



VSME Aligned ESG Report 2025

Sustainability Report

📅 01.01.2025 – 31.12.2025 📍 Belgium

Compliant with VSME reporting standards, following EFRAG guidance

Overview

Name	Steyaert-Heene
Legal Form	Private limited liability
FTE	49.2
Address	Zuidmoerstraat 102, 9900 Eeklo
Turnover	€7.3M



Table of Contents

03 Methodology & scope

04 Business Overview

08 Sustainability strategy & ESG commitments

10 Environment

17 Social

22 Governance

26 Sustainability Roadmap

| Methodology & scope

Reporting framework, boundary, standards and scope for Ets D. Steyaert-Heene sustainability disclosure.

REPORTING FRAMEWORK

This report follows the Voluntary Standard for non-listed SMEs (VSME) published by the European Financial Reporting Advisory Group (EFRAG). The reporting period covers 01.01.2025 to 31.12.2025.

REPORTING SCOPE

The report is prepared on an individual basis, covering Ets D. Steyaert-Heene as a single legal entity. No subsidiaries, joint ventures or affiliates are included in the reporting boundary.

OPERATIONAL BOUNDARY

All operations at the company's sole site, Zuidmoerstraat 102, 9900 Eeklo, Belgium, are within scope. The site spans 1.45 hectares and houses steel fabrication, warehousing, offices and yard logistics.

STANDARDS APPLIED

Disclosures align with the VSME standard (EFRAG). Emission calculations follow the GHG Protocol Corporate Standard. No external assurance has been obtained for this first reporting cycle.

BUSINESS OVERVIEW

*Steel craftsmanship rooted in three
generations of industrial expertise.*

1

Company overview

Legal identity, key facts and operational footprint of Ets D. Steyaert-Heene.

Steyaert-Heene is a family-owned steel construction and trading company based in Eeklo, Belgium. The company designs, engineers, fabricates and assembles steel structures for industrial clients, with a strong track record in the petrochemical sector. Alongside construction, Steyaert-Heene operates a wholesale steel trading division supplying plates, profiles and tubes to professional and private customers.



Key facts

1 Legal form & registration

Ets D. Steyaert-Heene is a private limited liability undertaking (BV/SRL) registered in Belgium under VAT number BE0401047785, with its registered office at Zuidmoerstraat 102, 9900 Eeklo.

2 Headcount & footprint

The company employs 49.2 FTE at end of reporting period, all based at its single site in Eeklo. The premises cover 1.45 hectares and include fabrication halls, a steel yard, warehousing and offices.

3 Sector & NACE classification

Primary NACE codes: C-25.11 (Manufacture of metal structures and parts of structures) and G-46.84 (Wholesale of hardware). The company holds VCA** certification (since 2016) and VCA Petrochemie certification (since 2017).

