



2025

Sustainability report



Stronger bonds, better **future**



NOVATECH INTERNATIONAL SUSTAINABILITY REPORT - INTRODUCTION

About this report

Organisation

Novatech International
Industrielaan 5b
2250 Olen
Belgium

Scope

This is the first sustainability report and it applies to all entities within the Novatech Group. The VSME standards (Basic & Comprehensive module) were used as the guideline for this report. This report has not been audited.

Reporting period

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Tec7, Novatio, Bike7 and TwinBond are registered trademarks of Novatech International NV



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1. FOREWORD

Dear reader,

For us as a family business, sustainability is not a trend, but a fundamental value that is rooted in our DNA. Our stakeholders rightly expect us to take the lead in this, and we do so with conviction. At Novatech, we are committed to making a positive impact, today and in the future.

That is why we do not see sustainability as a separate topic, but as a common thread running through everything we do. This report outlines three strategic themes that form the basis of our sustainability strategy. By continuing to focus on these, we want to make a real difference, even in a challenging sector like ours:

- **Increasing the impact of our solutions**
– with a focus on quality, circularity and customer satisfaction
- **Reducing the impact of our solutions**
– with attention to packaging, health risks and CO₂ emissions
- **Embedding good governance** – by investing in our people and sustainable partnerships

We are especially proud of our teams, who work every day to turn these ambitions into reality.

Our commitment to sustainable and high-quality growth remains as strong as ever. With care and respect for people and the environment, we continue to build towards a better future with great passion.

Yours sincerely,

Bert Vissers and Marjan Vermeulen

Managing Directors

Novatech International

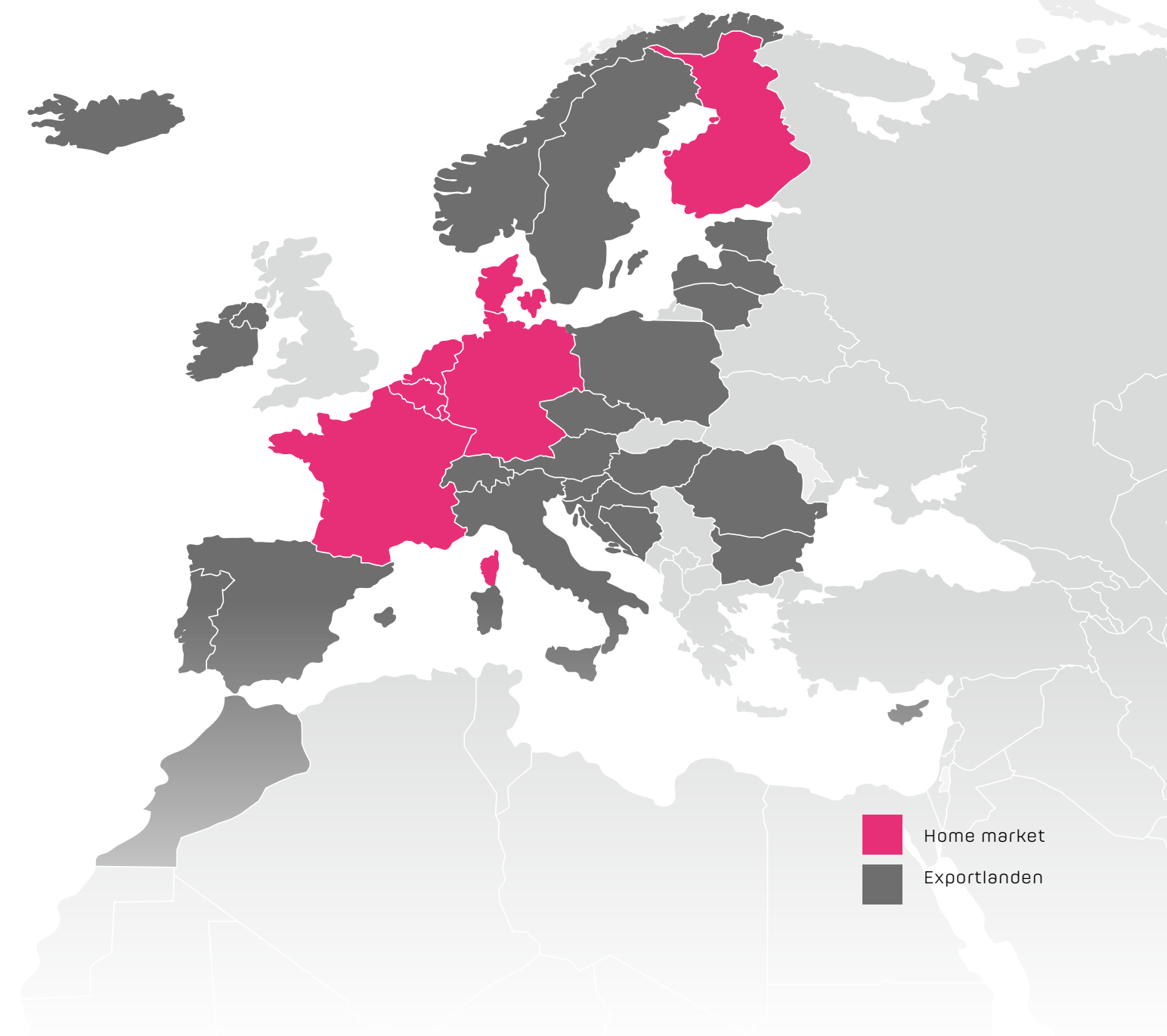


2. ABOUT US

Novatech is an innovative Belgian family business specialising in the development and distribution of innovative solutions for bonding, sealing and surface treatment. We take a practical approach and continue to push boundaries by making the work of professionals in different sectors simpler. With a presence in more than 25 countries, we offer services and solutions through a range of specialised brands.

Our innovative solutions help professionals do their work better, faster, more safely and more efficiently. But for us, it is about more than products alone. It is about people, values, and a strong commitment to progress. Our no-nonsense approach encourages out-of-the-box thinking without losing sight of practical reality.

We think globally and act locally. Our brands offer practical solutions to complex challenges, always keeping the customer and their applications at the centre. Through our expertise, support and training, we make the difference.



Global presence

Our story began in Belgium, but by now our reach extends much further. Today, we call seven countries home. In these locations, our own people work every day on the continued growth of our business.

In many other countries, we work through focused partnerships with local distributors who

bring our solutions to market through in-depth training and close collaboration.

Thanks to this well-considered approach, we are now active in more than 25 countries, all the way to Australia.

2.1 HISTORY

Our story begins in 1978, when Martin Visser founded Novatio Belgium, a distributor of products, equipment and tools for the maintenance and repair of buildings, machines and vehicles.

Novatech was also founded in 1989. Four years later, it had its biggest breakthrough with the launch of the revolutionary product Tec7. This new type of adhesive replaces all kinds of other adhesives and sealants with just one product.

Over the years, several specialised companies were created. In 2015, in the interest of simplification, these were brought together under one 'House of Brands', called Novatech International.

Today, Novatech is a second-generation family business. Under the leadership of Bert Visser and Marjan Vermeulen, the company acts as the driving force behind strong brands such as Tec7, Novatio, Bike7 and TwinBond.

At the same time, the business continues to build for the future. Recently, the first representative of the third generation has taken their first steps within the family business, marking a fine new chapter in a growing story.



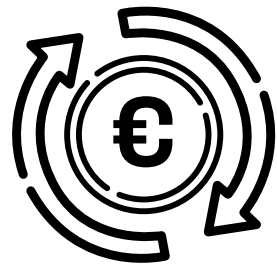
2.2 CULTURE AND VALUES A GLOBAL SME

Our character and the way we work bring together the best of two worlds. As a family business and SME, we combine a warm, approachable culture with short lines of communication and decision-making. At the same time, we now operate in more than 25 countries and work every day with different people and cultures that add an extra dimension to what we do.

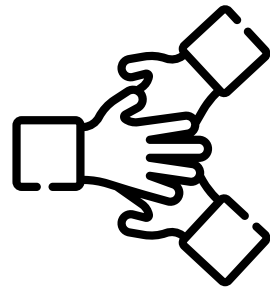
The strength of our team and the values we hold close have shaped our success story. We create an environment in which every individual can contribute, grow and thrive. Our core values shape our workplace and define our shared identity:

- **Fully committed to quality and our customers:** our customers come first. We aim to exceed their expectations and build lasting relationships that strengthen their success. For us, quality is not negotiable. From idea to delivery, we deliver solutions that excel.
- **Team spirit:** collaboration is the key to success. We respect our differences, encourage open communication and work together seamlessly, drawing on each other's strengths to achieve and exceed our shared goals.
- **Openness:** transparency and openness shape our interactions and decision-making. We nurture an environment where ideas can flow freely, feedback is welcome and every voice matters. We can discuss everything and everyone remains approachable. This openness ensures that we value and consider every perspective.

