box and combine technology, custom engineering and efficiency to **create a lasting impact**.



RESPONSIBLE OPERATIONS

We integrate **corporate social responsibility** into every aspect of our business operations. By continuously improving our processes, **we minimise our environmental footprint**, both internally and in our projects.



RESPECTFUL RELATIONS

We invest in attracting, developing and retaining talent. **Collaboration, personal development and equal opportunities** for both employees and the wider community play a key role in this.



01

SUSTAINABLE SOLUTIONS

Sustainable solutions to industrial challenges

Europe is facing a complex transition: we need to make our economy more sustainable, reduce our dependence on imported energy, improve air quality and, at the same time, secure access to critical raw materials. This is placing the industrial sector under considerable strain. High energy prices, vulnerable supply chains and increasing pressure on materials make efficient, well-thought-out and forward-looking solutions all the more essential. And that's precisely where Lybover steps in.

Through Lybover AIR, we reduce emissions and improve air quality. Through Lybover RECYCLING, we are committed to maximising the reuse of raw materials and strengthening the circular economy. Through Lybover BULK, we make sure that bulk goods are stored, upgraded and transported in the most efficient and sustainable way, so that customers can get the most out of both primary and secondary raw materials in production. Through Lybover METAL, we develop forward-looking process solutions with a strong focus on purposeful material choices and sustainable design, for demanding sectors such as the chemical, pharmaceutical and food industries.

Across all of our business units, we develop sustainable solutions centred on high product quality, strong product design and custom engineering.



Think differently, build smarter, deliver impact

The Lybover way

At Lybover, we design tailor-made solutions that genuinely make a difference. To do so, we follow our own unique approach: the Lybover way. A shared DNA that turns ideas into concrete, impactful projects. We deliberately choose a different path and challenge our customers to work with us to create the most elegant solution.



REMARKABLE TIMES

Every project starts from its own, unique context. Whether it's a new technology, new regulations or a sector-specific challenge: **we understand the reality of our customers** and tailor our solutions accordingly.

RETHINK YOUR PROCESS

Taking that context as our starting point, we design a tailor-made solution. We don't just install a machine; **we think strategically at every level.** In doing so, we ask the right questions: How can we operate within spatial constraints? How do we ensure safety and regulatory compliance? And how do we make sure the installation is flexible and future-proof?

MAKE IT HAPPEN

Together, we bring visions to life: **with a hands-on approach, a purposeful, bespoke plan, cutting-edge technology and a streamlined process.** That way, we make sure that every customer receives the solution they deserve: high-quality, sustainable and completely made-to-measure.

Turning challenges into opportunities

Our sustainable projects



OUR HANDPRINT IN PRACTICE

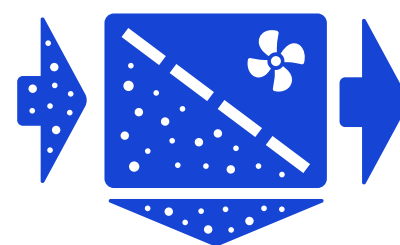
Our achievements speak for themselves, but figures really bring the impact home. Across all business units, we translate our ambitions into concrete, measurable results.

At Lybover, we believe that every challenge is an opportunity to make a lasting impact. Through a combination of expertise, innovation and collaboration, we help our customers to implement future-proof solutions.

With this selection of projects, we are demonstrating how — together with our customers and partners — we achieve tangible results in terms of the environment, social responsibility and good governance. Every one of these projects is proof that sustainability and getting things done are not mutually exclusive. In particular, we are focusing on how smart recycling can pave the way for green steel.

AIR

33
installations
commissioned



110
tonnes of dust removed
from the air annually

RECYCLING

09
installations
commissioned



311,033
tonnes of raw materials
recycled annually

GREEN STEEL: SMART RECYCLING FOR THE STEEL INDUSTRY OF TOMORROW

The steel industry is one of the world's largest sources of carbon emissions. Even so, there are signs of a clear shift. The growing demand for high-quality scrap and the shift towards DRI plants and electric arc furnaces are adding a marked green touch to the future of steel; **smart recycling** plays a key role in this.

At Lybover, we help scrap metal processors make this transition. Our bespoke recycling lines produce high-quality steel scrap from metal waste sourced in Europe, reducing the import of new iron ore from regions such as South America as a result. What's more, against a backdrop of geopolitical turmoil and increasing deglobalisation, this boosts the industry's strategic autonomy and reduces the risk of supply chain disruptions.

Our patented dust control system combines wet and dry filters and guarantees compliance with the strictest environmental standards. This enables our customers to keep their operations in Europe and to stay one step ahead of ever-stricter EU environmental regulations.

The impact is measurable: safe, efficient and sustainable recycling lines that consume less energy, deliver higher-quality output and create a healthier environment for employees, the local area and the wider community.

PROJECT LOACKER

Maximum capacity increase with future-proof air treatment

AIR – INSTALLATION

To Loacker Recycling GmbH, the objective was clear: increase the capacity of its recycling site at Götzis, within the constraints of strict emission standards. To help Loacker do so, Lybover AIR developed a three-stage filtration solution incorporating ultrafiltration and activated carbon, while making maximum use of existing components.

Thanks to 3D scanning and close consultation with the local authorities, the design was given a solid technical and administrative foundation. The project was carried out in phases with minimal disruption, supported by a digital tool designed to ensure efficient site monitoring and transparent communication. The result is a facility at which capacity has increased from 80,000 tonnes to 145,000 tonnes per year, all in line with both current and future permit conditions.



ESG passport

ENVIRONMENT

Lybover reused as many existing components as possible, such as the shredder cyclone, the sludge tank, the steel structure, the fan and a large proportion of the pipework. This helped reduce waste and cut down the need for new materials.

SOCIAL

The site is located near a residential area, which meant that limiting emissions was crucial. Thanks to a combination of wet and dry filtration and activated carbon, emissions of dust, odours and VOCs were significantly reduced and kept within strict limits. This also helped us reduce the impact on the environment.

GOVERNANCE

Thanks to detailed pre-engineering using 3D scanning, a visit to Lybover and site visits to similar plants, the authorities approved the proposed solution, and Loacker could feel confident in proceeding with the project.

"What made this project work was the teamwork and trust between everyone involved."

Sander Dewolf, Sales Engineer Projects, AIR

PROJECT SIEGFRIED JACOB METALLWERKE

Flexibility and quality in a single, integrated line

AIR – INSTALLATION – RECYCLING

For German family-run business Siegfried Jacob Metallwerke, Lybover built a flexible production line capable of processing more than 15 different products within the constraints of an existing production hall. The comprehensive concept combined technology partners with our own bespoke solutions.

Thanks to 3D scans and VR, the design was fine-tuned in close collaboration with the customer. The result is a **three-zone system, featuring integrated dust extraction and autonomous operation for each zone.** The line was completed on schedule and guarantees consistent quality and maximum uptime.



ESG passport

ENVIRONMENT

The plant processes more than 15 different products on a single line. In doing so, it contributes to efficient recycling and maximum material recovery at a site that processes over 130,000 tonnes of material annually, all in accordance with strict environmental, quality and safety standards.

SOCIAL

Thanks to smart bypasses and autonomous zones, maintenance can be carried out without shutting down the entire system. This boosts operational continuity and ensures an efficient workflow.

GOVERNANCE

By scanning the hall in 3D and creating a virtual model of the plant, decisions could be coordinated in advance. This demonstrates a high level of transparency, traceability and risk management in both the design and implementation process.

"Thanks to VR and 3D scans, we were able to bring the customer fully on board with the design. This not only increased engagement, but also ensured smooth implementation with no surprises."

Bart Vanpoucke, Business Unit Manager, Lybover RECYCLING

PROJECT AURUBIS BEERSE

New crushing and screening plant and sampling facility

BULK – INSTALLATION

Lybover developed an integrated system for Aurubis Beerse that makes the sampling of metal slag faster, quieter and safer, on a compact footprint and fully in line with strict emission and noise standards. The outdated plant, consisting of three towers, was replaced by a single compact tower in which crushing, screening and sampling are fully integrated.

We combined our own components, technology sourced from partners and parts selected by the customer to form a single, fully functional system. The result is a **flexible installation with increased capacity and greater comfort and safety** thanks to an **automated and sensor-controlled flow**.



ESG passport

ENVIRONMENT

Any dust released is immediately captured and channelled via ductwork to a central filtration system. In addition, the entire line is soundproofed, which also helps keep noise levels under control.

SOCIAL

The system enhances operator comfort and safety by operating more quietly and facilitating safe maintenance. Sensors continuously monitor the danger zones and automatically create safe passageways during any interventions.

GOVERNANCE

The solution combines our own components with technology sourced from partners and parts selected by the customer to form a single, comprehensive solution. The process is data-driven: the lift has an integrated weighing system, and automatic data logging supports trend analysis and quality monitoring.

"Lybover has designed more than just a compact tower – we have introduced a smart, complex lift system that makes all aspects of the material flow clearer, safer and more efficient."