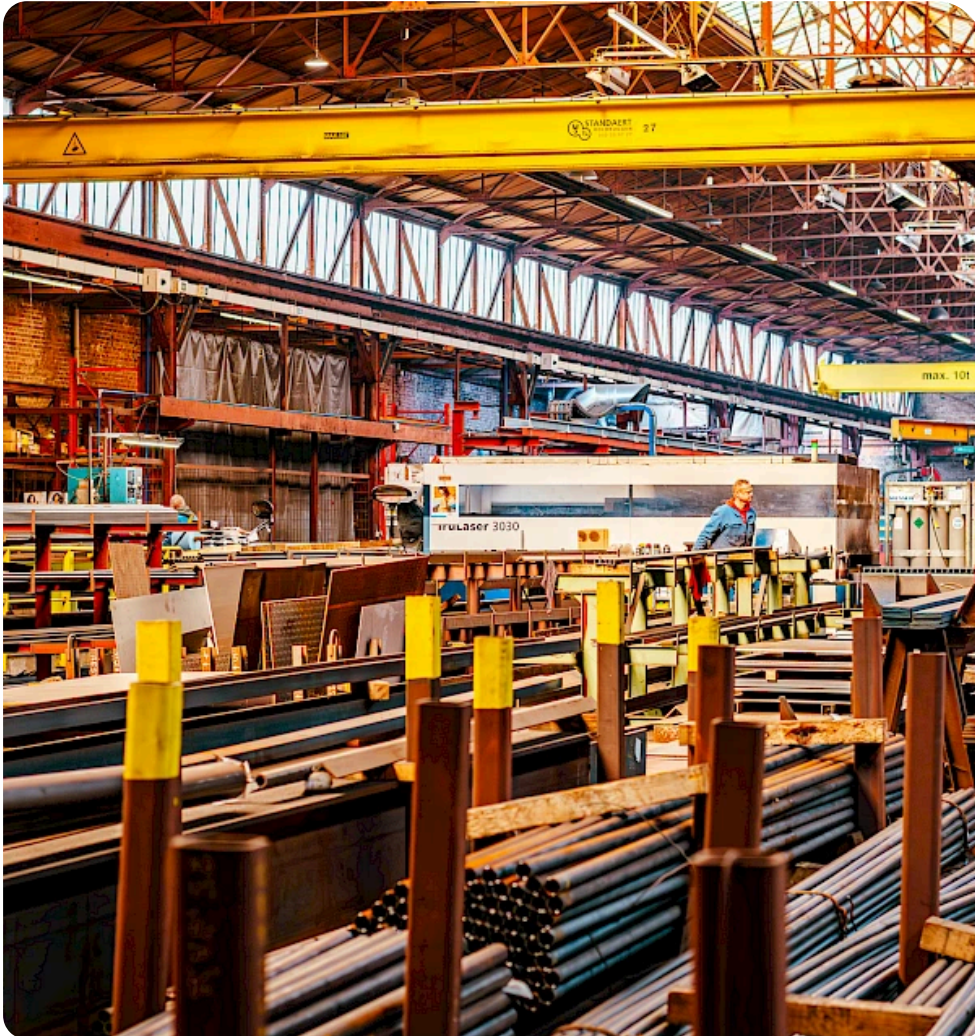
4 Balance sheet & turnover

Balance sheet total of approximately 14.6M EUR. Turnover: 7.3M EUR (2025), 12.0M EUR (2025), 10.9M EUR (2023). The company operates in Belgium as its primary market.

Activities & business model

Core activities, markets served and key business relationships of Ets D. Steyaert-Heene.

Steyaert-Heene creates value through end-to-end steel construction capabilities and a complementary wholesale trading operation, serving industrial B2B clients across Belgium.



Core activities

01 Steel constructions

End-to-end service covering design, engineering, fabrication and on-site assembly of steel structures. Projects range from industrial platforms and pipe racks to large-scale structural steelwork for petrochemical plants (BASF, Solvay, Bayer, Total).

02 Custom steelwork

Bespoke fabrication of stairs, platforms, supports and frames tailored to client specifications. This activity leverages in-house welding and cutting capacity at the Eeklo site.

03 Steel trading

Wholesale distribution of steel plates, profiles and tubes to professional buyers and private customers. The trading division operates from the same Eeklo site, with stock held on the 1.45-hectare yard.

04 Markets & customers

Steel constructions and trading are both B2B oriented, with Belgium as the primary market. Key petrochemical clients include BASF, Solvay, Bayer and Total. B2C delivery to private customers complements the wholesale channel.

05 Key relationships

Hemberg Montage supports on-site assembly as a specialist supplier. The Coating Company provides galvanizing and surface treatment. These partnerships extend Steyaert-Heene's capabilities beyond its own fabrication footprint.

| Product & service impact

How Steyaert-Heene's steel construction and trading activities create impact for customers and society.

Building durable steel infrastructure that supports industrial transition

Long-life steel structures reduce replacement cycles. Steel constructions engineered by Steyaert-Heene are designed for decades of service in demanding industrial environments, including petrochemical facilities. Durability by design means fewer material replacements over the asset lifetime, lowering embodied carbon per year of use.

Recyclability at end of life. Structural steel is one of the most recycled materials globally. All products fabricated and traded by Steyaert-Heene, including plates, profiles and tubes, retain high scrap value and can re-enter the steel cycle without quality loss, supporting circular material flows.

Enabling safe industrial operations. Custom steelwork such as platforms, stairs and supports directly contributes to safe access and operational integrity at client sites. VCA** and VCA Petrochemie certifications ensure that safety standards are embedded from design through to on-site assembly.



Sustainability strategy & ESG commitments

Strategy narrative and E / S / G pillar commitments for Ets D. Steyaert-Heene.

We integrate sustainability into our steel construction and trading operations, focusing on resource efficiency and workplace safety.

Sustainability integration

Steyaert is committed to lowering its ecological footprint through energy-efficient production processes and circular material flows. Steel recycling is central to our operations, with 343 tonnes recycled in 2025. We continuously evaluate opportunities to reduce energy consumption and emissions across our facilities in Eeklo.

Occupational health & safety

Workplace safety is a cornerstone of our operations. We hold VCA*P certification, employ a dedicated prevention advisor, and conduct CPBW committee meetings four times per year. These structures ensure continuous monitoring and improvement of working conditions across all production and trading activities.

Risk assessment

For the 2025 reporting period, no material sustainability risks were identified that would require specific mitigation measures. We will continue to assess risks on an annual basis as part of our evolving sustainability framework.

E

177 tCO2eq TOTAL SCOPE 1+2 EMISSIONS

Lowering ecological footprint
31.6% Scope 1+2 reduction vs 2024
Circular processes; 343 ton steel recycled

S

49.2 FTE · VCA*P CERTIFIED

Dedicated prevention advisor
CPBW meetings 4x per year
2 work-related accidents; 0 fatalities

G

ESG NOT FORMALLY ASSIGNED AT BOARD LEVEL

No formal board-level ESG oversight yet
100% collective bargaining coverage
50% gender diversity in governance bodies

Key ESG Metrics Dashboard

A high-level overview of key ESG indicators for Ets D. Steyaert-Heene. Detailed breakdowns follow on subsequent pages.