2.3 KEY FIGURES 2025



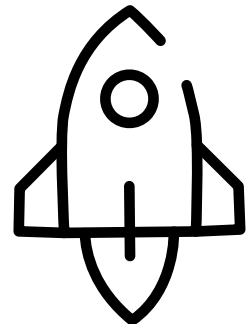
Revenue: €49 million



129 employees



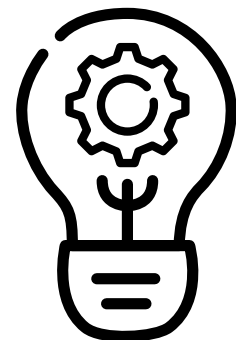
+9000 partners



**14 new
product launches**



**81 different
product certifications**



**35 new
innovation tracks**

2.4 'HOUSE OF BRANDS'

Our brands provide professionals, industries and passionate DIY users with high-quality solutions for bonding, sealing, cleaning and surface treatment. Each brand specialises in its own field and focuses on making life easier for the end user.

Tec7 has grown into a well-known brand with a wide range of solutions, from adhesives to waterproofing and from cleaning to protection. Each solution makes work easier by offering as many application possibilities as possible with only a limited number of products. These products are sold exclusively through retail partners.



Novatio offers a very broad range for bonding, sealing, maintaining, treating and cleaning, which gives customers the right solution for almost every challenge. Sometimes, though, unique challenges require unique solutions. That is why Novatio helps industrial companies tackle specific challenges in the field of adhesives, primers, and/or cleaners. It develops tailored solutions that align fully with each customer's individual requirements.



TwinBond offers a simple, certified system that gives professionals a high level of certainty in the complex world of façade bonding. Using just a few products, professionals can bond façade panels and brick slips in all shapes and sizes, including the largest panel diagonals on the market.

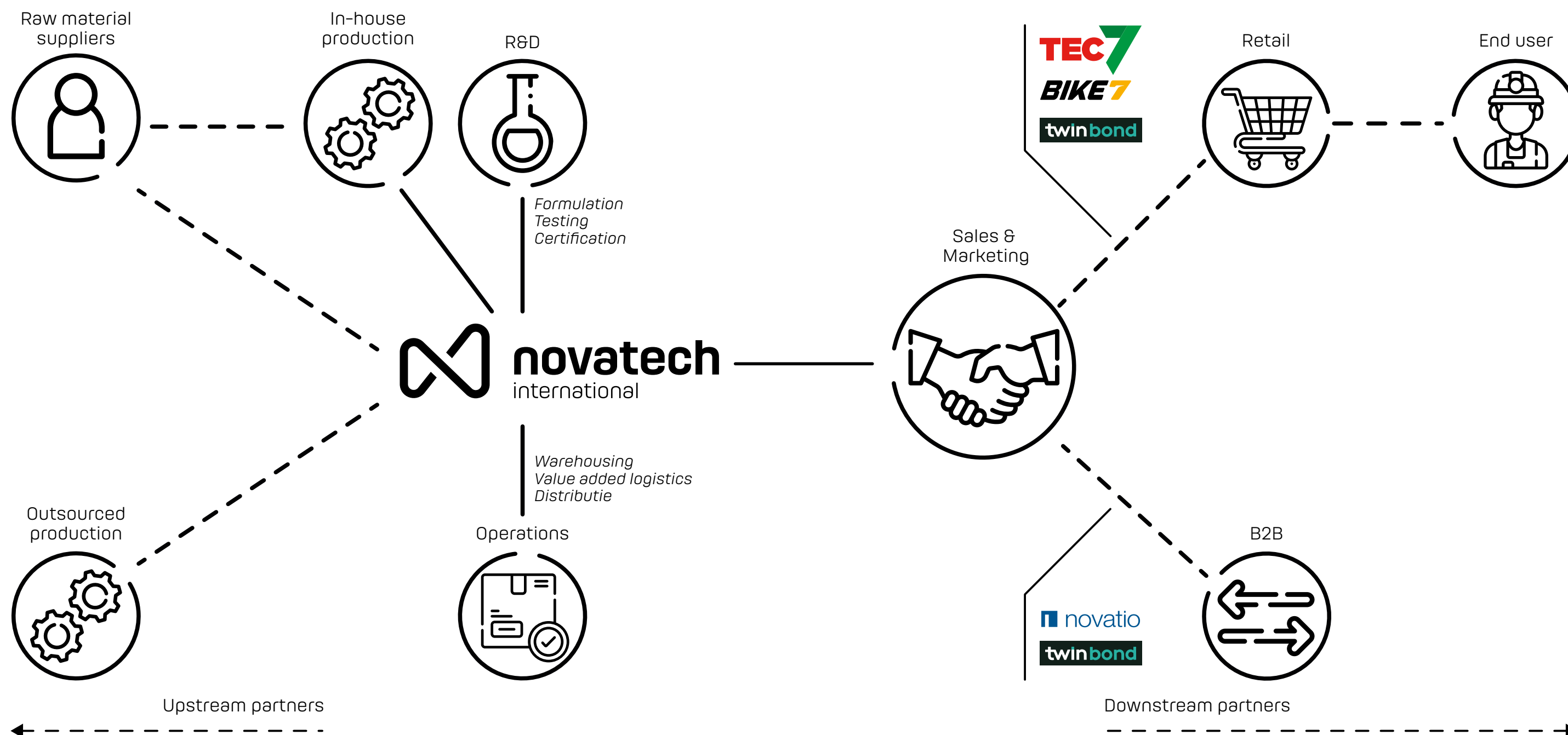


Bike7 offers a broad range of cleaning, lubrication and protection products for road and gravel bikes, MTBs, and e-bikes. Our team developed and tested these products to make cleaning and maintenance easier without compromising on quality and sustainability. Many cycling enthusiasts, and several professional racing teams, now use Bike7.



2.5 VALUE CHAIN

Novatech is an innovative Belgian family business specialising in the development and distribution of innovative solutions for bonding, sealing and surface treatment. We take a practical approach and continue to push boundaries by making the work of professionals in different sectors simpler. With a presence in more than 25 countries, we offer services and solutions through a range of specialised brands.



3. GOVERNANCE

3.1 BOARD OF DIRECTORS

The Board of Directors is the highest governing body at Novatech and meets regularly. Its members approve the strategy that the management team sets.

- The members of the Board of Directors are:
- Bert Vissers (owner) Marjan Vermeulen (owner)
- Walter Vandenbulcke (external director)



3.2 MANAGEMENT TEAM

The management team carries out the strategy and leads the business operationally. CEO Bert Vissers leads the management team. This group oversees the following main strategic areas:

- Finance & HR: Kris Coenegrachts
- Innovation: Gunther Dreezen
- IT: Tim Verbruggen
- Marketing: Robby Remmerie
- Operations: Ben Vanden Berghen
- Sales: Geert Verdonck



3.3 STRATEGIC COMMITTEES

The strategic committees extend the work of the Board of Directors. They are composed of members of the Board of Directors, specific members of the management team, and external members, depending on the purpose of the strategic committee and the topics to be discussed. Novatech currently has four strategic committees: the Finance and HR Strategic Committee, the Sales & Marketing Strategic Committee, the Innovation Strategic Committee, and the Operations Strategic Committee.

3.4 SUSTAINABILITY STEERING GROUP

The sustainability steering group meets every six weeks. It makes sure sustainability is integrated into all aspects of the business. The steering group consists of five members, three of whom are also part of the management team, thereby ensuring the flow of information.



4. DEVELOPING A SUSTAINABILITY STRATEGY

We are investing in a financially sound company that looks to the future and remains committed to creating a better, healthier and more sustainable world. Not only for the generations of today, but for those of tomorrow.

Innovation and strong collaborations form the core of our approach. Only by continuing to innovate and building on reliable partnerships can we achieve a lasting, and positive impact.