Geert Crevits, Technologist, Lybover BULK

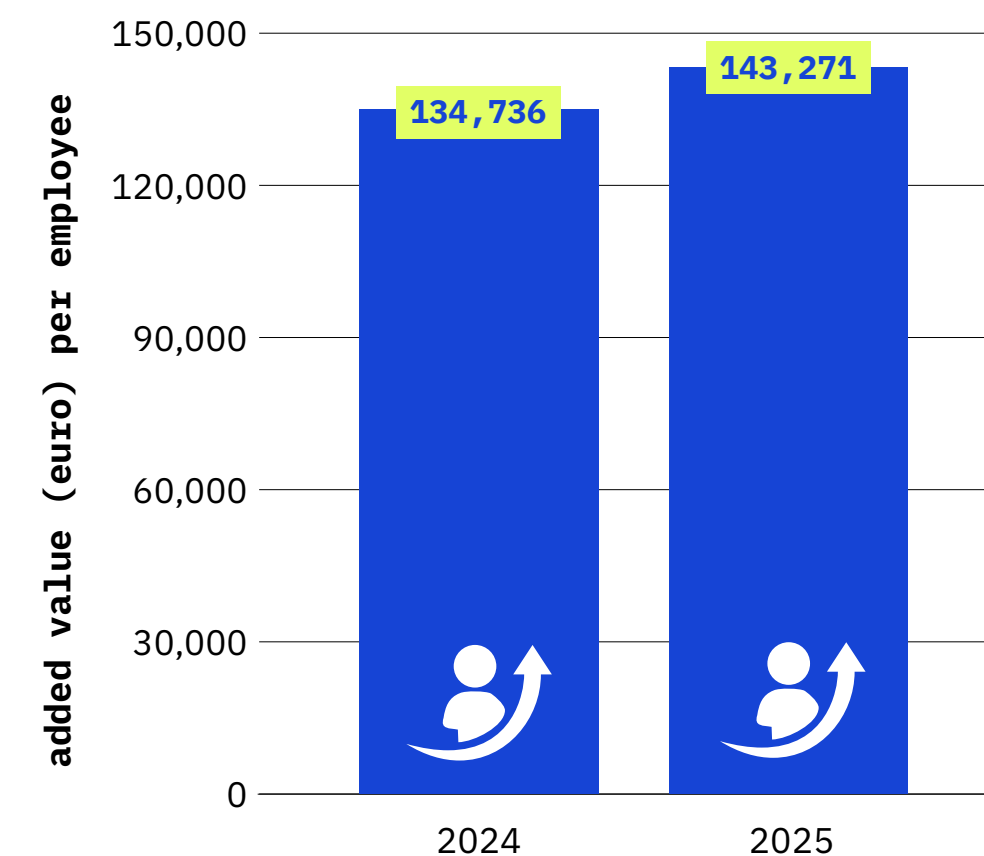
Where efficiency and innovation create impact

The success formula behind our handprint

At Lybover, we not only strive to deliver sustainable solutions for our clients – we also make sure we ourselves work in sustainable ways. We achieve this through an integrated approach in which **efficient project management, innovative engineering and comprehensive customer support** all reinforce one another.

A key factor in this is the extent to which our internal processes, data and people are aligned. By making targeted investments in digitalisation, knowledge sharing and production capacity, we are strengthening cohesion and laying a solid foundation for quality, efficiency and future-proofing.

This enables us to **create more added value** with the same teams, without the organisation having to expand its workforce proportionally. The initiatives below demonstrate how we are putting this into practice, from design to production, and from engineering to ongoing service.





PRODUCT DATA MANAGEMENT

We continue to build a digital landscape that provides optimal support for our processes. Standardisation, harmonisation and structuring processes and data play a key role in this. Following in the footsteps of our Project Management Office (PMO), we saw Product Data Management (PDM) come into being last year.

This brand-new PDM system organises, shares and reuses our designs and the associated technical knowledge in an efficient manner. We reviewed our approach to CAD models and are focusing on the easy extraction of parts lists from drawings, the reuse of library components, efficient data retrieval and structured release management. Designs are now created more efficiently, and information flows more smoothly throughout the organisation. The PDM system also constitutes an important step towards our goal of establishing a centralised item database.

INVESTING IN IN-HOUSE PRODUCTION

Production ran at full capacity throughout the year, with a strong focus on our core products and quality. In both Waregem and Bruges, significantly more hours were worked than in 2024. The process flow was reviewed, and we continued to shape the way in which both of our production sites collaborate and are integrated. With a standardised approach and mutual exchange in place, we can adapt more quickly and flexibly.

Aside from the Group Production Manager, another new role was introduced: Head of Product Engineering. Several new and replacement investments were made, including in sawing machines, overhead cranes and tooling. The production floor was reorganised in several areas, with product groups logically centralised, and collaboration with the project departments was further strengthened.

3D SCANNING AND VIRTUAL REALITY (VR)

3D scanning is essential for our engineering projects and **offers an accurate way to capture existing situations**. When used in conjunction with 3D design tools, this technology ensures that new designs integrate seamlessly with existing installations. It improves safety and delivers time and cost savings by shortening lead times, reducing travel, and avoiding rework and material wastage.

We have been using 3D scanning since 2008, and have since expanded our use of the technology to include **virtual reality (VR) to bring designs to life**. VR provides in-depth insight into every project, enabling potential issues to be identified and resolved as early as the design phase.

By using VR for **consultations with customers abroad**, we achieve significant time and cost savings. Internally, VR visualisation improves coordination between our teams and delivers greater efficiency and quality. In 2025, we used VR in 36 projects across France, the Netherlands, Belgium, Germany and Austria, saving 79,000 km in travel.

 mileage avoided (in km)
thanks to VR

79,000



ONGOING SERVICE AND COMMISSIONING

We provide a full service package throughout the entire lifespan of an installation. **Through preventive inspections, timely replacement of parts and rapid response to breakdowns**, we guarantee the continuity and efficiency of every installation. This approach helps to minimise downtime and maximise the lifespan of systems, in turn contributing to more sustainable business operations. We continue to offer proactive support even after completion. Wherever there is scope for optimisation, we seize that opportunity.

02

RESPONSIBLE OPERATIONS

Working smarter, doing business more sustainably

Lybover works to develop sustainable solutions for its customers day in, day out. What's more, we're realising that same ambition in our own operations too. By doing so, we improve our credibility, put sustainability into practice and demonstrate that efficiency, keeping costs under control and responsibility can go hand in hand.

By using energy wisely, we reduce our own costs, minimise our environmental impact and improve our operational efficiency. A carefully considered approach to waste helps us to minimise material losses, streamline our processes and reduce waste. We are making a deliberate choice to work with high-quality, responsible and [future-proof products and partners within our value chain](#).

