



NATURE'S NETWORK, SUSTAINABILITY AT DYKA GROUP

Moving forward with ambition and pride

We are proud of the strong progress made on our sustainability targets and the momentum we have built across all areas. Setting these targets in 2022, with the base year 2020, marked an important first milestone, and while some targets proved more ambitious than anticipated, ambition is exactly what drives meaningful progress. The experience gained during the last couple of years has strengthened our approach and positions us well to continue advancing with confidence on our sustainability roadmap.

2026 UPDATE OF OUR SUSTAINABILITY PROGRAM

IN LINE WITH



1

CIRCULARITY

REDUCING CO₂ EMISSIONS

13 CLIMATE ACTION

USE
NON-FOSSIL BASED
ELECTRICITY

100%

2025

MATERIAL EFFICIENCY

11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

INCREASE USE OF RECYCLED
MATERIALS IN OUR PRODUCTS

+55%

2025

RECYCLATE
MATERIALINCREASE USE OF RECYCLED
MATERIALS IN OUR PACKAGING

2025

Operation Clean Sweep[®]
preventing the loss of plastic pellets

ALL OF OUR PLANTS

2023

100% renewable electricity



Use 100% non-fossil electricity by 2025.



Achieved



We have reached our goal of using 100% non-fossil electricity — and gone a step further. Today, all our operations run entirely on renewable power, sourced via guarantees of origin, mainly from wind and to a smaller extent hydropower. This shift has reduced our operational (Scope 2) market-based emissions to nearly zero and marks a major milestone in our journey towards lower-carbon production. In parallel, we are progressing the electrification of our forklift fleet, reaching up to 71% in 2025 and further reducing the environmental impact of our operations.

Increasing recycled content



Increase the use of recycled materials with +55% by 2025.



Continued progress



We increased the use of recycled materials in our products by 37% compared to 2020 — a strong step forward towards our 2025 ambition. While we did not fully reach our +55% target, we continue to make steady progress and prepare for further growth in recycled content. Recent innovations, like the launch of our three-layered ULTRA-3 pipe in the Belgian market, will help accelerate this shift while reducing product carbon footprints.

Increasing reusable packaging



Increase the use of recycled materials in our packaging.



Continued progress



We are actively increasing the use of reusable packaging across our operations. Pilots with reusable steel carts and the rollout of reusable steel reels are helping reduce packaging waste. We continue to scale these solutions, supporting lower material use and aligning with future sustainability standards.

Preventing plastic loss in operations



All plants have action plans in place and participate in the Operation Clean Sweep initiative by 2023.

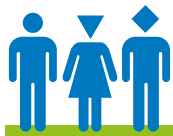


Achieved



Since 2023, 100% of all our plants have action plans in place and actively participate in the Operation Clean Sweep (OCS) initiative. Through site-specific measures, regular audits and increased awareness, we work continuously to prevent plastic loss and reduce environmental impact across our operations.

2 PEOPLE



**SAFE, INCLUSIVE
AND WORK
EMPOWERING
WORK ENVIRONMENT**

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



EDUCATION
EACH YEAR

12 HOURS



2025

INCREASE THE AMOUNT
OF PERSONS WITH
DISABILITIES

DIVERSITY

TO 3.5%

2025

INCREASE THE NUMBER
OF WOMEN IN
MANAGEMENT POSITIONS
AND EXPERT FUNCTIONS



TO 25%

2025



PROVIDE A SAFE AND HEALTHY WORKPLACE
FOR OUR EMPLOYEES

Investing in People development



Minimum 12 training hours per employee per year by 2025.



Continued progress



In 2025, we reached an average of 10.4 training hours per employee, bringing us close to our 12-hour target. Based on our performance and on-the-ground activities, we believe this target has effectively been achieved, with final digital reporting still in progress — particularly for workshop-based training where tracking remains more complex. We continue to expand learning opportunities and strengthen how we track training, further supporting skills development across our organisation.

Promoting an inclusive workplace



Increase number of colleagues with disabilities to at least 3.5% by 2025.



Overachieved



We exceeded our goal, with 5.5% of our workforce made up of colleagues with disabilities — more than double the 2020 level. Inclusion is part of our daily operations, creating real opportunities and making our workplaces more accessible for everyone.

Strengthening gender balance in leadership



Increase number of women in management and expert functions to at least 25% by 2025.



Continued progress



The share of women in management and expert functions remained stable between 2020 and 2025. At the same time, recent recruitment trends show positive momentum, with 25% of new management hires being women in the past three years. We continue to focus on building a stronger pipeline and supporting long-term progression into leadership roles.

Building a safe and healthy workplace



Provide a safe and healthy workplace for our employees.



Continued progress



We continue to strengthen a safe and healthy workplace for all employees. For example, in 2025, we launched our group-wide We-CARE initiative to reinforce a shared safety culture across all operations. By encouraging everyone to speak up, take responsibility and act on risks, we are embedding safety into everyday behaviours and decision-making.

3

CONTINUOUS
IMPROVEMENTSUSTAINABLE
INNOVATION9 INDUSTRY, INNOVATION
AND INFRASTRUCTUREALL NEW PRODUCTS WILL BE DESIGNED IN A WAY
THAT THEY ARE RECYCLABLE OR REUSABLESUSTAINABLE
PERFORMANCE11 SUSTAINABLE CITIES
AND COMMUNITIES12 RESPONSIBLE
CONSUMPTION
AND PRODUCTIONLIFE CYCLE ASSESSMENTS
FOR OUR PRODUCTS

SUPPLIERS

SUSTAINABILITY
CRITERIA

2023

Designing products for circularity

All new products will be designed in a way
that they are recyclable or reusable.

Continued focus



We continue to design our products with recyclability and reuse in mind. Solutions such as Rainbow®, Solydo® Easyfit and Axedo® already reflect this approach, helping reduce waste and extend material life. By integrating circular design principles, we support lower material use and help our customers meet their sustainability goals.

Assessing product environmental impact

Increase the number of Life Cycle
Assessments for our products.

Achieved



We continue to assess the environmental impact of our products through Life Cycle Assessments (LCAs). These insights support product development and help drive more sustainable design and sourcing choices. Where available, we share this information through Environmental Product Declarations (EPDs), with a great assortment of products already covered to ensure transparent and comparable data for our stakeholders.

Strengthening sustainability across our
supply chain

Sustainability criteria for our suppliers.



Achieved



We have established clear sustainability criteria for our suppliers, fostering greater transparency and collaboration across our value chain. By working with key suppliers to share environmental data, we improve the quality of our product assessments while supporting continuous progress and long-term partnerships.

Status of upcoming targets