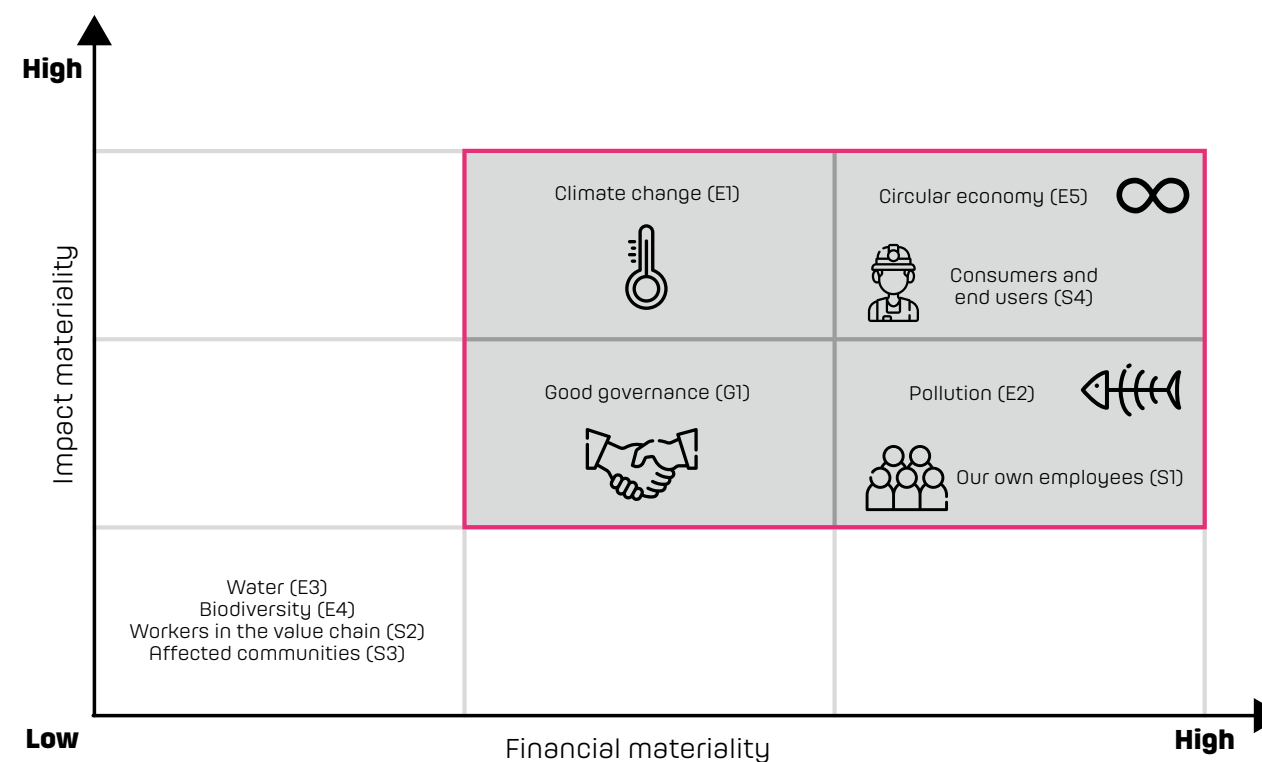
Our ambitions require a keen insight into the world around us. We operate in a rapidly changing playing field, where opportunities and challenges follow one another in quick succession. Climate change leads to stricter regulations, which requires action from companies. We are also heavily dependent on developments in other sectors where there are key applications that utilise our type of products. It is therefore necessary to keep a close eye on developments in these sectors in terms of sustainability and to respond accordingly.

To stay ahead of these developments, we have drawn up a clear sustainability strategy. It is based on a double materiality analysis and fully aligns with the European Corporate Sustainability Reporting Directive (CSRD).

4.1 MATERIALITY ANALYSIS

To align our sustainability strategy with the European Green Deal and the CSRD, we carried out a dual materiality analysis in 2024. In doing so, we identified the ESG issues that are most relevant to our organisation and value chain. We examined the impact of our activities on people and the environment (impact materiality), as well as the risks and opportunities that external developments present for our company (financial materiality).

How did we approach this process? With the support of an external consultant, we worked primarily with the management team. A series of workshops with management and a stakeholder survey have led us to draw up a list of key topics. This list of material topics has been discussed with management once again and assigned a score. We did the same with internal and external stakeholders, using both a questionnaire and several meetings. In this way, we were able to select the most important topics, to which we also aligned our strategy. An overview of the matrix with final results is shown below.



4.2 CHALLENGES IN THE CONSTRUCTION SECTOR

The largest sector in which our products are used is the construction industry. However, the construction sector's challenges to become more sustainable are significant. The biggest challenge is that a great deal still needs to be built. The United Nations predicts that, over the next 40 years, 230 billion square metres of new buildings are expected to be constructed worldwide – which equates to a city the size of Paris being added to the planet every week. This will entail many challenges, especially if it has to be done in a sustainable way. Therefore, a system change will be necessary.

Buildings constitute one of the largest sources of environmental pollution in Europe. They account for more than 30% of the EU's total environmental footprint, account for 42% of annual energy consumption, and cause 35% of greenhouse gas emissions.

In addition, they consume approximately 30% of all raw materials within the EU every year. These figures underscore the need to use resources more efficiently. This requires a transition from a linear to a circular construction economy, reducing dependence on primary raw materials, and minimising waste.

Climate change also poses a major challenge for our buildings. Heatwaves, extreme rainfall, rising sea levels, and drought all have an impact on buildings and on living comfort. Therefore, our buildings will have to evolve to cope with all of this.

Sustainable construction will also have to be affordable for everyone. The current consensus is that sustainable construction methods and materials often entail higher initial costs, which acts as a barrier to making the switch to sustainable building.

There is certainly a parallel between these challenges and what also emerged in the materiality analysis. It is therefore logical that we have aligned our strategy with both.

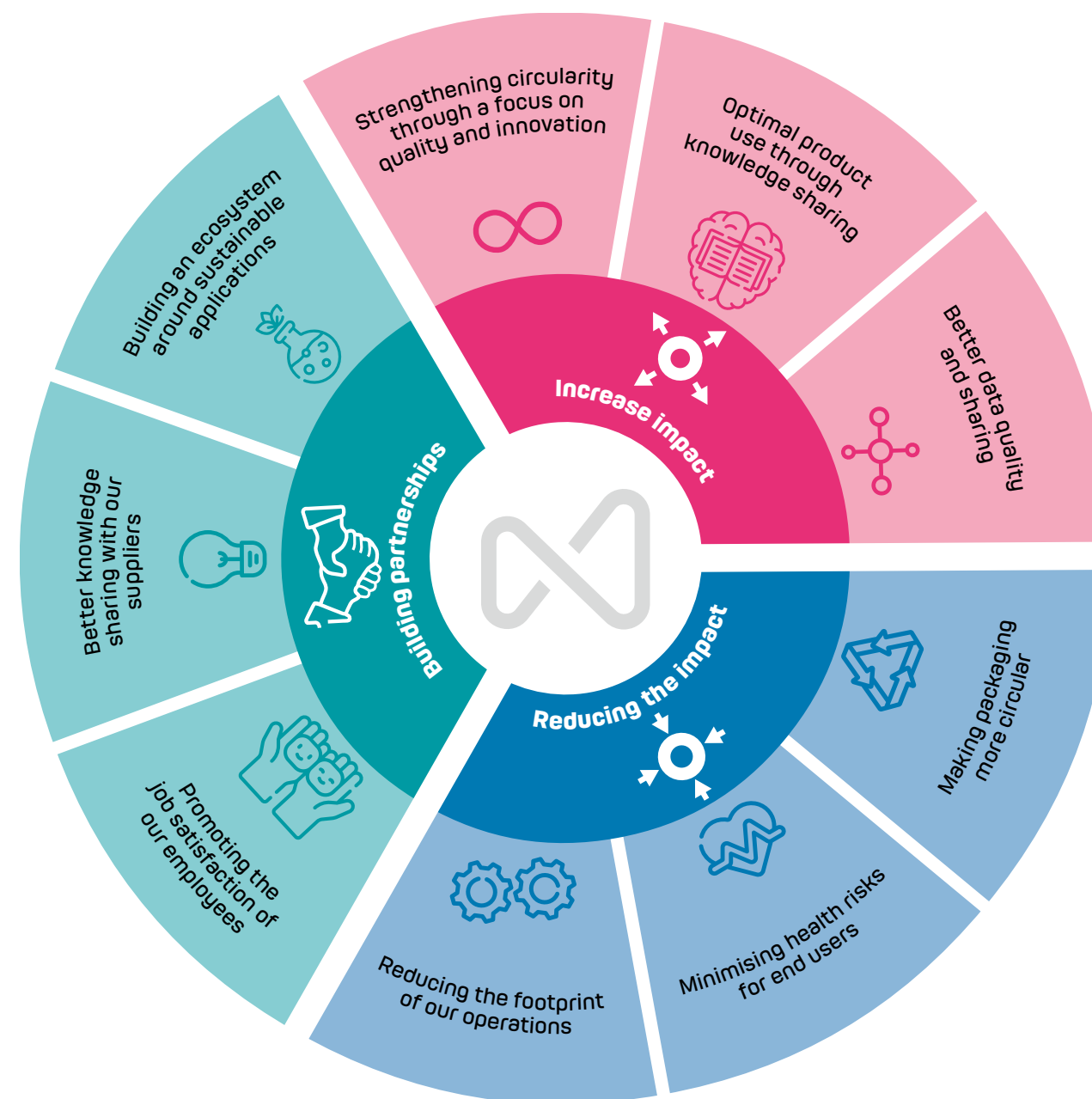


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Stronger bonds,
better **future**

5. SUSTAINABILITY STRATEGY

With the sustainability strategy, we primarily want to focus on the actions where we want to make the greatest impact. To this end, we have introduced a new slogan: 'Stronger bonds, better future'. For us, this slogan embodies three focus areas to achieve a better future.