49.2

FTE Employees

€7.3M

Turnover (2025)

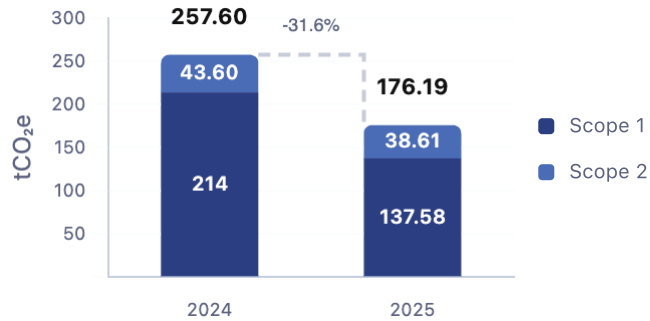
177

tCO₂e Scope 1+2

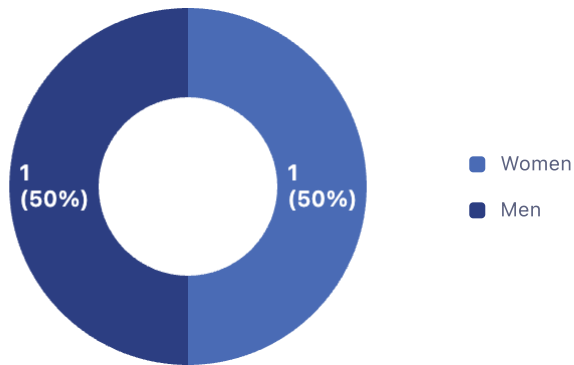
0

Fatalities

Total GHG Emissions (Scope 1+2)



Gender diversity in governance



Ets D. Steyaert-Heene employs 49.2 FTE across its steel construction and trading operations in Eeklo, Belgium, generating a turnover of €7.3M. Total Scope 1+2 greenhouse gas emissions stand at 177 tCO₂e (Scope 1: 138; Scope 2: 39), representing a 31.6% reduction compared with 2024 levels. The company generated 353.74 tonnes of waste in 2025, of which 343.03 tonnes of steel was recycled, reflecting the circular nature of steel operations. Water withdrawal totalled 196 m³. On the social side, 2 work-related accidents were recorded with 0 fatalities. All employees are covered by collective bargaining agreements, and governance bodies achieve 50% gender diversity.

Sustainability is embedded in the nature of our steel business. Recycling and safety are not just commitments, they are how we operate every day.

Management

Ets D. Steyaert-Heene

ENVIRONMENT

Building sustainably, from energy and emissions to circularity and beyond.

3

Energy

Ets D. Steyaert-Heene's operations rely on electricity for workshop machinery and fuels for heating and transport. With no renewable energy sources in place yet, the company has committed to installing solar PV panels across 1,000 m² of roof space between 2026 and 2028, alongside roof insulation works planned for 2025.

TOTAL ENERGY CONSUMPTION

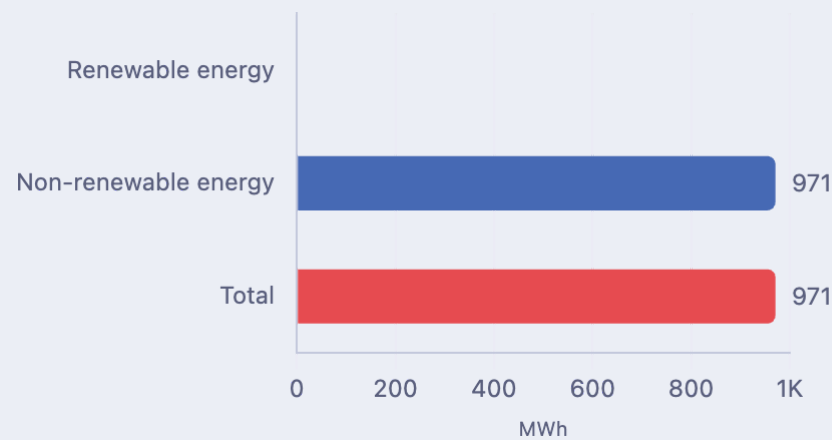
971 MWh

0% from renewable sources

Total energy consumption in 2025 reached **971 MWh**, split between non-renewable electricity (**368 MWh**) powering workshop equipment and non-renewable fuels (**603 MWh**) for heating and vehicles. No renewable energy is currently sourced; however, solar PV installation on 1,000 m² of roof area is planned for 2026 to 2028, and roof insulation improvements are scheduled for 2025 to reduce heat loss.