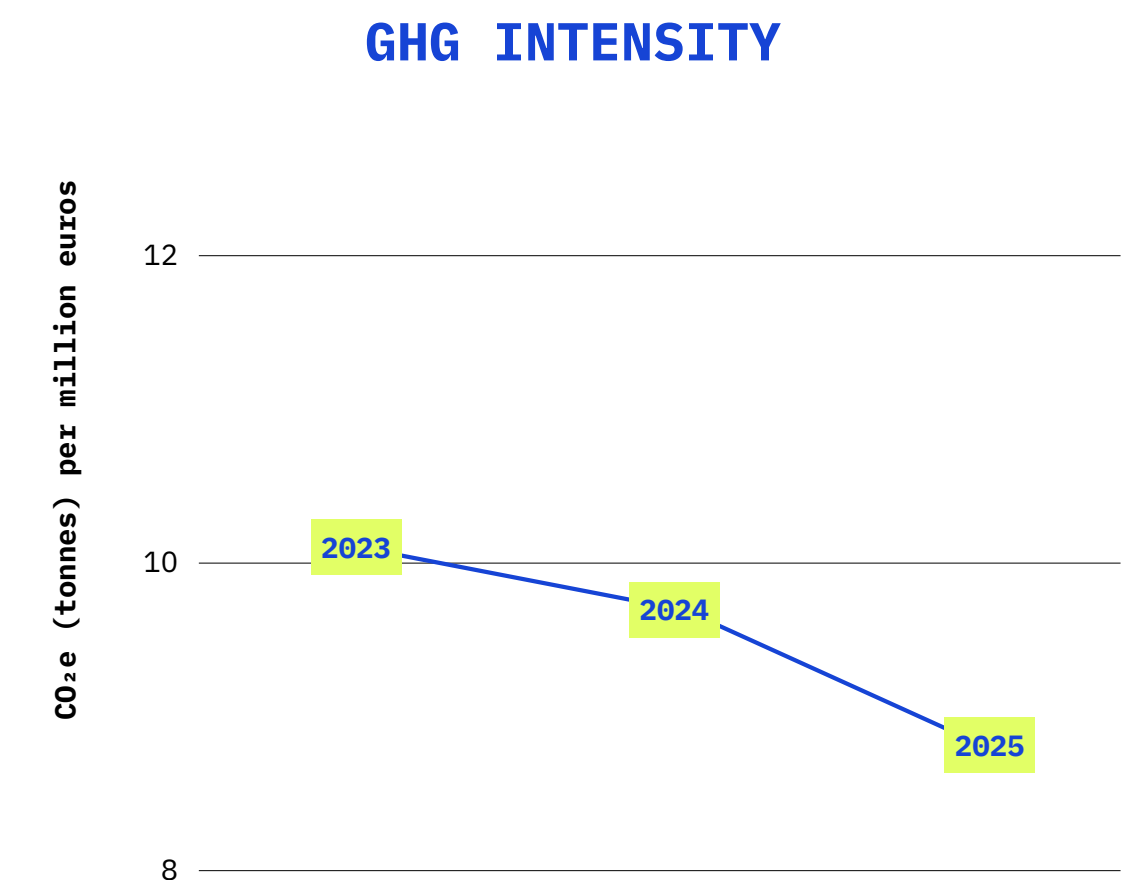
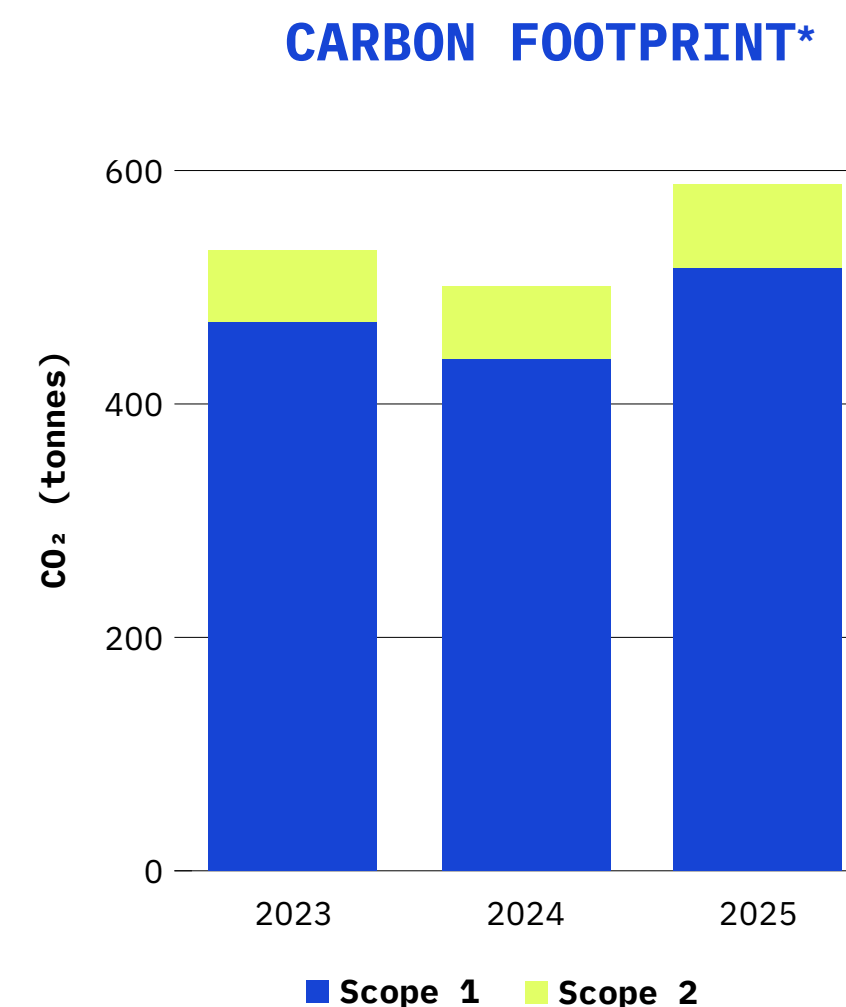
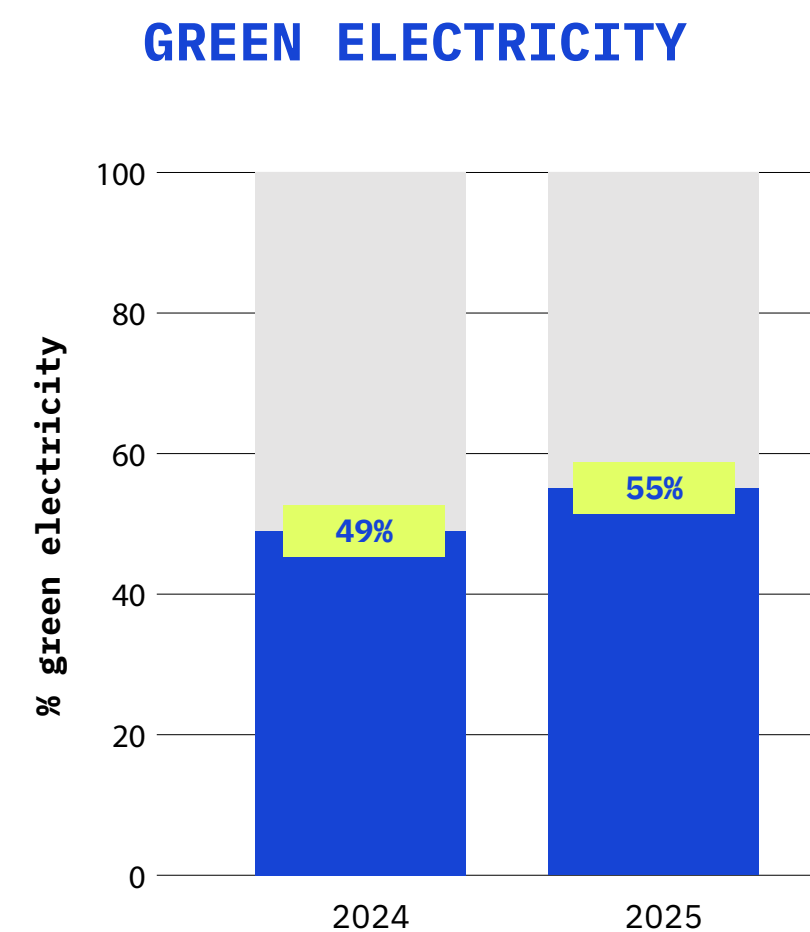
A secure and future-proof IT infrastructure is also essential in today's climate. Through our efforts in the areas of cybersecurity, NIS2 compliance and the roll-out of a new ERP system, we are strengthening our digital resilience and continuing to build a solid foundation for the future.



Sustainability, built in by design

Sustainable energy use as the norm

Structural investments in sustainability are at the heart of our energy strategy. For example, we are investing in energy-efficient buildings, systematically making our vehicle fleet more environmentally friendly, and gradually reducing our reliance on fossil fuels.



* Scope 1 covers direct emissions from gas or fuel consumption associated with the organisation's own building, transport and production-related activities.
 Scope 2 covers indirect emissions resulting from the generation of electricity purchased and consumed.

MOVING TOWARD AN ELECTRIC FLEET

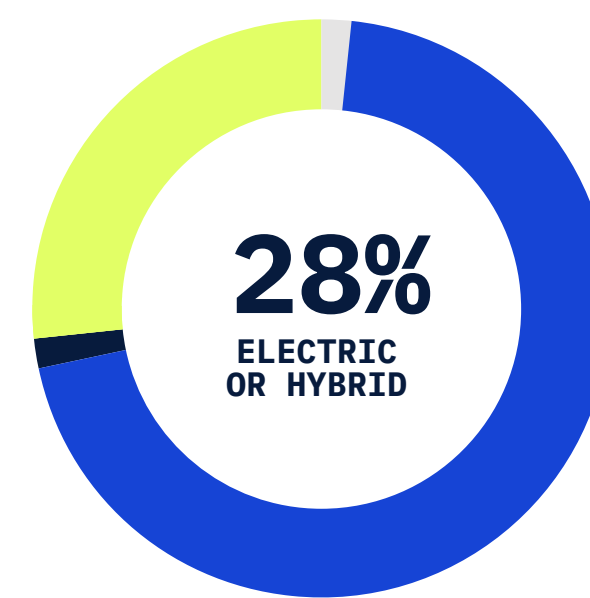
Since March 2022, we have been gradually switching to electric vehicles. When replacing existing vehicles, we consistently opt for 100% electric alternatives. The only fossil-fuel vehicles we continue to invest in are new service vans, while we await electric solutions that meet all our needs.

EFFICIENT AND SMART CHARGING

Since the end of 2025, we have been charging our electric vehicles using a smart system. These charging points synchronise the charging process with the solar energy we generate ourselves, enabling us to make maximum use of our own electricity, avoid peak loads and keep energy costs down.

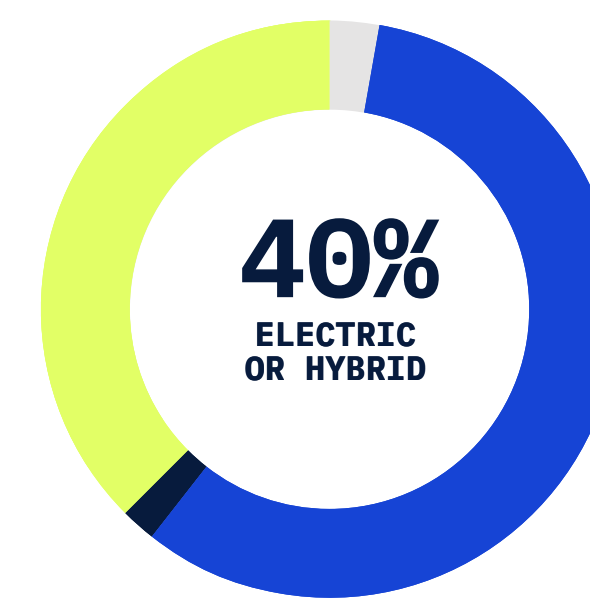
The system monitors the available solar energy and automatically adjusts the charging process where necessary. This keeps our energy consumption perfectly balanced and allows us to make the most of the capacity of our 248 solar panels, without placing any additional strain on the grid. The result is a safe, efficient and future-proof solution for our fleet.