- To increase the impact of our products
- To reduce the impact of our products
- Building partnerships



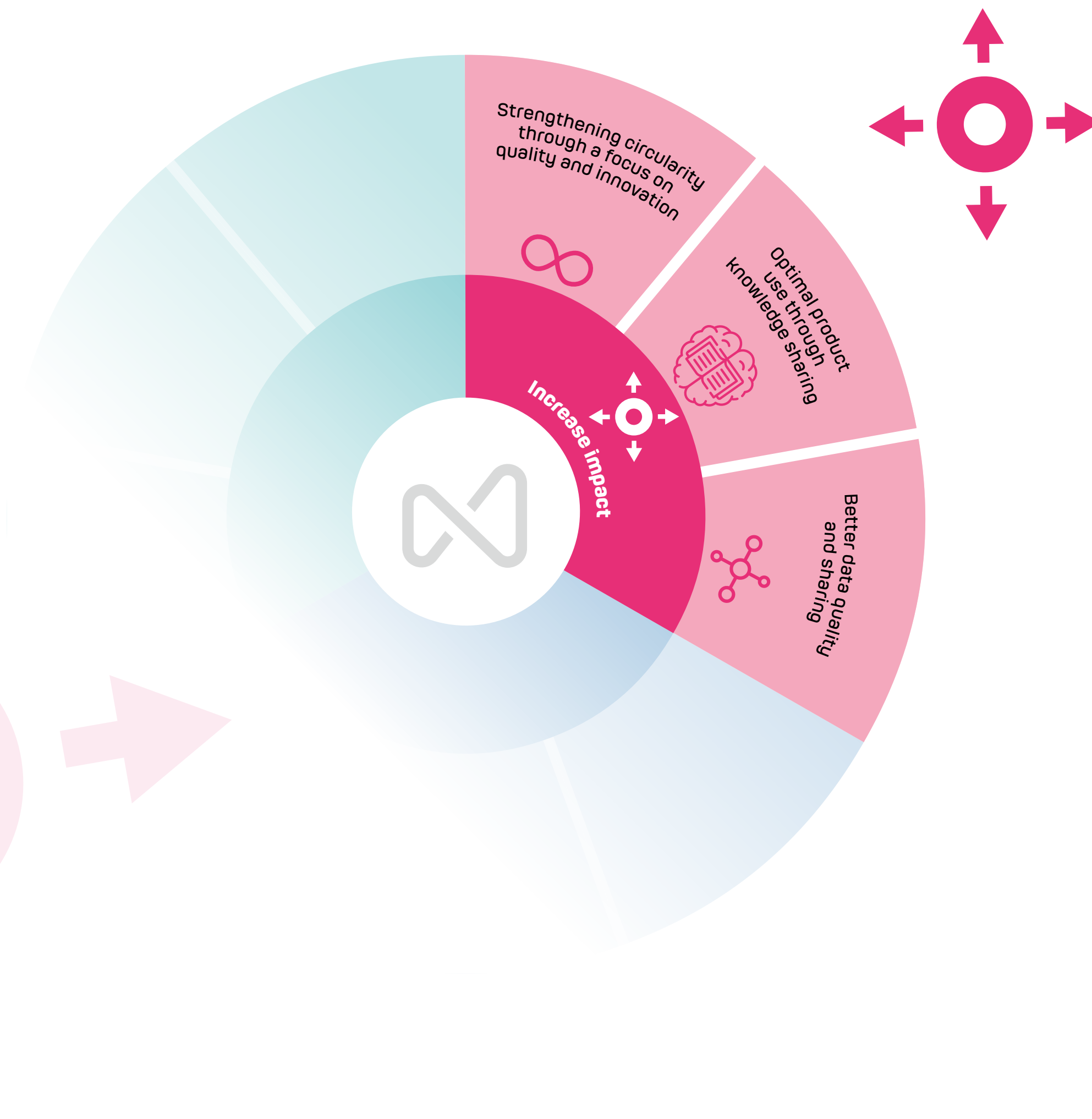
5.1 INCREASE IMPACT

Within the broader societal debate, the chemical sector is often associated with environmental pressure and unsustainable practices. As a manufacturer of adhesives, sealants and surface treatments, we recognise this perception, but at the same time we believe that our sector – and our products in particular – can play a vital role in creating a more sustainable future.

We are convinced that adhesive and sealing solutions can have a positive impact on both the environment and the lifespan and functionality of materials, buildings, and products.

Adhesives make it possible to join materials in an innovative and efficient manner. They offer solutions where traditional fixing methods fall short, for example in the case of complex shapes or combinations of materials with different coefficients of thermal expansion – an increasingly important consideration in a world where buildings are increasingly exposed to extreme temperature fluctuations. The use of adhesives also makes it possible to create lighter structures, which not only saves on materials but also reduces energy consumption during transport and installation. And importantly: adhesive bonds are durable. They often maintain their performance throughout the entire lifespan of the product or building, which helps to reduce maintenance, minimise the need for replacement and, consequently, lower material consumption.

At Novatech, we believe that our greatest impact on sustainability lies in continuing to invest in innovation, guided by the principles of quality and circularity. We also want to share our knowledge more actively – both regarding the correct use of our products and their sustainability performance. Which is why we are also taking steps to improve data sharing in areas such as Environmental Product Declarations (EPDs) and recycling instructions. By doing so, we help customers, partners and end-users to make more sustainable choices, and together we increase the positive impact of our sector.





Increase impact

Innovation and quality as drivers of circularity

Our strategy for innovation is designed to ensure that our products are engineered to act as a driving force for sustainability within their respective applications. They help our customers and end-users to operate more sustainably, with solutions that reduce environmental impact whilst improving performance.

QUALITY

We are also aware that climate change brings new challenges. Buildings are increasingly exposed to extreme weather conditions, which makes the use of high-quality and sustainable materials essential to extending their lifespan. With our continuous commitment to innovation and quality, we aim to contribute to the resilience of the built environment – today and in the future.

Quality forms the heart of our innovation approach. We are confident that sustainability starts with quality: products that last longer, perform better and contribute to reliable structures reduce the need for replacement and waste. This is particularly relevant in the construction, industrial and transport sectors, where our products are most commonly used.

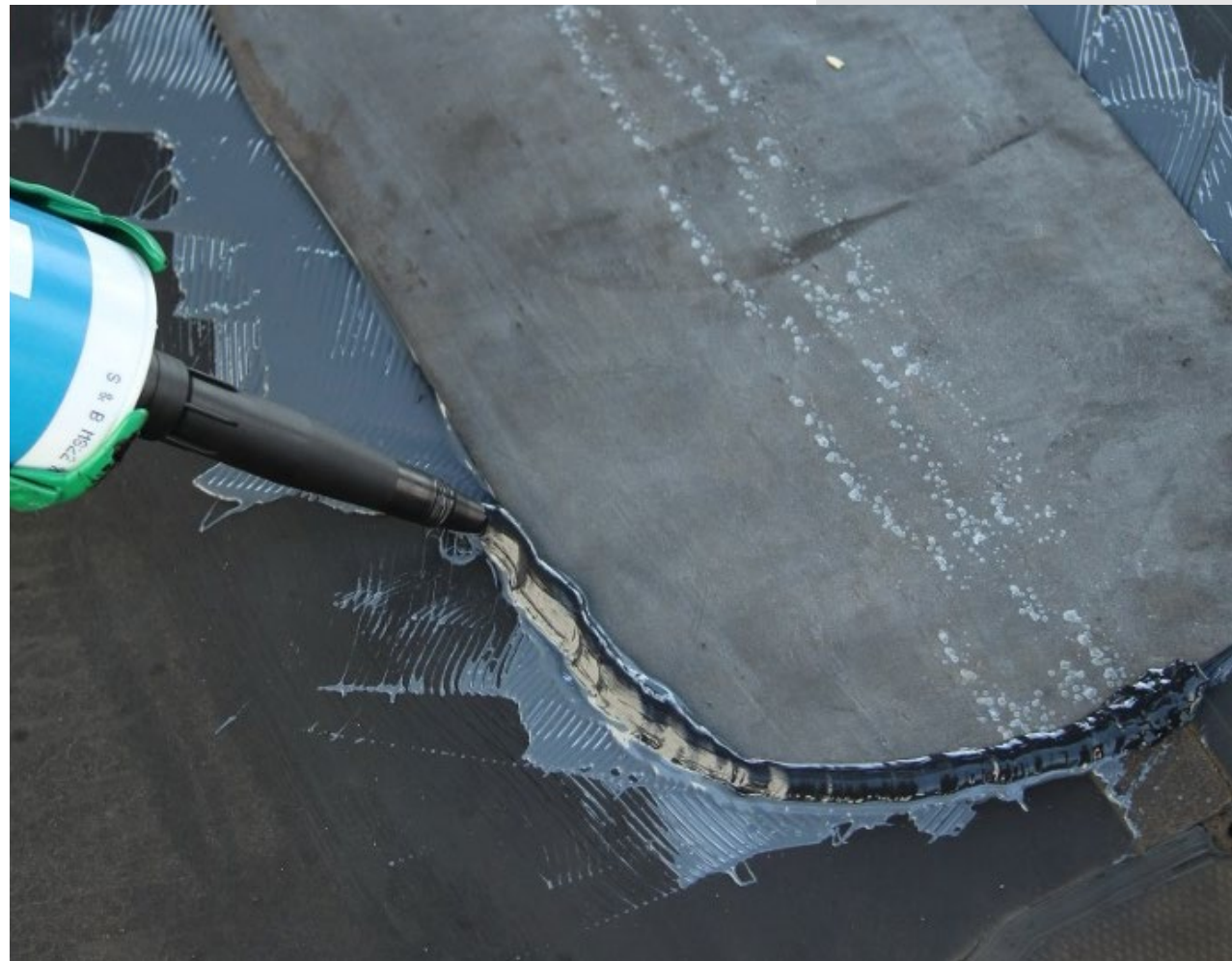
By supplying high-quality adhesives, sealants, and cleaning solutions, we contribute directly to the lifespan and quality of buildings, manufactured products, or vehicles.