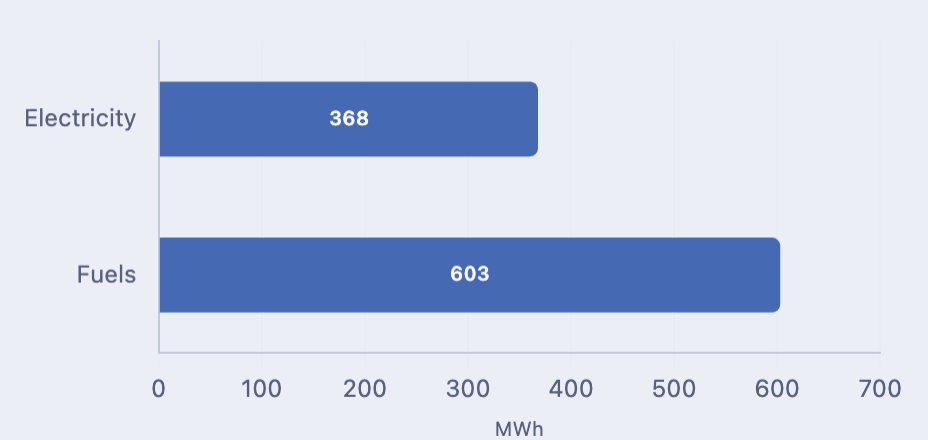
Energy consumption breakdown by renewability (MWh)

■ Renewable ■ Non-renewable ■ Total



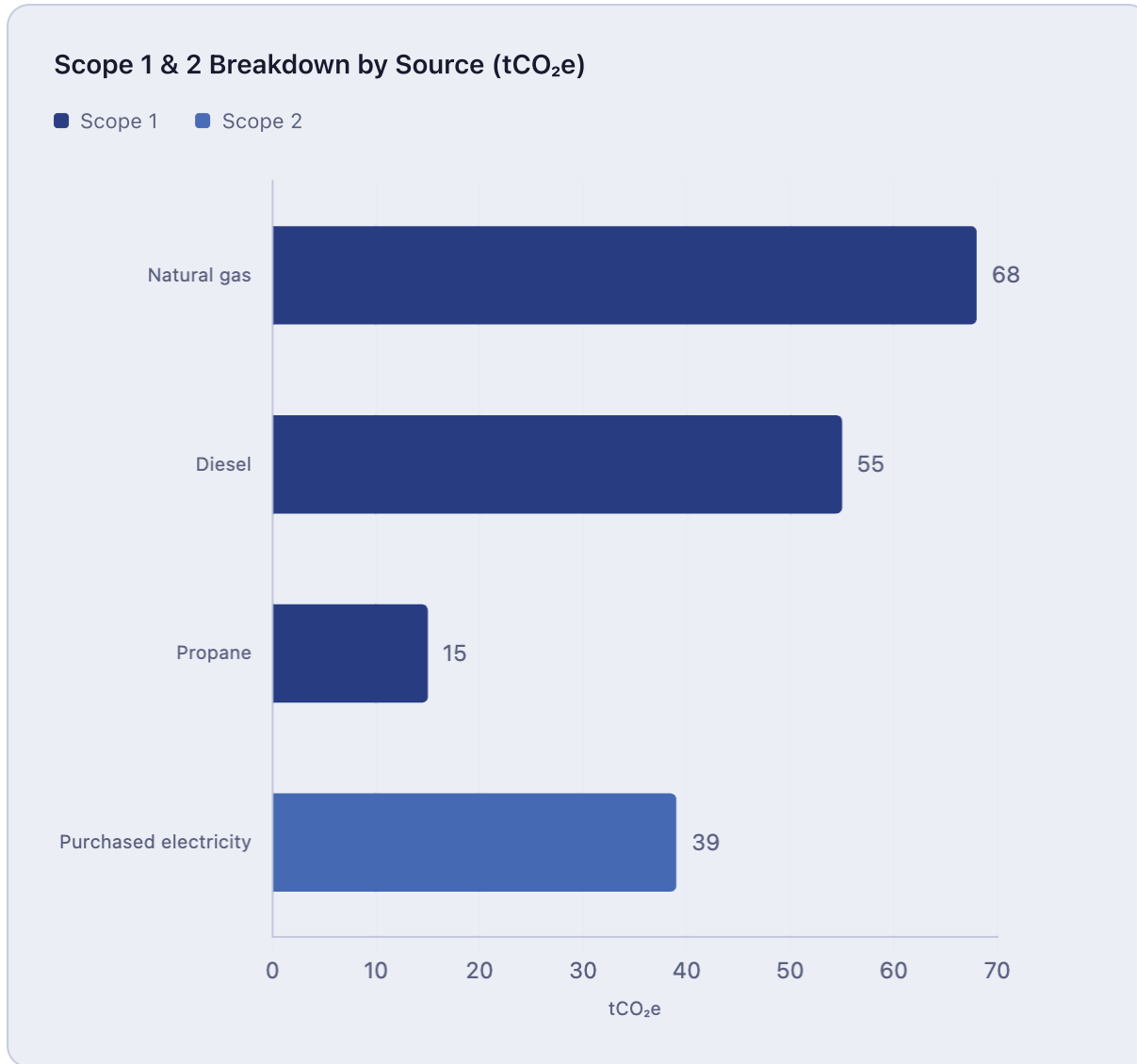
Energy consumption by carrier (MWh)

■ Renewable ■ Non-renewable



Greenhouse Gas Emissions

Scope 1 represents the largest share of total GHG emissions, mainly from natural gas and diesel use. Scope 2 comes from purchased non-renewable electricity and remains a smaller contributor. Ongoing initiatives, including roof insulation, solar PV rollout and fleet electrification, are expected to reduce both emission sources over time.