FLEET



2024

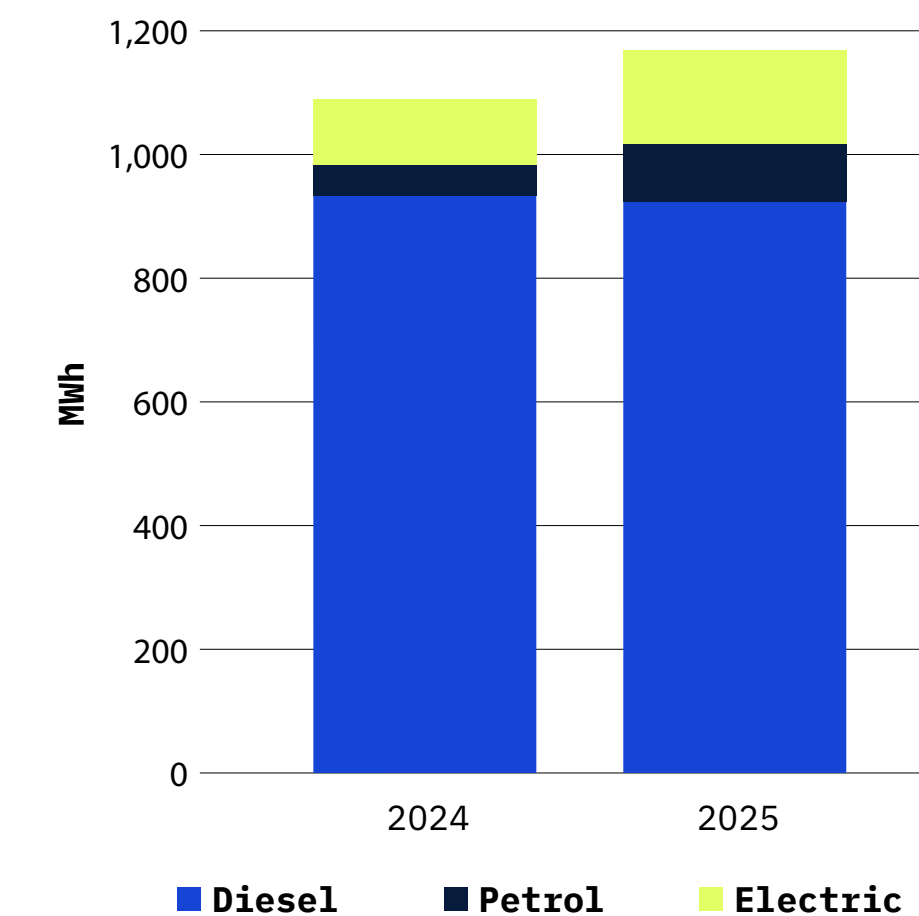
Electric Hybrid
Petrol Diesel



2025

Electric Hybrid
Petrol Diesel

FUEL CONSUMPTION VS CHARGING



SMART CONTROL SYSTEMS FOR LIGHTING AND CLIMATE CONTROL

Using intelligent lighting and climate control systems, we can centrally control, monitor and adjust lighting, heating and cooling. This technology perfectly matches energy consumption to actual demand, **so that the expansion of our site does not automatically lead to a proportional increase in energy consumption.** That way, we can keep our energy consumption under control and limit our use of fossil fuels, without compromising on comfort or convenience.

ENERGY-EFFICIENT AND SUSTAINABLE OFFICE DESIGN

Once 80 new work places had been taken into use at the end of January 2025, we officially opened **Boels² Plaza and Bistro Boels²** in Waregem. Boels² Plaza offers plenty of space to welcome customers and suppliers for inspiring seminars and to bring our growing team together for training sessions and meetings. Together with the new lunchroom and the considered design of the indoor and outdoor spaces, this creates an **inspiring workplace where comfort and sustainability go hand in hand.**

High-quality insulation, solar panels, heat pumps, smart lighting and well-designed architecture all make our new offices an **energy-efficient and future-proof working environment.** That way, we can actively reduce our carbon footprint.



Raising the bar for quality and safety

Certificates

Quality and safety form the basis of the strategy we pursue. With that in mind, we have obtained a number of leading certifications that underscore our commitment to these values. By implementing these systems, we are not only meeting legal and customer requirements, but we are also strengthening our position as a reliable and responsible partner.

ISO 9001

ISO 9001 is an internationally recognised standard for quality management systems. This standard helps us to streamline processes, improve customer satisfaction and ensure continuous improvement, so that we can guarantee a consistently high standard of quality in our products and services.



EN 1090

EN 1090 is a European standard for the fabrication of steel and aluminium structures. This certification confirms that our production processes meet strict quality and safety standards, which are essential for the reliability and durability of our structures.



ISO 3834

ISO 3834 sets out the quality requirements for the fusion welding of metals. This standard governs our welding processes, as it ensures that we meet the highest quality standards. This results in strong, durable welded joints that guarantee the safety and integrity of our products.



VCA **

The Safety, Health and Environment Checklist for Contractors (SCC, known in Dutch as VCA) is a comprehensive certification scheme that confirms our compliance with strict safety, health and environmental standards. This system helps us manage risks, prevent accidents and guarantee a safe working environment for all our employees.



VOKA CHARTER FOR SUSTAINABLE BUSINESS

In 2025, we signed up to the Voka Charter for Sustainable Business (VCDO) for the first time. This charter is an annual initiative designed to encourage companies to work toward sustainability on an ongoing basis. The VCDO is based on the 17 Sustainable Development Goals (SDGs) of the United Nations, which provide a broad framework for corporate social responsibility and sustainable growth. In June 2025, our efforts and achievements were recognised in the form of our VCDO certificate. We will be taking part once again in 2026 and have submitted a new action plan.



ECOVADIS

Lybover has obtained a commitment rating by EcoVadis, the leading platform for assessing environmental, social and ethical performance. This score places Lybover above the global average in our sector and recognises our positive initiatives in the field of environment, society and good governance (ESG).

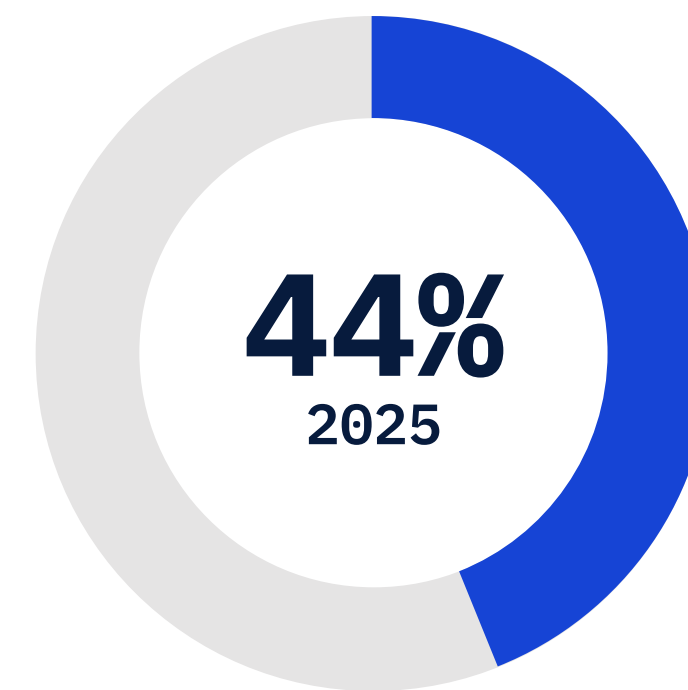
Our commitment to the circular economy

Waste management

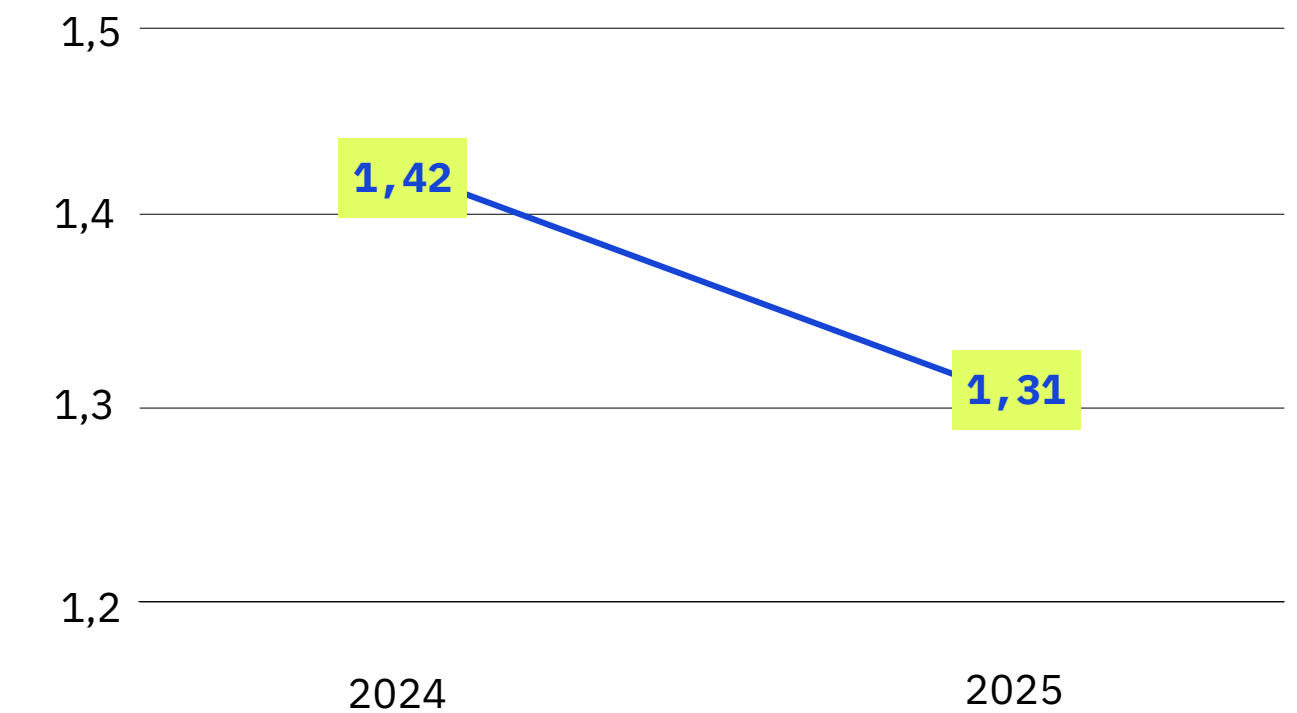
We have implemented an efficient waste separation system to promote reuse and recycling. By sorting waste carefully, we ensure that every material is processed or reused correctly. All waste flows are accurately recorded in the waste register. We actively foster awareness, both in the office and on the production floor.

Our objective is clear: despite the growth of our organisation, we aim to reduce the volume of our waste flows and continuously optimise our processes. In 2025, we noticed an increase in the volume of residual waste. This is something we're taking seriously: in 2026, we will investigate the causes and make the necessary adjustments.

RECYCLING RATE



TONNES OF WASTE PER MILLION EUROS OF TURNOVER



FROM WORN-OUT TO WORTH IT

Since the end of 2025, our warehouse in Waregem has had a recycling station specially designed for the collection of personal protective equipment (PPE), safety footwear and workwear. Employees can now put their old shoes, glasses, gloves and work coats in the Resource Box, rather than in the general waste bin.