CASE STUDY

WATERPROOFING PRODUCT LINE

Our products also play a crucial role in extending the lifespan of existing buildings. For example, our waterproofing solutions make it possible to permanently restore the waterproofing of roofs and basements. This means that the replacement of entire roof coverings can often be avoided – a process that involves significant use of materials and CO₂ emissions. In many cases, repair is a more sustainable choice than replacement, and our products make that choice possible.



Circularity through innovation in removable adhesives

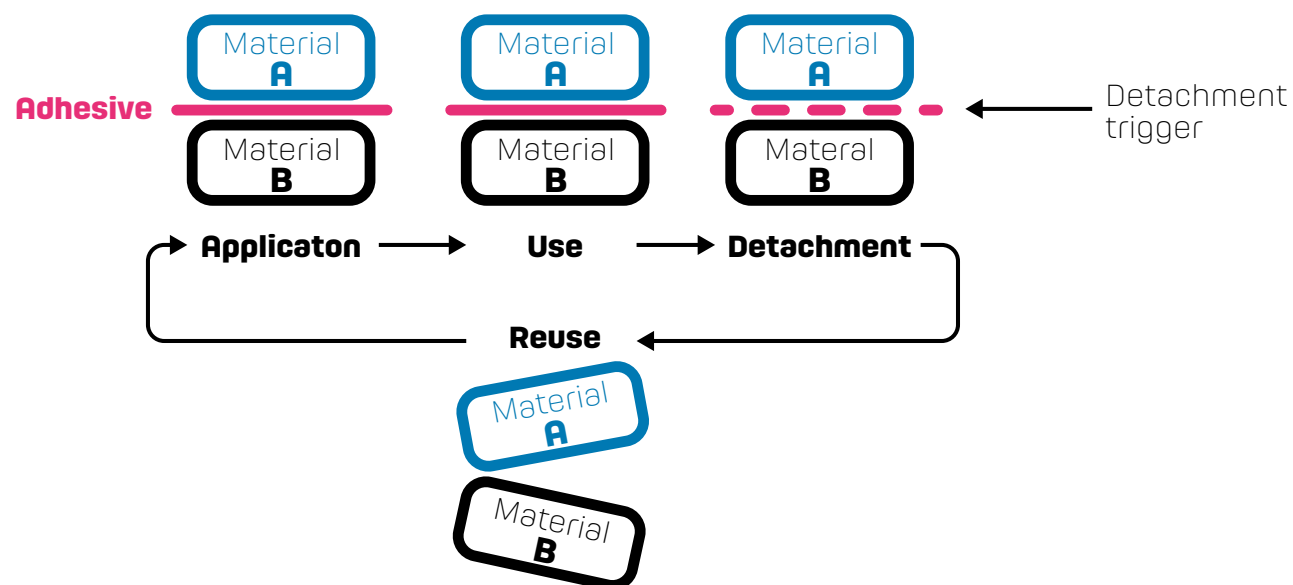
High-quality adhesives contribute to a longer service life of the end product. When it comes to repair and recycling, there are additional challenges: once glued, it is almost impossible to take the parts apart again without causing damage.

Novatech believes in extensive innovation in detachable adhesives. Removable adhesives offer an innovative solution for a more sustainable construction sector. They make it easier to reuse and recycle materials, which is perfectly in keeping with the principles of the circular economy. Since materials are not permanently bonded together, they can be dismantled without damage after use and used again.

They offer flexibility by creating strong bonds that are not permanent, while still providing sufficient adhesion. What's more, removable adhesives lead to cost savings by reducing installation and dismantling costs. Finally, they extend the lifespan of building components, because materials can be reused without loss of quality.

But detachable adhesives are not a goal in themselves. They can only help guarantee circularity when they are used in an application. That is why we believe innovation can only succeed through collaboration with strong partners who want to take circularity further. Through joint effort and innovation, we can integrate detachable adhesives into product designs, increasing their circular value.

By the end of 2026, we aim to be actively involved in multiple innovation projects with professional end-users, focused on developing and applying detachable adhesives in their construction applications.



Increase impact Optimal product use through knowledge sharing

Sustainability in construction starts with using materials in the right way. For applications that use adhesives and sealants, it is essential to choose the right product and apply it correctly. In our sector, there are various types of adhesives, such as polymer adhesives, silicones, PU adhesives, and two-component adhesives, each with its own specific properties and areas of application.

The right choice, combined with proper surface preparation and the correct amount of product, not only ensures a long service life for the application but also helps prevent unnecessary replacements and material waste. This directly contributes to a lower environmental footprint, less waste, and more efficient use of raw materials.

At Novatech, we believe that sharing knowledge is the key to sustainable product use. That is why we invest in a range of channels to support our customers:

- Website with technical information and product data sheets
- Well-trained field staff for on-site advice
- Helpdesk for technical questions
- Social media for tips and updates

In addition, we aim to launch a product selector and calculator on our website in 2026.

These digital tools will help customers to:

- Choose the right product for their application
- Calculate the optimal amount needed, helping to avoid waste

Through this approach, we extend the service life of applications, reduce waste, and contribute to a circular and sustainable construction sector.



Increase impact

Better data quality and sharing

At Novatech, we believe that transparent and accurate sustainability information plays a key role in achieving our goals. Our customers, mainly retailers and businesses, often work with their own data systems. That is why it is crucial for us to share our sustainability data with them efficiently and reliably.

1. Correct and accessible information: We ensure that essential sustainability information, such as correct product use, health risks, and recycling instructions, is clearly and accurately available. This helps our customers make informed choices and supports the responsible use of our products. To make this possible, we continuously **invest in better systems such as PIM** (Product Information Management). We also promote internal awareness: accurate data is not just important, it is a shared responsibility.
2. Preparing for regulations and EPDs: We closely follow developments in the Construction Product Regulation (CPR) and the Digital Product Passport (DPP). In line with these regulations, we have decided to focus in **2026 on developing Environmental Product Declarations (EPDs) for a selection of our top products**. These EPDs provide a transparent view of the environmental impact of our products and strengthen our commitment to sustainability.



CASE STUDY

DIGITAL PRODUCT PASSPORT

At Novatech, we focus on innovation that makes sustainability tangible. A recent example is our Tec7 adhesive and sealant, which marks an important step forward in the construction sector: alongside the traditional barcode, the packaging now includes a QR code that links directly to information from a Digital Product Passport (DPP).

What makes this special?

Instead of opening a generic marketing page, it leads to a fully transparent information platform. This link provides direct access to:

- **Certifications**, such as M1 for low emissions and ISEGA for food safety.
- **Technical specifications**, including curing times, chemical resistance, and elongation values.
- **Sustainability data**, with clear information on VOC emissions and health impact (Greentag PHD Platinum).
- **Usage guidelines**, including instructional videos and technical data sheets (TDS/SDS).