Decarbonisation Initiatives

Fuel reduction strategy

Phase out natural gas heating by 2050 and transition company fleet to full BEV by 2030, targeting the largest Scope 1 sources.

Renewable electricity transition

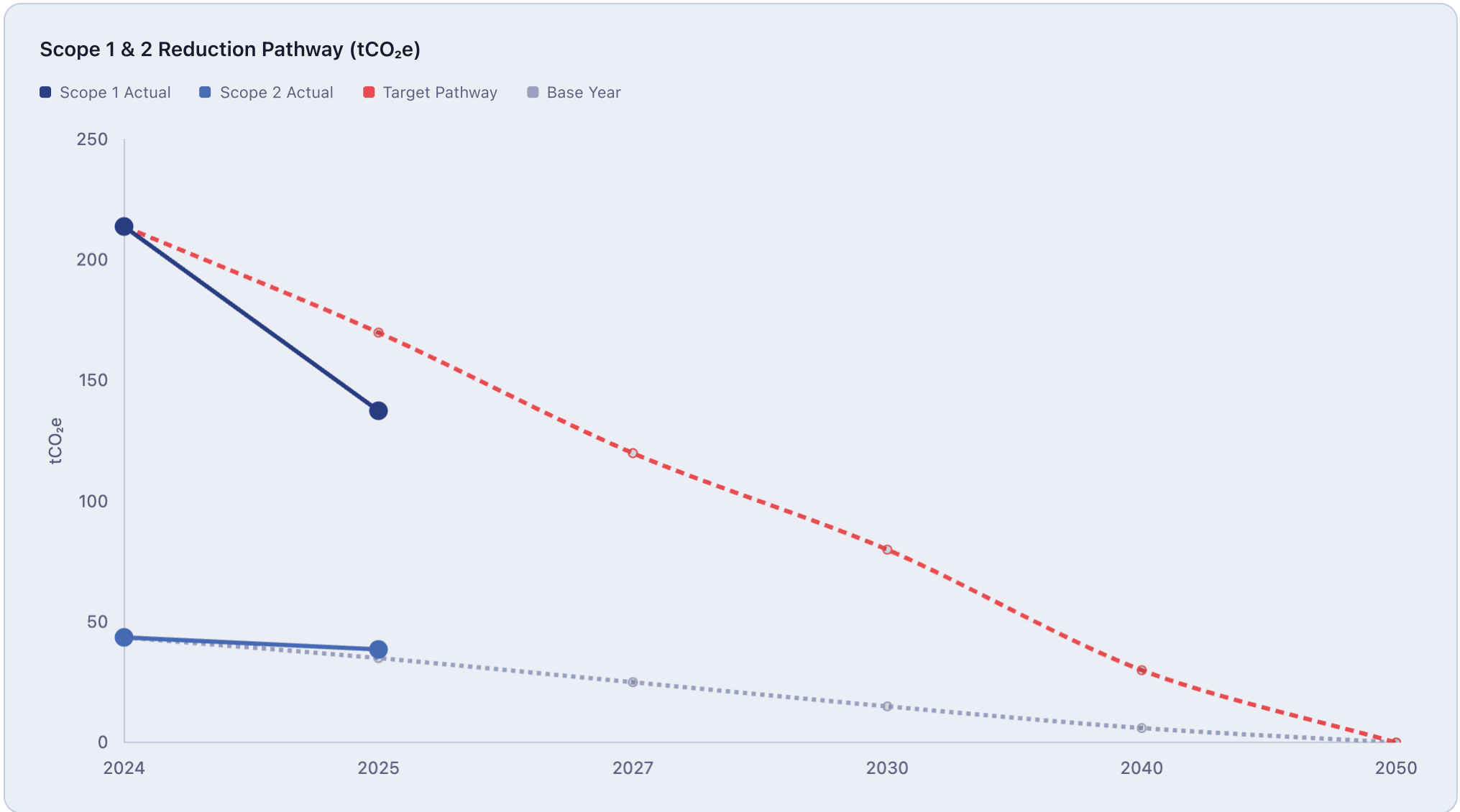
Solar PV installation (2026 to 2028) and 100% renewable electricity contracts from 2027, eliminating Scope 2 grid emissions.

Building efficiency improvements

Roof insulation in 2025 to reduce thermal energy demand and lower natural gas consumption.

Greenhouse gas emissions targets and progress

Ets D. Steyaert-Heene tracks Scope 1 and Scope 2 emission evolution from 2024 to 2025, achieving a 31.6% Scope 1+2 reduction versus 2024, and follows a decarbonisation pathway to zero by 2050.



| Water, Waste & Circular Economy

Ets D. Steyaert-Heene manages water, waste and material flows across its 1.45 hectare steel construction site in Eeklo. Steel scrap segregation and recycling form the backbone of the company's circular economy approach, with 343 tonnes of iron and steel recovered annually.