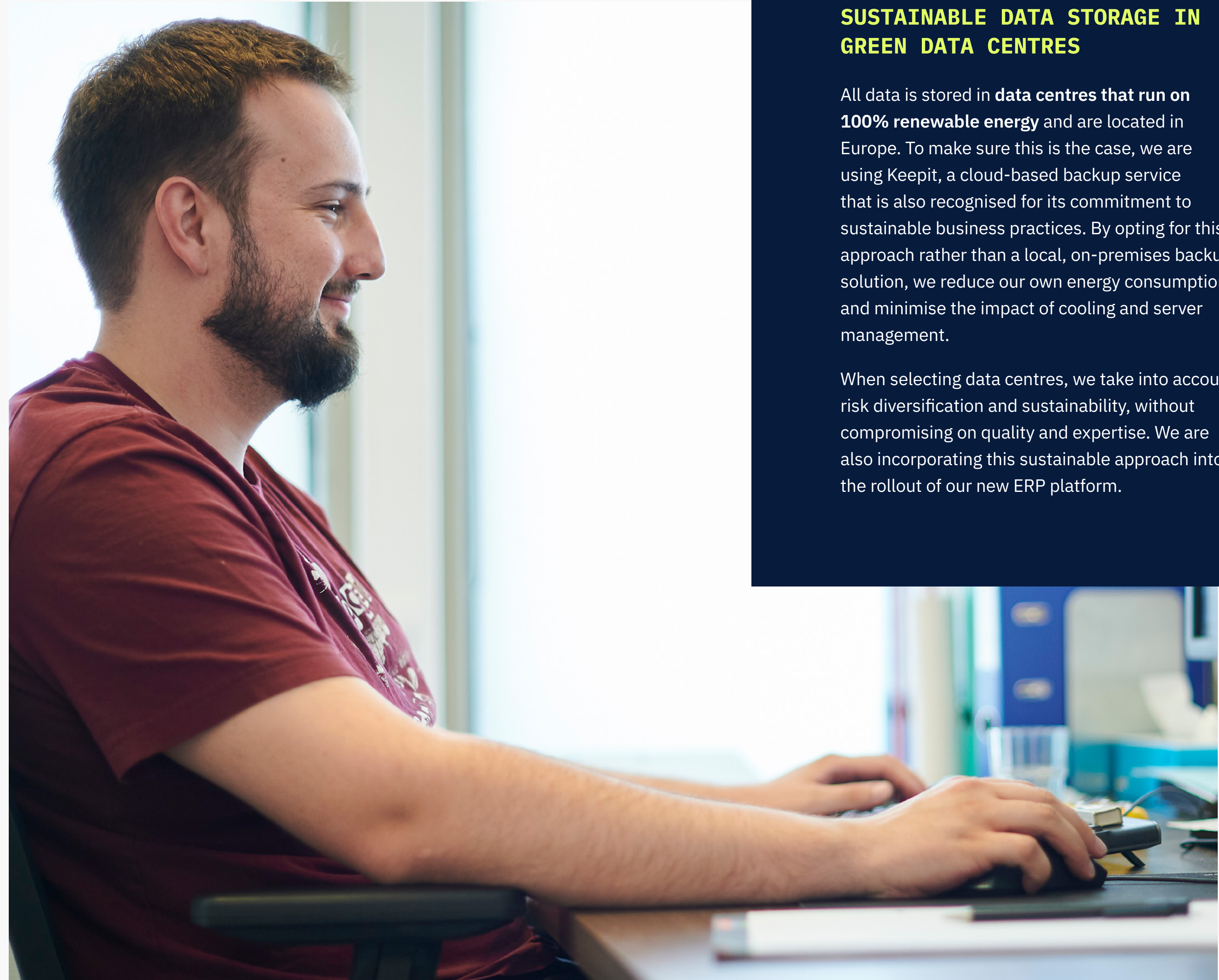
These second-hand work clothes and protective equipment contain valuable materials that we can give a new lease of life. After dismantling, it is determined whether components can be reused as parts for new products or as raw materials. If pollution levels are too high, they are used as a secondary fuel. They are only disposed of as waste when reuse is not possible due to contamination.

Building a resilient digital future

Cybersecurity? Check!

Lybover is fully compliant with the European NIS2 legislation and **has implemented 117 cybersecurity measures recommended by Cybersecurity Centre Belgium (CCB)**. To strengthen our digital resilience, we have developed an action plan and invested in a stable, cloud-based infrastructure. We have documented our information security policy and raised awareness of cybersecurity within the organisation. By doing so, we are guaranteeing maximum operational reliability and a future-proof digital environment.

We continue to invest in ever more robust information security. A key step in 2025 was our partnership with a **Security Operations Centre (SOC) that monitors our environment 24/7** and can intervene immediately in the event of a threat. In 2026, we will continue to build on this foundation, with a roadmap toward becoming fully cloud-based.



SUSTAINABLE DATA STORAGE IN GREEN DATA CENTRES

All data is stored in **data centres that run on 100% renewable energy** and are located in Europe. To make sure this is the case, we are using Keepit, a cloud-based backup service that is also recognised for its commitment to sustainable business practices. By opting for this approach rather than a local, on-premises backup solution, we reduce our own energy consumption and minimise the impact of cooling and server management.

When selecting data centres, we take into account risk diversification and sustainability, without compromising on quality and expertise. We are also incorporating this sustainable approach into the rollout of our new ERP platform.

03

RESPECTFUL RELATIONS

Investing in people, building for tomorrow

A shortage of technical talent, an ageing workforce and a growing need for training and reskilling are just some of the challenges the labour market is faced with today. At the same time, the bar is set ever higher in terms of expectations regarding wellbeing, safety, inclusion and good employment practices. In technical and industrial environments, safety remains a key challenge, as the risks of workplace accidents and physical strain are very real. On top of that, broader social issues, such as equal opportunities, social vulnerability and pressure on local communities, mean that businesses have a wider responsibility than just their economic role.

As such, **investing in people, safe working conditions and social engagement** is absolutely essential to Lybover: it makes us more resilient as an organisation, empowers our employees and contributes to a healthier and stronger society.



Where teamwork meets innovation

Our promise to our employees

Our people are the driving force behind sustainable growth. In the demanding sectors in which we operate, we face complex challenges that we can only tackle with the right people on board. That is why we invest in **attracting and retaining talent**, we offer plenty of opportunities for personal and professional growth, and we provide individual support for new employees. Over the course of 2025, this commitment has resulted in a low staff turnover rate and a high average tenure. What's more, our doors are always open to young talent: we welcome apprentices and students who are keen to learn and develop.

 **8.31** years
of service

 **8%**
Turnover rate

 **2.54%**
Absenteeism



A FRESH JOBS WEBSITE WITH IMPACT

Our job site has had a makeover, both visually and in terms of content, with clear job descriptions, a fresh design and greater focus on what makes working at Lybover truly special.

Simply head to our careers page to take a look at our vacancies for highly qualified professionals in sales, project management, technical design, service, after-sales, production and installation.



40 YEARS OF LYBOVER: FAMILY DAY AS THE HIGHLIGHT OF OUR CELEBRATIONS

At the end of June, we once again opened the doors to our main office in Waregem to staff and their families. To mark our 40th anniversary, we added an extra celebratory touch to this family day. The tour of our company was more extensive than in previous years: visitors were not only able to explore our offices and production areas, but also got a **first glimpse of the brand-new Bistro Boels² and Boels² Plaza**. To make this anniversary even more special, everyone in attendance had the chance to win an unforgettable hot-air balloon ride.

THE POWER OF GROWTH

We invest heavily in the training and development of our employees. We offer opportunities to develop skills and advance careers, so that everyone can fulfil their potential. Through continuous **learning and development opportunities**, we encourage our employees to remain at the forefront of their field. This not only benefits their personal development, but also contributes to innovation within our organisation.

Our **key users are a major part of that story**. These key figures play a crucial role as **bridge builders between new technologies and end users**. With their in-depth knowledge and specific training, they act as role models and mentors, which strengthens internal collaboration and helps speed up the implementation of new systems and processes.

 **36.7 hours**

on average per employee



WORK-BASED LEARNING AND WORK PLACEMENTS

At Lybover, we actively invest in the engineers of tomorrow. We are taking part in the **KU Leuven Nexus programme**, a collaboration with KU Leuven Campus Bruges driven by our CEO, Hans Boels. This initiative **combines academic knowledge with practical experience**: students combine their studies with a job at Lybover, one day a week and during their holidays. At the end of the programme, they decide whether they wish to continue their commitment to Lybover.

The second edition of the KU Leuven Nexus matchmaking event took place in 2025. Ten enthusiastic students decided to explore Lybover in more depth, in person and at our premises in Waregem. They embarked on a practical journey of discovery in engineering and innovation, and learned how Lybover turns visions into concrete projects.