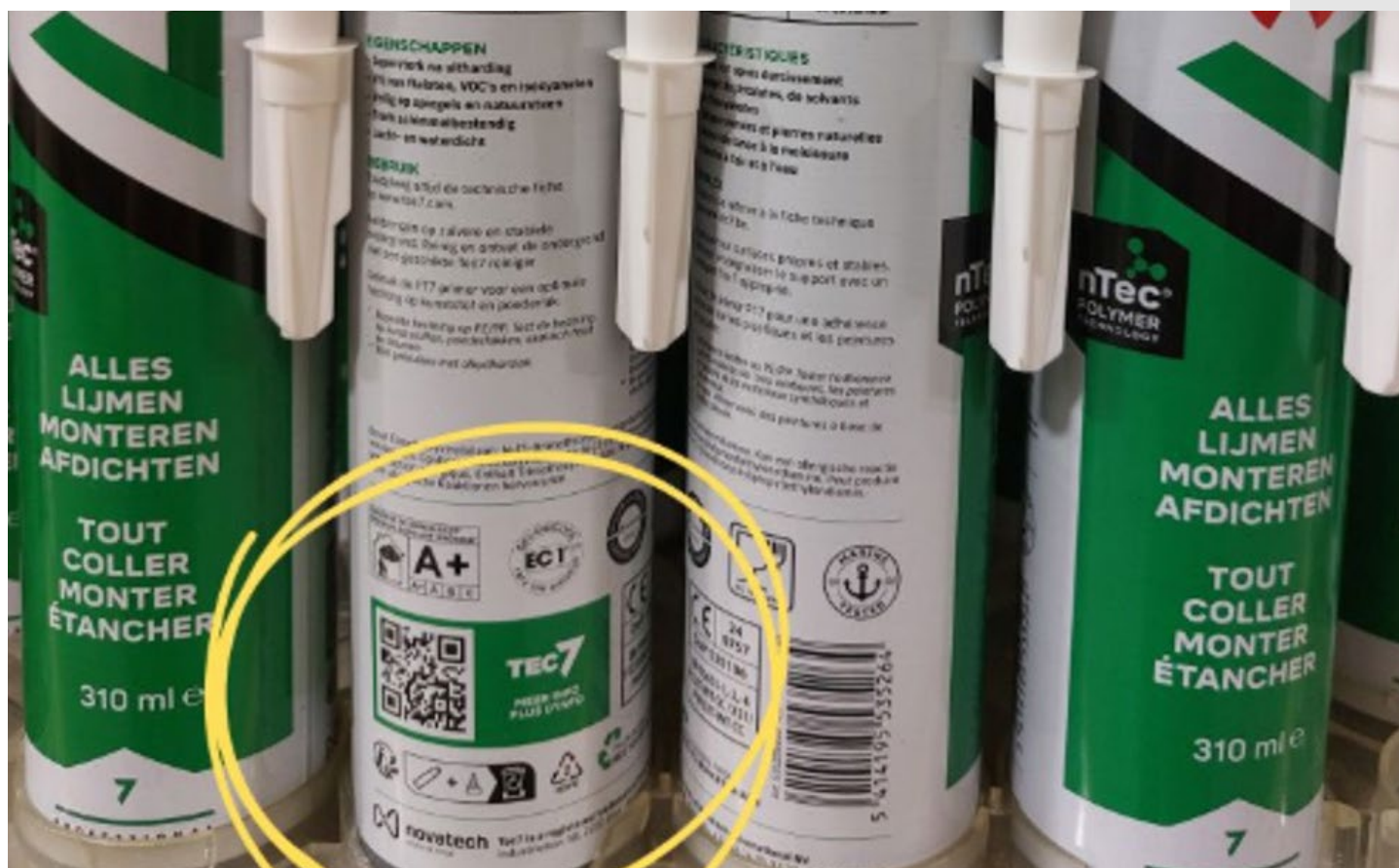
The information is also multilingual, so international partners can easily access accurate information as well.

Why this matters for retail and production

Transparency as the standard: Customers no longer have to guess about safety or sustainability. All data is verified and directly available.

Compliance and circularity: With the introduction of the EU's Ecodesign for Sustainable Products Regulation (ESPR), TEC7 shows how brands can prepare for stricter requirements.

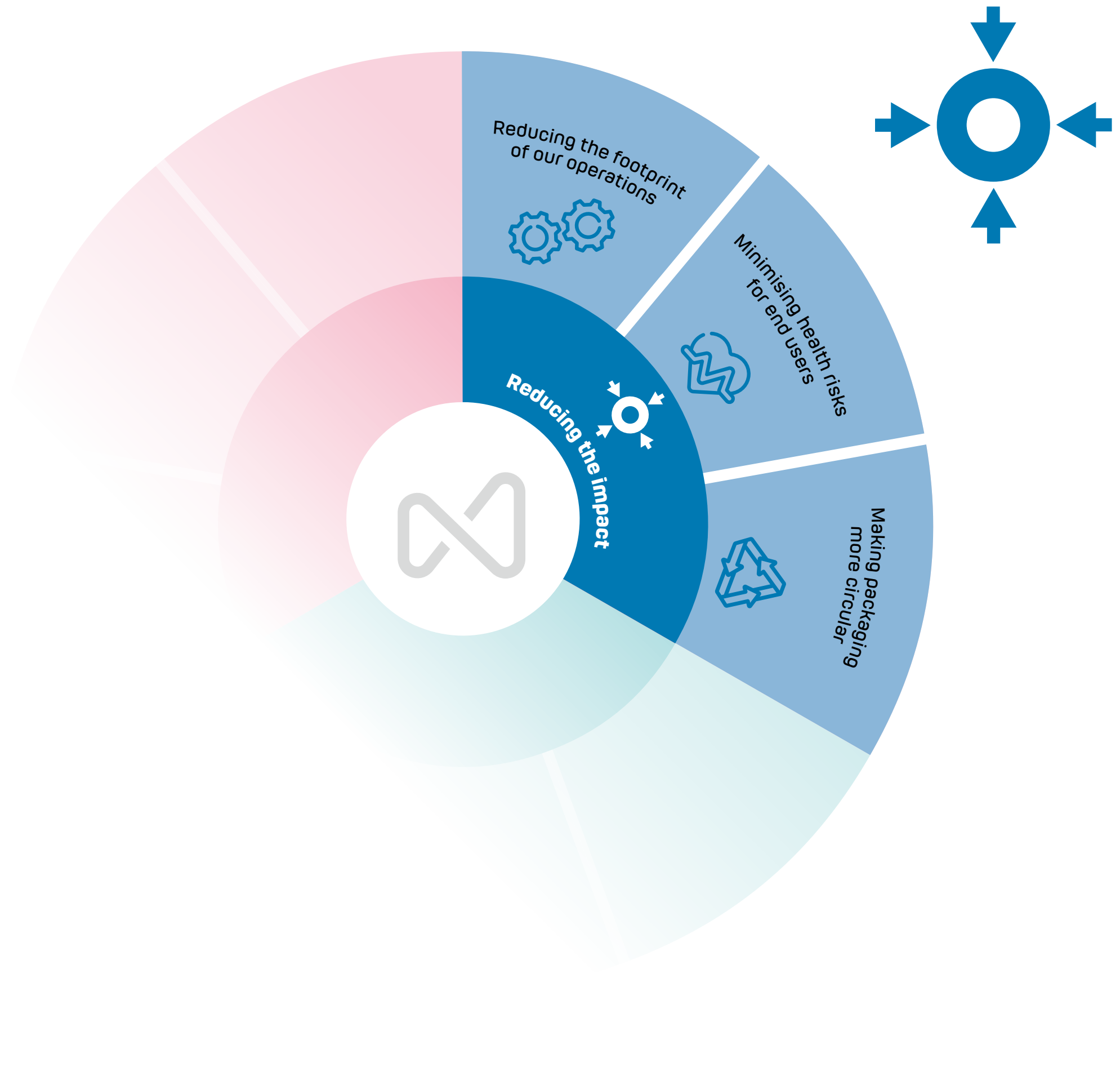
A better customer experience: Retailers can offer detailed product information without needing extra expertise in every aisle.



5.2 REDUCING THE IMPACT

Like any company, Novatech also has an environmental and social footprint. We recognise this reality and take responsibility for reducing our negative impact step by step. To focus our efforts as effectively as possible, we carried out a double materiality assessment. This identified three priority themes: waste generation, health risks, and the footprint of our operations.

1. **Packaging:** We focus on circular solutions and more efficient use of materials. We work together with partners to make packaging more sustainable and manage waste streams more effectively.
2. **Reducing health risks:** Safety and health are central to our product development. We invest in research into less harmful ingredients and provide clear communication on correct use and processing. In this way, we protect the people who work with our products every day.
3. **Reducing the footprint of our operations:** Our own activities have a direct impact on the environment. That is why we focus on energy efficiency, the use of renewable energy, and reducing CO₂ emissions in our production and logistics. We monitor our performance and set targets for continuous improvement.





Reducing the impact

Making packaging more circular

Packaging is one of our biggest sustainability challenges. Our products are often single-use consumables, such as adhesives in cartridges, which cannot be reused after use. In addition, packaging must remain practical and easy to handle for the end user, which means large bulk packaging is often not an option. Even so, we take responsibility for limiting the impact of packaging, and we do this on several fronts.