TOTAL WATER CONSUMPTION

196 m³

High water-stress area, 0 discharge

Water use is limited to sanitary and operational purposes, with total withdrawal and consumption of **196 m³** and zero discharge. The site is located in a high water-stress area; consumption is monitored to identify reduction opportunities.

Waste and circularity: total waste generated amounts to **354 tonnes**, of which 343 tonnes is iron and steel scrap sent for recycling. Hazardous waste (batteries, chemicals, paint residues) totals 0.35 tonnes. All waste streams are sorted on-site into dedicated Renewi containers for steel, paper, PMD and residual waste.

TOTAL WASTE GENERATED

354 tonnes

97% recycled (iron/steel scrap)

Circular economy principles

- 01 Steel scrap segregation and sale**
343 tonnes of iron and steel scrap recovered, sorted and sold for recycling annually.
- 02 On-site waste sorting**
Dedicated containers for steel, paper, PMD and residual waste via Renewi collection services.
- 03 Hazardous waste management**
Batteries (0.026 t), chemicals (0.11 t) and paint/ink (0.19 t) collected and processed through certified channels.
- 04 Circular steel construction**
Design and fabrication practices that maximise material utilisation and minimise offcuts in steel construction projects.

SOCIAL

A safe workplace is our strongest foundation.

4

Workforce Data

Key social metrics across employment structure, gender composition, health and safety performance, and collective bargaining coverage for Ets D. Steyaert-Heene.

Employees

Workforce composition

Permanent contracts **49.2 FTE**

Temporary contracts **0 FTE**

Total workforce **49.2 FTE**

Male employees **45.2 FTE
(92%)**

Female employees **4.0 FTE (8%)**

Other **0 FTE**

Country **Belgium:
49.2 FTE**

Training & Remuneration

Development and collective bargaining

Collective bargaining coverage **100%**

Gender pay gap data **Not available**

Training hours by gender **Not available**

Diversity promotion **Not actively promoted**

Diversity targets **None**

Health & Safety

Workplace safety performance

Recordable work accidents **2**

Hours worked **76,699**

Accident rate **26.08**

Fatalities **0**

Social

Steyaert prioritises workforce safety through structured management systems, certified processes and clear accountability, ensuring every team member returns home safely.

WORKFORCE

49.2

FTE

ACCIDENT RATE

26.08

per 1M hours

SAFETY TARGET

<3.4

accidents/year

Safety management at Steyaert is built on the **VCA*P certification**, supported by a dedicated prevention advisor and quarterly CPBW meetings (4x/year). The system covers personnel selection, training, communication, procurement and inspection to maintain a structured and proactive safety culture.

The company targets fewer than **3.4 work accidents per year**. In the reporting period, 2 recordable accidents occurred across 76,699 hours worked. A formal **complaint-handling mechanism** is available to the workforce for raising concerns.

Steyaert does not currently have a formal code of conduct or a dedicated human rights policy. No confirmed human rights incidents were recorded during the reporting period.



Training, diversity & remuneration

Social performance across three dimensions: training and development, diversity and pay equity, and remuneration and collective bargaining at Ets D. Steyaert-Heene.