The foundation of our culture

Safety and wellbeing



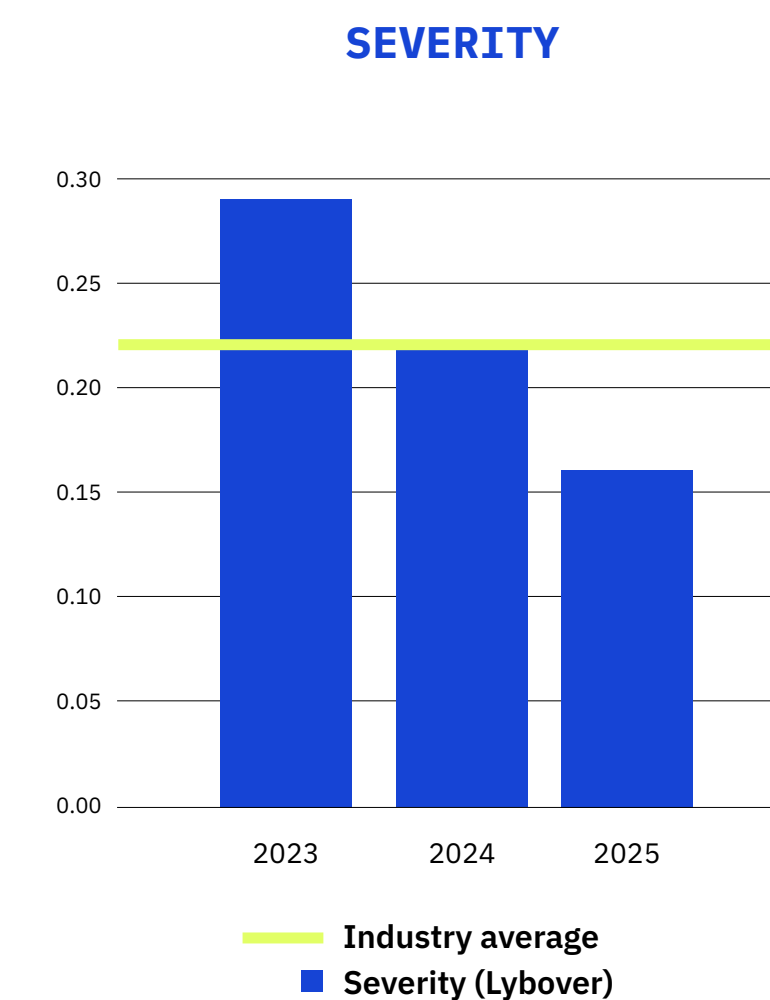
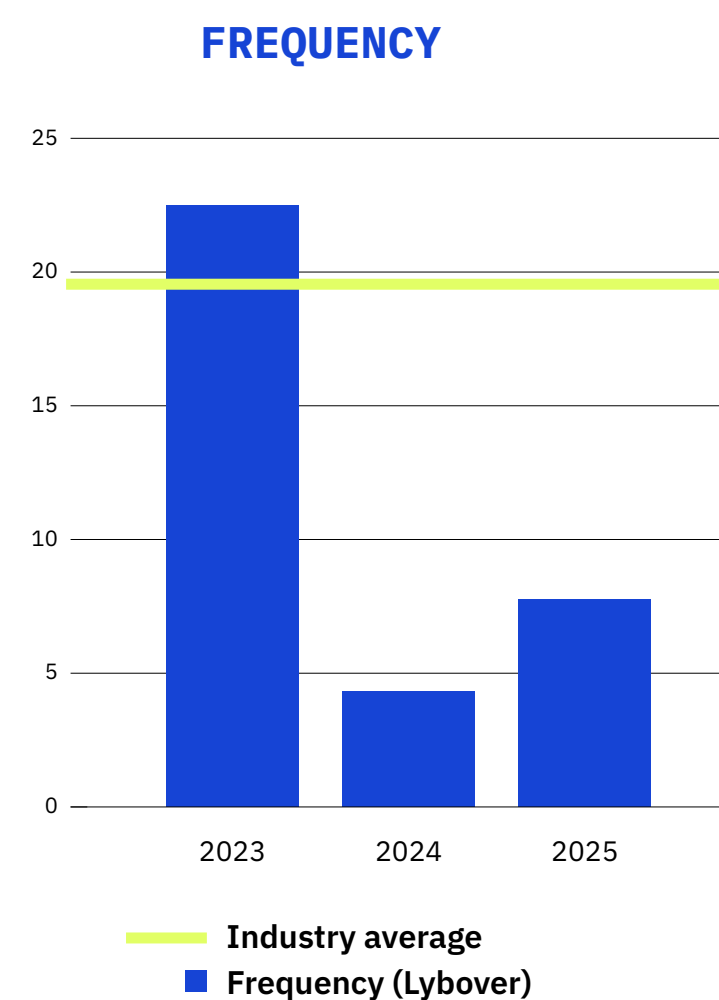
BIG VISION, STRONG BODIES

Sustainable growth starts with a **strong and healthy team**. That's why we organise initiatives throughout the year to support our staff: from hot soup in winter and fresh fruit in summer to active team-building activities and a petanque court for everyone to enjoy. Our covered bike parking, showers and an attractive cycling allowance — including the option to lease a bike — all make it easy to cycle to work. On several occasions, we have also provided bespoke cycling outfits so that our colleagues are visible out on the road as true Lybover ambassadors.

In the coming years, we will continue to invest heavily in initiatives to help get our staff moving. Recognition of this commitment came in the form of **Sport Vlaanderen's Sport Company Label**, a recognition for employers who actively promote sport and health in the workplace.



At Lybover, the physical and mental wellbeing of our staff is always our top priority. They are the driving force behind every project we undertake. Without their dedication and hard work, we would not be able to successfully carry out the complex and demanding projects we undertake. That is why we continuously invest in their wellbeing and safety, so that everyone, from the office to the production floor and construction site, can work in a safe and supportive environment.



SAFETY STARTS WITH AWARENESS

To raise safety awareness, we are committed to a wide range of initiatives, such as **information sessions, toolbox meetings, site inspections, training courses, risk assessments, Last Minute Risk Assessments (LMRA) and site evaluations.** Safety is also a top priority during project meetings and gatherings with the installation teams, so that everyone always works in line with the latest guidelines and procedures.

Every incident is reported and thoroughly analysed. These analyses provide valuable insights that enable us to take specific measures to **prevent future accidents** and make our working environment safer day by day.

SAFETY AND ACCESSIBILITY ON OUR MAIN SITE

As part of the infrastructure upgrade around our office building in Waregem, **we also overhauled the traffic plan and signage,** using safety as our guiding principle. Outside, new pedestrian walkways have been installed to ensure pedestrians get to their destination safely, supplemented by clear signage for the various traffic flows. The distinction between visitor and staff car parks is also clearer than ever. Additional parking spaces and charging points are provided to meet the growing need for these transport solutions. Inside, new safety symbols, clear floor numbers and up-to-date evacuation plans ensure a safe and accessible working environment.



EXPERIENTIAL LEARNING WITH VIRTUAL REALITY

Incidents rarely arise due to lack of knowledge, but rather because the risks are not spotted in practice. That is why we make sure our staff not only have the theoretical knowledge, but also the practical skills to deal with the risks they encounter on a daily basis. To make sure this is the case, we are working with The Hazard Factory, which uses **virtual reality (VR) to raise awareness of workplace hazards.**

In highly lifelike VR scenarios, employees experience what it means to be vigilant. They make choices, recognise risks and immediately see the consequences of their decisions.

After each training session, we carry out a group evaluation and data analysis, which gives us a clear picture of safety awareness within our teams. This in turn enables us to address specific areas of concern and make our working environment safer, step by step. The impact is measurable: knowledge is retained more effectively, behavioural change is encouraged and collaboration is strengthened.

Our social initiatives

Commitment to community



We believe in the power of social responsibility and invest in initiatives that make a positive difference in the community. From educational programmes to local support: we are committed to equal opportunities and a stronger society.

CLOSE TO OUR HEART

In our anniversary year, we celebrated not only four decades of entrepreneurship, innovation and collaboration, we also reflected on the personal story behind Lybover. The untimely passing of our founders, the parents of CEOs Hans and Filip Boels, means that **the fight against cancer** is particularly close to our hearts.

Driven by that experience, both CEOs made a personal effort to promote this cause this year. Hans Boels did his bit via the **1,000 strokes for Kom op Tegen Kanker**. Filip Boels made a donation on behalf of Lybover to **Heart for Brain**, an organisation that raises funds for research into brain tumours. Heart for Brain was founded by the late wife of Waregem's mayor, Kristof Chanterie, and is now run by her family and friends.



BOOKS THAT MAKE A DIFFERENCE

Following the success of our toy collection, 2025 saw us once again supporting **Dominiek Savio**, an organisation that supports children, young people and adults with disabilities through education and support. This year, we ran an appeal for children's books. The donated books have found a new home in the Dominiek Savio school library, where they spark the imagination and help to develop language skills. Items that are unsuitable are given a new lease of life through a charity shop.