- 1. More sustainable packaging materials:** We continuously explore how we can replace plastic packaging with alternatives such as cardboard. We are also looking for solutions in transport: for example, we are experimenting with reusable transport covers instead of traditional stretch film.
- 2. Preparing for future regulations:** With the introduction of the Packaging and Packaging Waste Regulation (PPWR), we are actively preparing for stricter requirements. An important step is the introduction of cartridges with 50% PCR (post-consumer recycled) plastic content for our top products in adhesives and sealants. This transition will be rolled out further to additional products in the coming years.
- 3. Recycling used packaging:** In addition to prevention, we also look at end-of-life solutions. Through a VLAIO Living Labs Circular Economy grant project (VNS.2022.0146), we investigated the recycling of used adhesive cartridges. This produced valuable insights that we now want to develop further. For successful implementation, collaboration at sector and national level is crucial.
- 4. Collaboration across the value chain:** We are proud to be part of CircuPur, an initiative in which market players work together on the recycling of PUR cans. Partnerships like these are essential to make circular solutions a reality at scale.



CASE STUDY

RECYCLING ADHESIVE CARTRIDGES THROUGH MECHANICAL RECYCLING

As part of a VLAIO Living Labs Circular Economy grant project (VNS.2022.0146), we investigated the possibilities for recycling used adhesive cartridges. The goal was to assess whether recycled cartridges could be reused in the production of new cartridges.

Starting point and initial tests

We started with a batch of 200 used cartridges, which were fully emptied and then ground down. In collaboration with Centexbel, we carried out mechanical separation using vibrating plates and air pressure to separate as much cartridge material as possible from adhesive residue. Despite these efforts, achieving 100% purity proved impossible, even though this is required for the production of new cartridges.

Alternative applications

For that reason, we investigated whether the ground material could be used in applications with less stringent purity requirements. Together with Govaplast, a manufacturer of recycled plastic products such as garden benches, we carried out a test. For this test, 3,000 cartridges were emptied and ground down, yielding around 100 kg of ground material.

This material was extruded into profiles for garden benches. The quality was slightly below their usual standard, which can be explained by the fact that only one type of plastic was used. Govaplast did indicate, however, that the quality would be high enough if it were mixed with their base ground material. This opens up possibilities for reusing adhesive cartridges in their production process.

Conclusion and next steps

Although recycling adhesive cartridges into new cartridges is currently not feasible, the results show that valuable alternative applications do exist. We are now investigating how we can scale up this solution and integrate it further into the market.





Reducing the impact Minimising health risks for end users

The chemical sector is characterised by strict and continuously evolving regulations around substances that may pose health and safety risks. As an organisation, we are highly aware of our responsibility not only to manage these risks, but also to reduce them actively. That is why we are purposefully focused on developing and offering safer solutions for users, processors, and end customers. Our approach is built around four complementary pillars.

Innovation in safer alternatives

At Novatech, we strongly believe in the future of hybrid polymer technology within the adhesives industry. This technology is among the healthiest adhesive solutions on the market and combines a low health impact with excellent technical and quality performance. From that

Driven by this conviction, we continue to invest in research and development to further optimize hybrid polymer solutions and make them widely usable as a full alternative to more harmful adhesive technologies.

A concrete example of this is the LARBO project (VLAIO HBC.2022.0903), in which we successfully developed a sprayable adhesive based on hybrid polymer technology. This innovation makes it possible to offer a healthier and more user-friendly alternative to traditional contact adhesives, which often contain high levels of solvents and are widely used for EPDM bonding. Through projects like these, we actively help reduce exposure to harmful substances in the workplace.

Healthier product formulations

Alongside technological innovation, we also work systematically to improve existing product formulations. Where possible, we replace higher-risk components with safer alternative ingredients, with the aim of reducing or fully removing health risks.

A clear example is the introduction of new cleaners. These products are completely free from hazard symbols and do not pose risks such as eye irritation. By making choices like these, we not only improve safety for the user, but also reduce the administrative and legal burden for our customers.



Transparency and certification

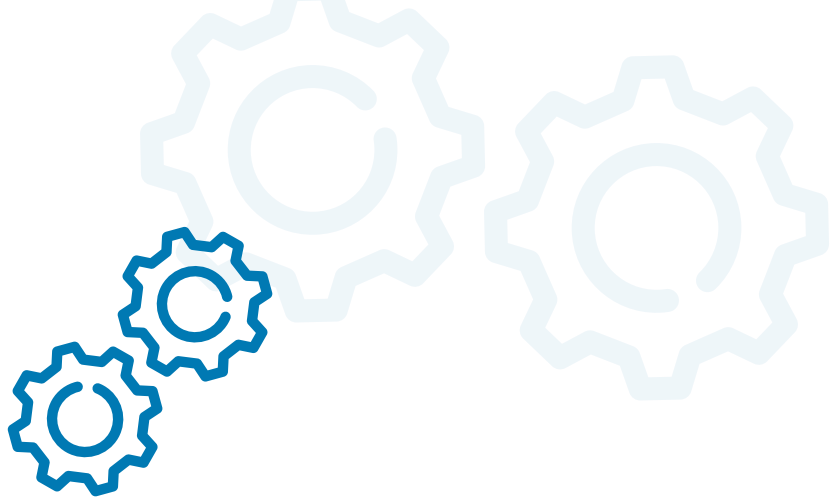
Transparency is an essential part of our sustainability approach. That is why we work with independent and internationally recognized certifications and verifications for our construction adhesives. These include EC1+, Product Health Declaration (Global GreenTag), and Eurofins Gold, which confirm low emissions of volatile organic compounds (VOCs). These external validations give customers and stakeholders objective assurance about the health and quality of our products.

Continuous evaluation and improvement

To embed these efforts more firmly in the organisation, we have set up an internal consultation platform in which potential health risks are reviewed on a regular basis. Within this forum, new insights, regulations and product developments are discussed and translated into concrete improvement actions. In this way, we continue to optimise our products and processes.

Through this integrated approach, we continue to build safe, future-focused solutions and make an active contribution to a healthier and more sustainable chemical sector.





Reducing the impact

Reducing the footprint of our operations

Limiting the environmental and climate impact of our own activities is an essential part of our sustainability strategy. We recognise that our operations contribute to greenhouse gas emissions, and we take responsibility for reducing that impact in a structured way. That is why we have set clear and measurable climate targets for the years ahead.

By 2030, we aim to reduce our Scope 1 and Scope 2 carbon footprint by 50% compared with our reference

year. This ambitious target reflects our commitment to contributing actively to the transition to a lower-carbon economy and making our business more future-ready.

Several concrete initiatives are already under way to help us achieve this reduction. For example, we recently moved into a fully renovated distribution centre, with a strong focus on energy efficiency and modern infrastructure. We have also installed solar panels to cover a larger share of our energy use with renewable energy. Making our vehicle fleet more sustainable in a systematic way is another important lever within our Scope 1 emissions, with fossil fuels gradually being replaced by more sustainable alternatives.

We have also made the strategic decision to build a completely new office building at our site in Olen. This building will be designed in line with current sustainability principles, with a focus on energy efficiency, efficient systems and lower environmental impact. With this investment, we expect a significant reduction in our operational CO₂ emissions, both in the short and long term.

To manage and monitor our climate impact in a focused way, we carried out a baseline CO₂ measurement in 2024, using 2023 as the base year. In this analysis, our Scope 1 and Scope 2 emissions were mapped systematically according to the internationally recognised Greenhouse Gas Protocol methodology. This baseline gives us an objective and reliable starting point for identifying the main emission sources, setting priorities and monitoring progress towards our reduction target in a transparent way.

Table with an overview of CO₂ emissions for Scope 1 and 2, with 2023 as the base year:

	Scope 1/2	Group (ton CO ₂)
Heating oil (buildings)	Scope 1	204
Electricity (buildings)	Scope 2	61
Fuel	Scope 1	449
Total Scope 1		653
Total scope 2		61
Total scope 1 & 2		714