Training & development

Workforce skills and safety training

Safety training

**VCA*P
certified**

TRAINING HOURS BY TYPE

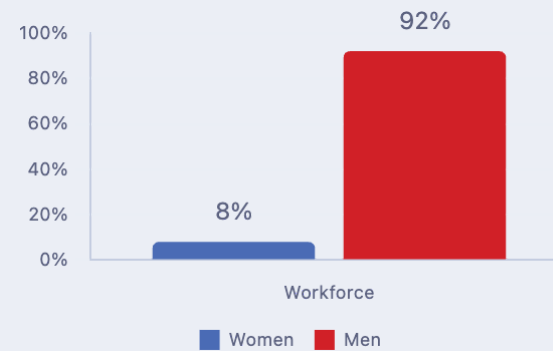


Diversity & pay equity

Representation and fairness

Women in workforce **8% (4.0 FTE)**

GENDER SPLIT ACROSS LEVELS



Remuneration

Coverage and collective bargaining

CBA coverage **100%**

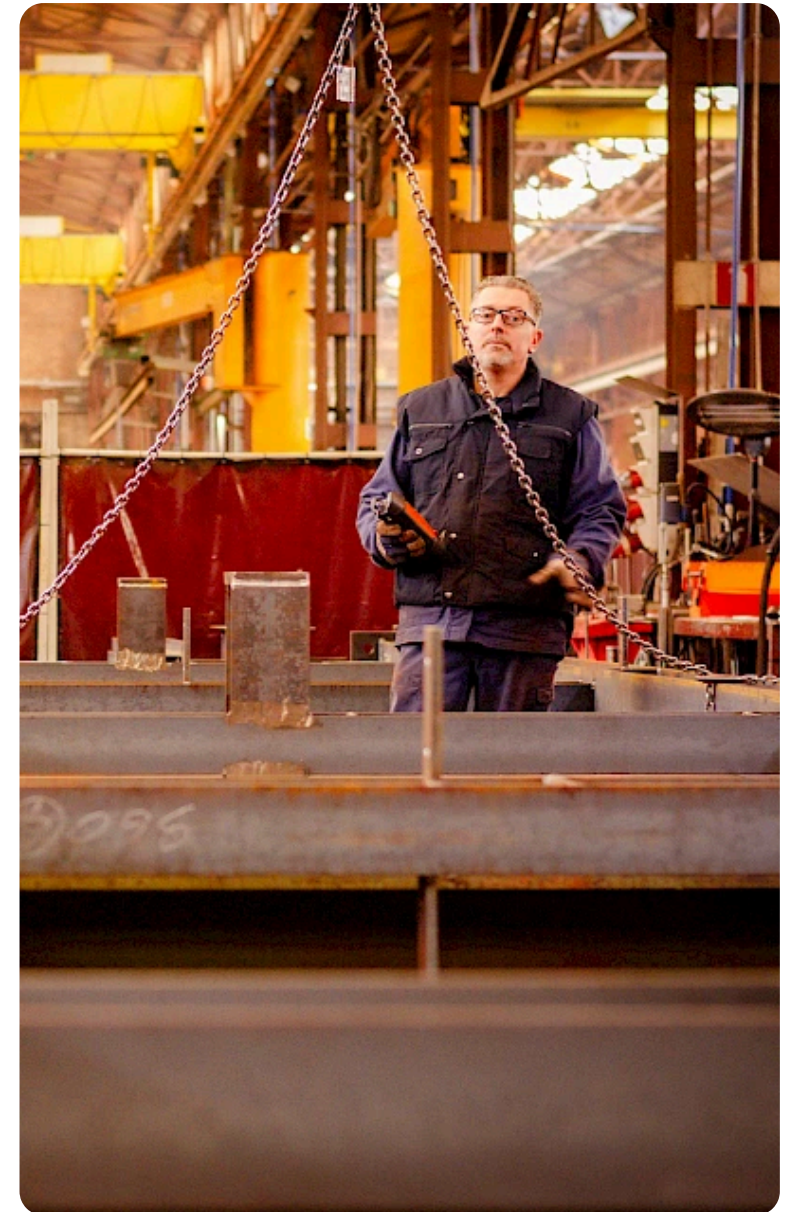
| People in the value chain & community impact

Human rights safeguards, grievance mechanisms, and stakeholder impact across the Steyaert value chain.

Complaint handling in place, zero confirmed incidents

Human rights and grievance mechanisms. Steyaert has a complaint-handling process in place for its own workforce. No confirmed human rights incidents were recorded in the reporting period, whether in the workforce, the value chain, affected communities or among end-users.

Value chain and community. No formal policies are currently in place for workers in the value chain, affected communities or consumers. Steyaert operates a B2C delivery channel serving private customers alongside its core steel construction activities, contributing to the local economy in the Eeklo region.



GOVERNANCE

*Clear accountability drives responsible
business conduct.*

| Governance structure

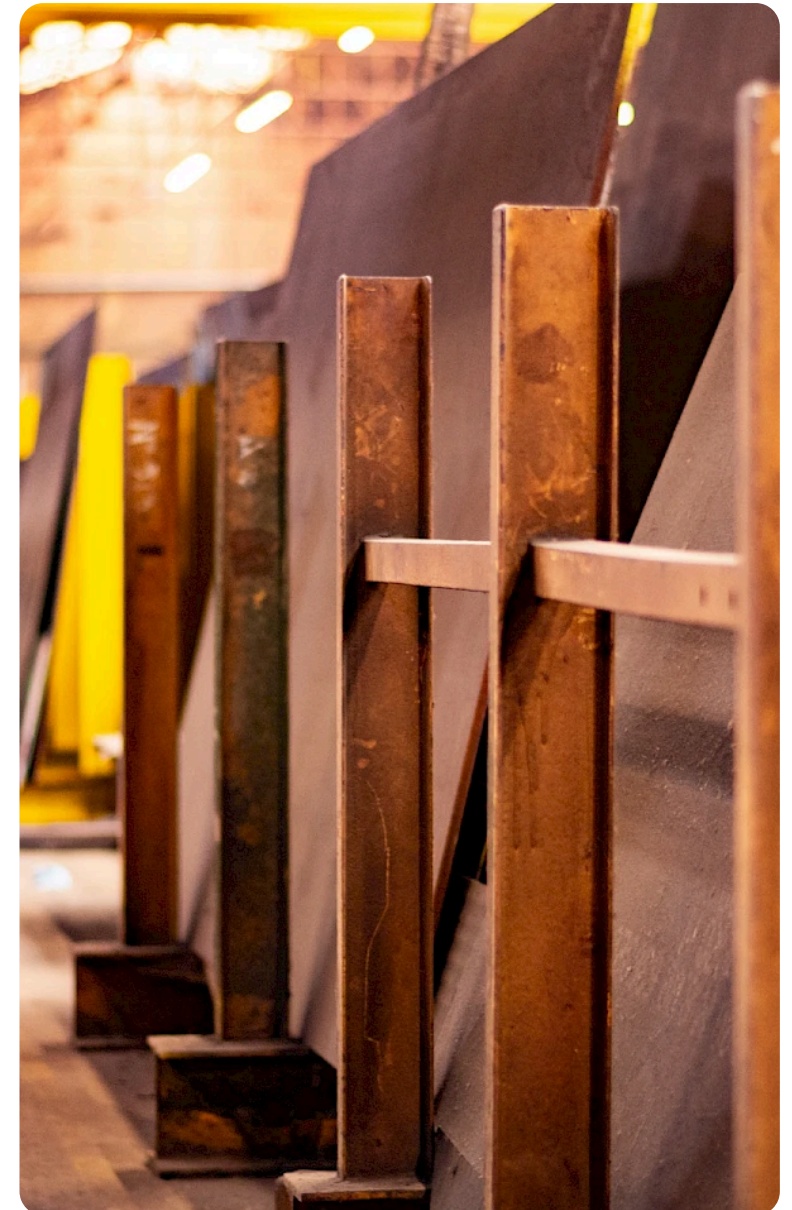
Steyaert's governance body composition, accountability structure and ESG oversight responsibilities.