Our partners

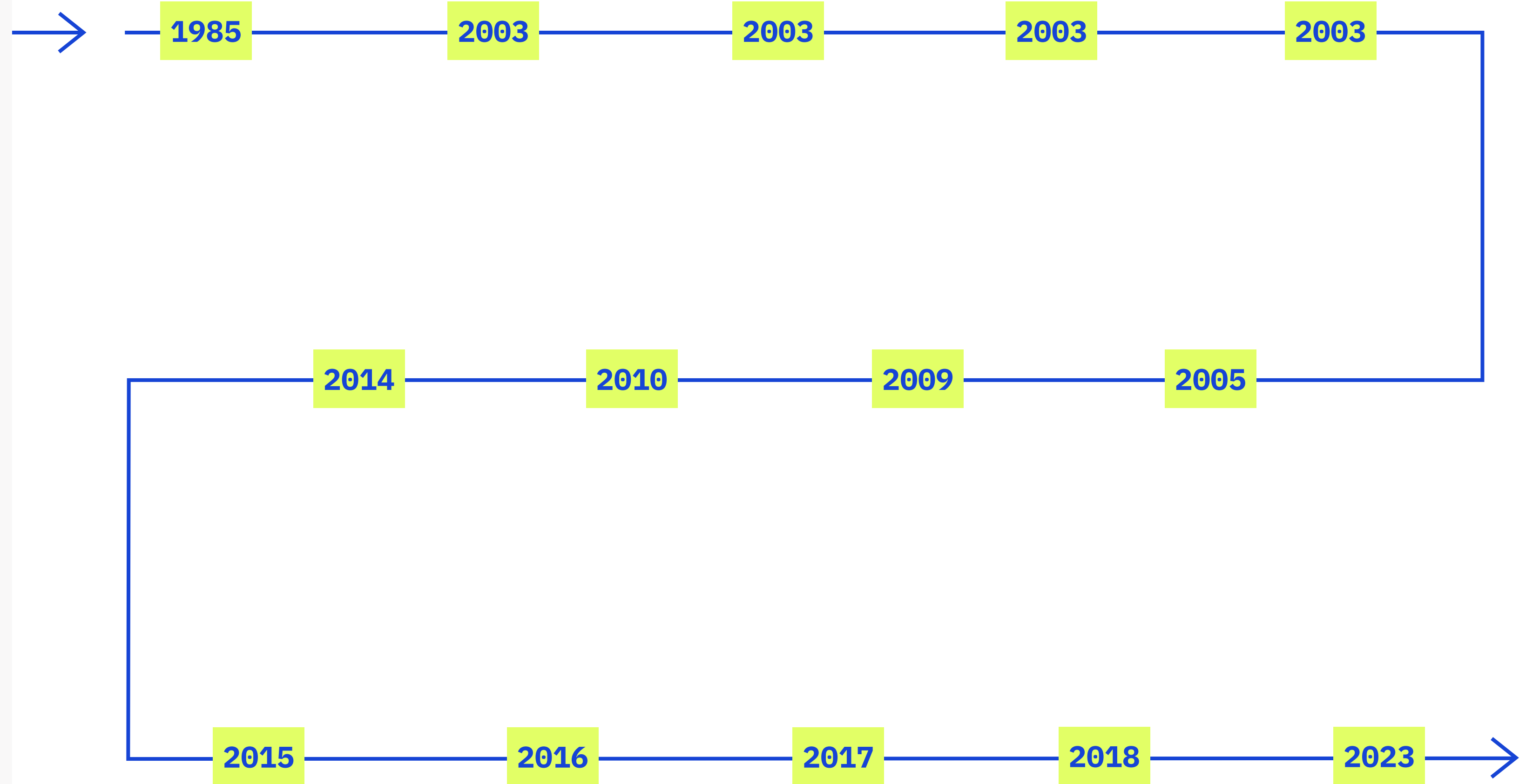
| | |
|--|----|
| Our sustainability partners _____ | 50 |
| Technology partners that make a difference _____ | 51 |
| Our supplier code of conduct _____ | 53 |



In good company for
a better future

Our sustainability partners

Sustainable innovation starts with strong partnerships. That is why we apply the utmost care when selecting the technology providers, suppliers and subcontractors we partner with. We work with reputable partners who guarantee the highest quality and share our ambition to tackle challenges thoroughly and purposefully. This mutual commitment forms the basis of partnerships that have lasted anywhere from a few years to as long as forty years. Trust and continuity always play a key role in this.



Driving innovation through
collaboration

Technology partners that make a difference

At Lybover, we carefully select our technology partners based on quality, innovation and sustainability. We deliberately partner with leading suppliers and integrate their technology into complex projects.

Our partners share our customer-focused vision: a bespoke approach, solution-oriented thinking and long-term relationships are just as deeply ingrained in their ethos as they are in ours. Thanks to these shared values, we deliver solutions that add real value, and we constantly strive to find the best way forward for every customer.

In addition, our partners actively contribute to our sustainability goals by **investing in the latest technologies and best available techniques.** By doing so, we continually incorporate technological advances into our projects, we are able to invest in research and development, and we can deliver solutions with a minimal impact on people and the environment.

“At Keller Lufttechnik, sustainability is part of our corporate DNA. Our filtration and extraction solutions help industrial customers reduce emissions, protect employees, and work more energy-efficiently. ESG is not an add-on for us, but is embedded in our products and projects from the outset—creating measurable environmental and social value through reliable, durable technology.”

Paulin Keller

Sustainability Management, Keller Lufttechnik



“At hamos, sustainability means actively closing recycling loops through the use of highly accurate sorting technology. Our electrostatic sorting technology produces high-purity recycled materials that can be reintroduced directly into the production process. That way, we can replace primary raw materials with secondary materials, reduce carbon emissions and make a measurable contribution to the environment.”

Selinda Spisla

Head of Marketing & Sales, hamos GmbH

“Spaleck is a fifth-generation family-owned company with more than 150 years of experience in mechanical engineering and metal processing. Together, we are committed to a resource-efficient future, in order to make sure that also future generations can live in wealth. Guided by our vision of uncompromising sustainability, we rely on innovative solutions, energy-efficient processes, and durable products to actively contribute to the circular economy and climate protection. We work closely with our customers and partners in alignment with international sustainability standards to create long-term value”

Carsten Sühling

CEO, Spaleck

“As a family-owned company, we at HAAS Recycling-Systems stand for responsible decision-making and long-term relationships – demonstrated by our more than 20-year partnership with LYBOVER.”

Patrick Szubrin

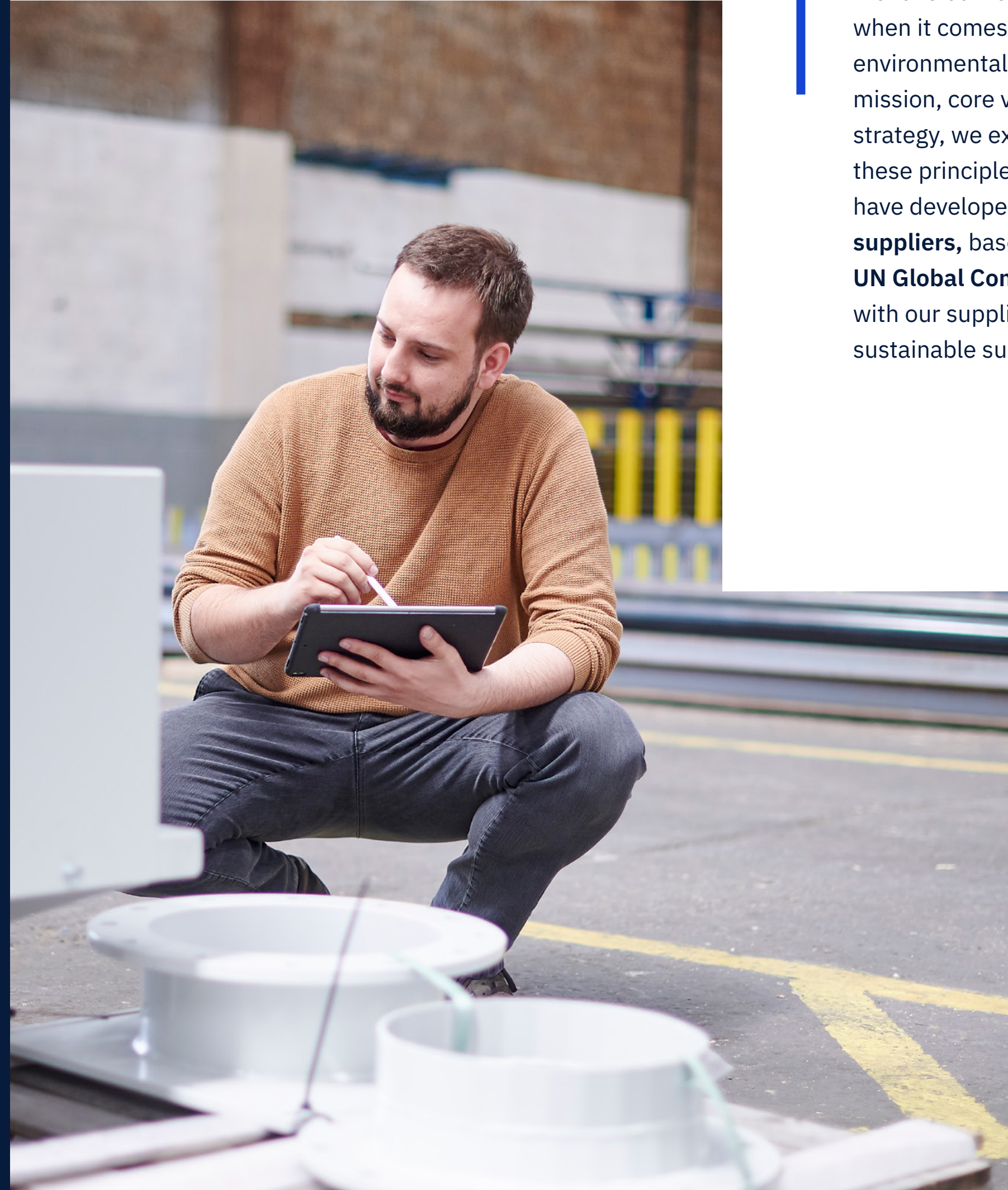
Sales Director, HAAS Recycling-Systems

“At EMDE, we view corporate social responsibility as a holistic approach that encompasses environmental, social and governance (ESG) considerations. Economic viability, sustainability and innovative strength together form the foundation of our entrepreneurship.”

EMDE Management

Our supplier code of conduct

Suppliers as partners
in responsible business



We take our responsibilities seriously when it comes to ethics, social justice and environmental awareness. In line with our mission, core values and sustainability strategy, we expect our suppliers to uphold these principles as well. That is why we have developed a **code of conduct for suppliers**, based on the ten principles of the **UN Global Compact**. That way, we can work with our suppliers to build a responsible and sustainable supply chain.



"Responsible and sustainable procurement means choosing quality and reliability, and working with partners who share our high standards and values."

Kristof Blondeel
EHQSF Manager

RESPONSIBLE AND SUSTAINABLE PROCUREMENT

We source our products in a conscious and responsible manner and work exclusively with suppliers who meet our high standards of quality and sustainability. New suppliers undergo a **selection process** and are subsequently **closely monitored through incoming quality control, complaint management and assessments of their performance and service**. As part of this, we always check that they hold the necessary certificates.

To ensure transparency and efficiency, we request quotes from several suppliers and manage our inventory using ERP systems. This helps us make sure that our procurement stays within budget and meets all safety standards. We treat confidential customer information with the utmost care and, where necessary, we implement a non-disclosure agreement.

WORKING WITH THE BEST PROFESSIONALS

When outsourcing work, we apply **strict requirements to subcontractors**. This applies to surface treatment, mechanical processing, construction in accordance with EN 1090, inspection and assembly. We work **exclusively with partners who meet the required standards and certifications**. Subcontractors who no longer meet our requirements will lose their approval status.

Our impact in figures



| | 2022 | 2023 | 2024* | 2025 | Unit |
|--|---------------|---------------|---------------|---------------|--|
| VSME B1 - BASIC INDICATORS | | | | | |
| Turnover** | 47,448,767.00 | 52,452,515.00 | 52,479,235.00 | 66,884,551.00 | euro |
| Employees (number) | 171 | 170 | 140 | 150 | |
| Employees (FTE) | 167 | 169 | 140 | 148.68 | FTE |
| VSME B3 - ENERGY AND GHG EMISSIONS | | | | | |
| Energy consumption and mix | | | | | |
| Total energy consumption (fuel and electricity) | 1,067.76 | 1,111.12 | 2,022.01 | 2,395.51 | MWh |
| Fuel consumption | 530.27 | 535.98 | 1,441.22 | 1,642.11 | MWh |
| Gas consumption | 1.49 | 3.15 | 0.79 | 22.87 | MWh |
| Electricity purchased (non-renewable) | 278.72 | 290.00 | 294.06 | 331.93 | MWh |
| Total energy consumption from fossil fuels | 810.48 | 829.13 | 1,736.07 | 1,996.91 | MWh |
| % fossil fuel energy | 76 | 75 | 86 | 83 | % |
| Electricity purchased (green) | 257.28 | 281.99 | 285.94 | 322.75 | MWh |
| Electricity generated and consumed on-site (green) | | | 0.00 | 75.84 | MWh |
| Total energy consumption from renewable sources | 257.28 | 281.99 | 285.94 | 398.59 | MWh |
| % renewable energy | 24 | 25 | 14 | 17 | % |
| VSME B3 - ENERGY AND GHG EMISSIONS | | | | | |
| Carbon footprint | | | | | |
| Total (Scope 1 + 2) | 537 | 533 | 511 | 588 | CO ₂ e (tonnes) |
| Scope 1 | 477 | 471 | 449 | 518 | CO ₂ e (tonnes) |
| Scope 2 (location based) | 59 | 61 | 62 | 70 | CO ₂ e (tonnes) |
| GHG intensity | 11.31 | 10.15 | 9.74 | 8.79 | CO ₂ e (tonnes) per million euros |
| VSME B4 - AIR, WATER AND SOIL POLLUTION | | | | | |
| No significant emissions to report | | | | | |
| VSME B5 - BIODIVERSITY | | | | | |
| Number of sites owned, leased or managed in or near biodiversity-sensitive regions | 0 | 0 | 0 | 0 | |
| Land area owned, leased or managed in or near biodiversity-sensitive regions | 0 | 0 | 0 | 0 | ha |

* [Lybover FIRE demerger](#).

** 1/7 - 30/6

| | 2022 | 2023 | 2024* | 2025 | Unit |
|--|---------|-------|-------|-------|-------|
| VSME B6 – WATER | | | | | |
| Water consumption | | | | | |
| Water withdrawal | 1,147 | 814 | 404 | 519 | m³ |
| VSME B7 – RESOURCE USE, THE CIRCULAR ECONOMY AND WASTE MANAGEMENT | | | | | |
| Resource use and circular economy | | | | | |
| Total waste | 83.14 | 77.40 | 74.54 | 87.83 | tonne |
| % recycled | 69% | 68% | 68% | 44% | % |
| Non-hazardous | 82.58 | 75.15 | 74.04 | 87.07 | tonne |
| Recycled or reused | 56.88 | 50.18 | 50.24 | 38.15 | tonne |
| Incinerated or sent to landfill | 25.70 | 24.97 | 23.80 | 48.92 | tonne |
| Hazardous | 0.56 | 2.25 | 0.50 | 0.76 | tonne |
| Recycled or reused | 0.56 | 2.20 | 0.50 | 0.76 | tonne |
| Incinerated or sent to landfill | | 0.05 | | | tonne |
| VSME B8 – WORKFORCE – GENERAL FEATURES | | | | | |
| Own employees | | | | | |
| Total number of employees | 167 | 169 | 140 | 150 | |
| Type of contract | | | | | |
| Permanent | 166 | 168 | 140 | 150 | |
| Temporary or project-based | 1 | 1 | 0 | 0 | |
| Gender | | | | | |
| Male | 143 | 147 | 122 | 131 | |
| Female | 24 | 22 | 18 | 19 | |
| Age | | | | | |
| < 30 years | 34 | 30 | 25 | 34 | |
| 30-50 years | 92 | 100 | 82 | 84 | |
| > 50 years | 41 | 38 | 33 | 32 | |
| Country of employment | | | | | |
| | Belgium | | 137 | 146 | |
| | France | | 3 | 4 | |
| Staff turnover | | | | 8 | % |

* [Lybover FIRE demerger](#).

| | 2022 | 2023 | 2024* | 2025 | Unit |
|--|-------|-------|-------|------|---|
| VSME C5 – ADDITIONAL (GENERAL) FEATURES OF THE WORKFORCE | | | | | |
| Non-salaried employees | | | | | |
| Self-employed | | | | 30 | |
| Temporary | | | | 2 | |
| VSME B9 – WORKFORCE – HEALTH AND SAFETY | | | | | |
| Health and safety | | | | | |
| Number of recordable work-related accidents | 3 | 6 | 1 | 2 | |
| Number of days lost due to work-related injuries, fatalities and health related issues | 16 | 77 | 51 | 42 | |
| Ratio of recordable work-related accidents | 1.80 | 3.55 | 0.71 | 1.35 | accidents per 100 employees |
| Severity rate | 0.06 | 0.26 | 0.21 | 0.16 | |
| Frequency rate | 10.32 | 20.40 | 4.10 | 7.73 | |
| Number of fatalities as a result of work-related injuries or ill health | 0 | 0 | 0 | 0 | |
| Wellbeing | | | | | |
| Absenteeism | | | | 2.54 | % |
| Length of service | | | | 8.31 | years |
| VSME B10 – EMPLOYEES – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING | | | | | |
| Fair pay | | | | | Minimum wage set by national legislation or collective bargaining? |
| >= minimum wage | | | | | |
| Belgium | Y | Y | Y | Y | Determined by national legislation |
| France | | | | Y | Determined by national legislation |
| Collective agreement | | | | | |
| Belgium | 100% | 100% | 100% | 100% | |
| France | | | | 100% | |
| Training | | | | | |
| Average number of training hours per employee | 41 | 50 | 39 | 37 | hours per person |

Y = Yes

N = No

* [Lybover FIRE demerger.](#)

| | 2022 | 2023 | 2024* | 2025 | Unit |
|---|--|------|--------------------------|-------------------------------------|------|
| VSME B11 – CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY | | | | | |
| Corruption and bribery | | | | | |
| Convictions | 0 | 0 | 0 | 0 | |
| Fines | 0 | 0 | 0 | 0 | euro |
| VSME C5 – ADDITIONAL (GENERAL) FEATURES OF THE WORKFORCE | | | | | |
| Diversity management | | | | | |
| Gender diversity management | | | 0.18 | 0.18 | |
| Male | | | 11 | 11 | |
| Female | | | 2 | 2 | |
| Discrimination and human rights | | | | | |
| Discrimination | | | | | |
| Number of confirmed incidents | 0 | 0 | 0 | 0 | |
| Human rights | | | | | |
| Number of confirmed incidents | 0 | 0 | 0 | 0 | |
| VSME B2 – SUSTAINABILITY PRACTICES/POLICIES/FUTURE INITIATIVES | | | | | |
| Policy | Existing sustainability practices/policies/ future initiatives? | | Available to the public? | Does the policy set out objectives? | |
| Climate change | Y | | N | Y | |
| Pollution | Y | | N | Y | |
| Water and marine resources | N | | N | N | |
| Biodiversity and ecosystems | N | | N | N | |
| Circular economy | Y | | N | N | |
| Company employees | Y | | N | Y | |
| Staff in the supply chain | N | | N | N | |
| Affected communities | N | | N | N | |
| Consumers and end users | N | | N | N | |
| Professional conduct | Y | | N | Y | |

Y = Yes

N = No

* [Lybover FIRE demerger](#).

VSME C6 – ADDITIONAL INFORMATION ON THE WORKFORCE – HUMAN RIGHTS POLICY AND PROCESSES

VSME C7 – SEVERE HUMAN RIGHTS INCIDENTS

| Human rights | Child labour | Forced labour | Human trafficking | Discrimination | Accident prevention | Other |
|---|--------------|---------------|-------------------|----------------|---------------------|-------|
| Code of conduct or human rights policy for our company employees | Y | Y | Y | Y | Y | Y |
| Complaints-handling mechanism for company employees | Y | Y | Y | Y | Y | Y |
| Confirmed incidents involving company employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Confirmed incidents involving employees in the supply chain, affected communities, or consumers and end users | 0 | 0 | 0 | 0 | 0 | 0 |

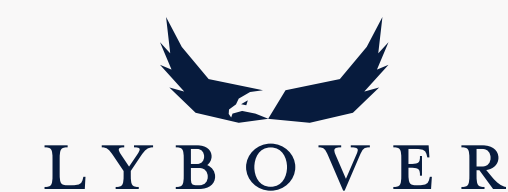
Y = Yes
N = No

2022 2023 2024 2025 Unit

VSME C8 – REVENUE FROM SPECIFIC SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

| Turnover |
|-----------------------|
| No turnover to report |

Our companies



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