A compact governance body with balanced gender representation and direct accountability for climate and safety.

The governance body of Ets D. Steyaert-Heene consists of **2 members** (1 female, 1 male), resulting in a gender diversity ratio of **0.5**. This compact structure enables direct decision-making and clear lines of responsibility.

The **managing director** is accountable for climate strategy, overseeing the company's environmental transition including energy, emissions and resource management. The **prevention advisor** holds accountability for workforce safety, ensuring compliance with VCA*P standards and occupational health requirements.

No formal ESG responsibility has been assigned at board level. Formalising this accountability is identified as a governance improvement area in the company's sustainability roadmap.



| Integrity, controls & certifications

Certifications, integrity controls and quality frameworks that support responsible business conduct at Steyaert.

Safety certifications

VCA** certification

Full VCA** (Safety, Health and Environment Checklist for Contractors) certification, ensuring systematic safety management across all operations.

VCA-P certification

Additional VCA-P (Petrochemical) certification, qualifying Steyaert for work in high-risk industrial environments with elevated safety requirements.

Anti-corruption & compliance

Compliance record

No convictions or fines for corruption, bribery or other business conduct violations.

Code of conduct

No formal code of conduct is currently in place. Developing a written code of conduct is identified as a governance improvement area.

Complaint handling & human rights

Grievance mechanism

A complaint-handling mechanism is available for the workforce, providing a structured channel for raising concerns about working conditions and safety.

KPIs

- Confirmed human rights incidents: 0
- Complaints received: monitored internally

Quality framework

EN 1090 EXC3

Certified under EN 1090 Execution Class 3, the highest execution class for load-bearing steel structures. This ensures compliance with European standards for structural steelwork fabrication and assembly.

Scope

Covers design, fabrication and erection of steel constructions, including complex structures requiring high levels of quality assurance and traceability.

CLOSING

*Building a sustainable future, one steel
beam at a time.*

6

Sustainability policies & ESG roadmap

Policies by pillar and forward commitments for Ets D. Steyaert-Heene's sustainability journey.

E	S	G
<ul style="list-style-type: none"> Solar PV installation planned [2026-2028] Roof insulation upgrade [2025] Phase out natural gas heating [target 2050] Battery electric vehicle fleet [target 2030] 100% renewable electricity procurement [target 2027] Circular steel practices [in place] 	<ul style="list-style-type: none"> VCA*P safety certification [maintained] Safety target: fewer than 3.4 accidents/year [in place] Workforce complaint-handling mechanism [in place] CPBW quarterly meetings [in place] 	<ul style="list-style-type: none"> Formalise ESG responsibility at board level [planned] Develop formal code of conduct [planned] Establish human rights policy [planned]

Future commitments & roadmap:

- Roof insulation upgrade, 2025
- Solar PV installation, 2026 to 2028
- 100% renewable electricity, 2027
- Full BEV fleet transition, 2030
- Phase out natural gas, 2050
- Formalise governance policies, ongoing

ESG maturity and next steps

Steyaert has a strong foundation in safety management (VCA**, VCA-P, EN 1090 EXC3) and is advancing its environmental transition through concrete energy and fleet investments. The key development areas are formalising governance structures, establishing a code of conduct and embedding human rights due diligence across the value chain.

Roadmap timeline





Ets D. Steyaert-Heene

Eeklo, Belgium

www.steyaert.be

This marketing report is built from the official VSME Sustainability Report.

See Appendix for full report and data.