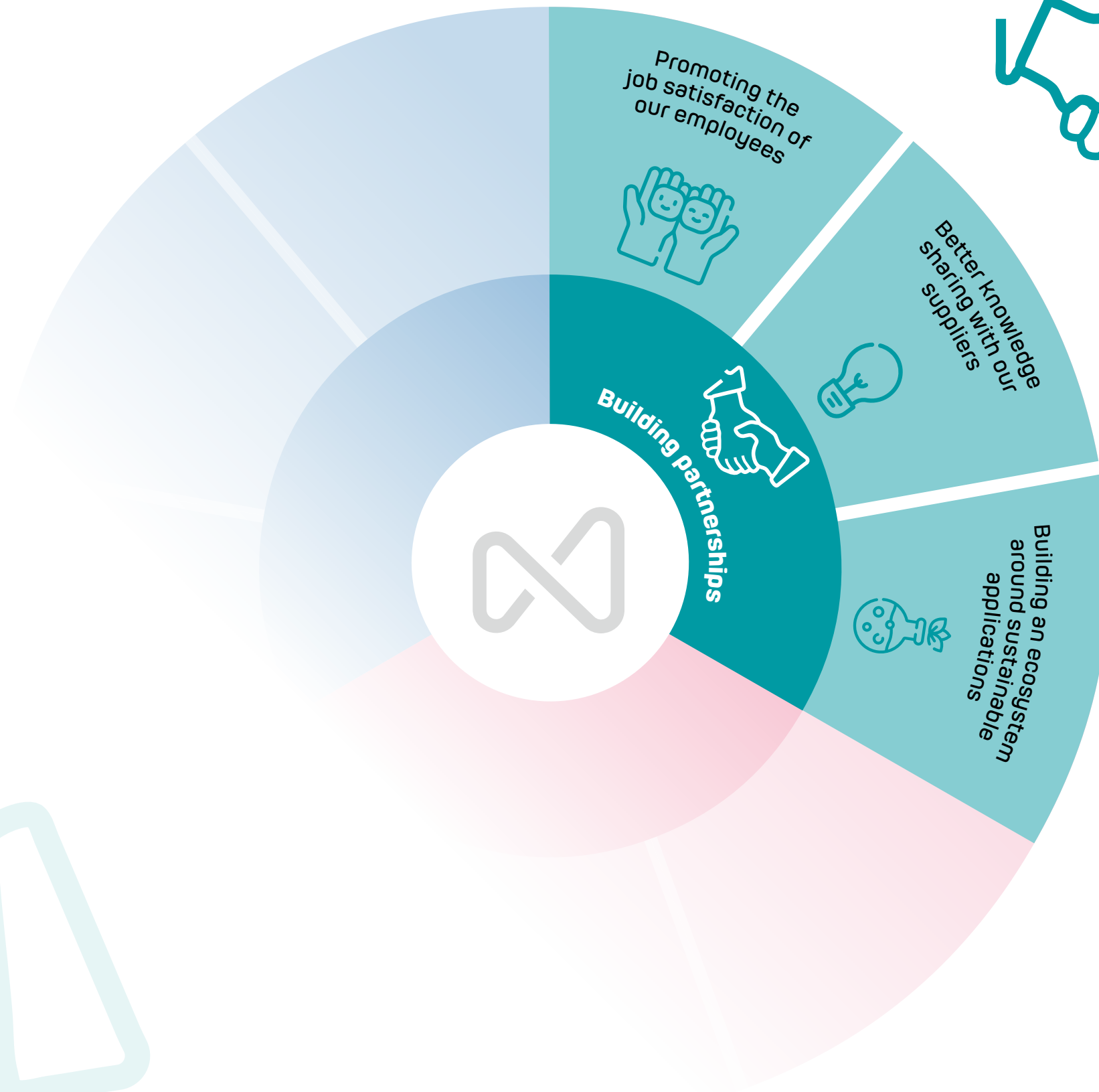
We plan to carry out another CO₂ measurement in 2026, using 2025 as the reporting year. We will also evaluate our initiatives systematically to better understand how much CO₂ reduction they achieve individually and together. In this way, we are creating a well-founded and transparent path towards our goal of achieving a 50% reduction by 2030.

5.3 BUILDING PARTNERSHIPS

The world is changing faster than ever. The old “normal” is constantly being overtaken by new realities. International shifts in power have direct economic consequences. Just think of the invasion of Ukraine and the resulting rise in energy costs, which pushed up the price of building materials sharply and put pressure on the entire construction sector. At the same time, we see countries such as China flooding the European market with low-cost raw materials and finished products, while the quality of those products continues to improve.

On top of that, there is the uncertain impact of artificial intelligence: how will AI transform our industry? And the ongoing war for talent makes attracting and retaining the right people a crucial challenge. For an SME, the picture is clear: these trends are making our environment more complex and more demanding. We need to prepare for this.

How? By building sustainable partnerships. Collaboration is the key to staying agile and resilient. That starts internally: our employees need to develop the right skills to be ready for the future. But it goes beyond our own organisation. Finding and retaining reliable suppliers is essential, because they are facing the same challenges. By working together, we are stronger. We also need to build a broader ecosystem with other stakeholders. By creating a strong network, we can respond more quickly to change and develop solutions together. Partnerships are no longer optional, but essential for innovation, sustainability and competitiveness.



Partner

Raising employee satisfaction

At Novatech, we see our employees as our most important partners. They are the beating heart and driving force of our organisation. The quality we want to project to the outside world starts internally: only when our employees have the right skills and feel good in their work can they deliver that quality externally as well. As a family business, we place great importance on connection and involvement. We want everyone to feel part of the Novatech family and to actively carry our values forward. Job satisfaction and engagement do not happen by themselves. That is why we invest purposefully in initiatives and projects that strengthen the wellbeing, development and engagement of our employees.

Values and code of conduct

In 2025, we launched a new code of conduct for all employees, supported by a range of information sessions. This code of conduct provides a clear framework for the values and standards that are central to the Novatech family. In this way, we create transparency, mutual respect and a shared understanding of what matters to us as an organisation.

Lifelong learning and talent development

We also spent much of 2025 building a Learning Management System (LMS), which will be launched in 2026. With this platform, we want to encourage lifelong learning actively by offering both technical and soft skills training in a structured and accessible way.

Novatech strongly believes in the principle of blended learning, in which live training and digital learning modules reinforce each other. The LMS will first be introduced for our own employees, but in time, we also aim to make our digital training available to distributors and retail partners. In this way, we are building knowledge sharing and sustainable growth together across our entire value chain.

Strengthening HR processes

To support our employees even better, we plan to strengthen our HR department in 2026 with an HR Business Partner. This role will focus, among other things, on mapping individual training needs, supporting lifelong learning and encouraging talent development. This will also require us to further develop an open training offer.



In addition, we will start a biennial employee satisfaction survey in 2026. In this way, we can keep a formal and structured finger on the pulse of our employees' job satisfaction, engagement and needs. The results of this survey will help us define targeted actions, build further on our strengths and make timely adjustments where needed.

In 2027, we will take the next step with the planned implementation of an HR Information System (HRIS). This system will allow us to further professionalise HR processes, deepen our insights and support our employees even more effectively in their development.

A future-focused and inspiring work environment

Alongside investments in people and processes, we also strongly believe in the importance of a high-quality and inspiring work environment. Construction of our new office building in Olen, which will serve as Novatech's headquarters, will begin in 2026.

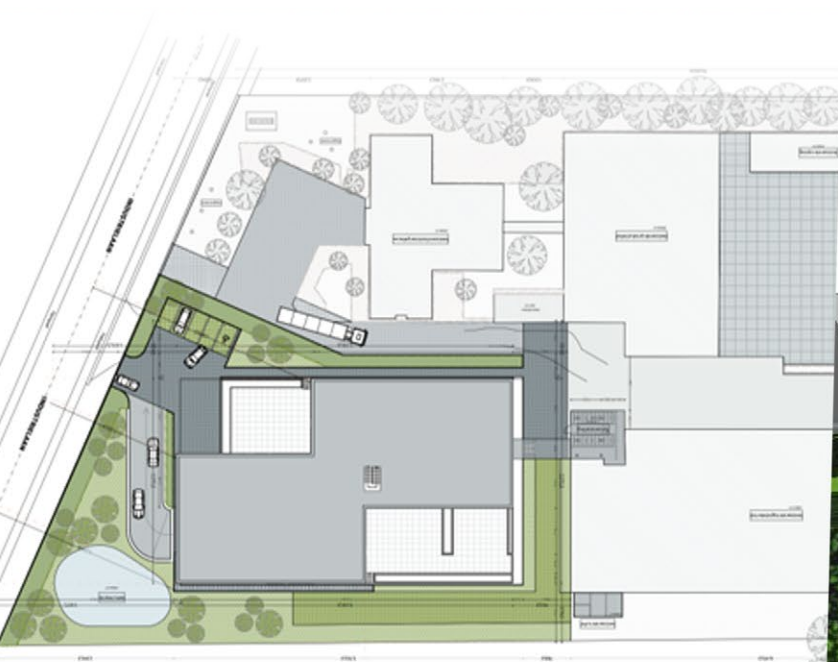
As early as 2024, we surveyed all employees in Belgium to understand their expectations and needs for the future work environment. This valuable input was taken into account during the design process with the architects. The design of the new building deliberately starts from the inside out. The interior design and the way people work together shaped the final exterior design.

With our new headquarters, we want to create a place that encourages collaboration, wellbeing and efficiency, while reflecting our family values and forward-looking vision. Through all these initiatives, we are building step by step towards a working environment where job satisfaction, growth and quality go hand in hand. Because only together with motivated and happy employees can Novatech achieve lasting success.





Presentation of the new office in Olen



Partners

Better knowledge sharing with our suppliers

Suppliers are essential stakeholders for Novatech within our broader ecosystem. We can only deliver high-quality end products through sustainable partnerships with the right suppliers in our supply chain. Quality is a basic requirement here, but on its own it is not enough. We deliberately choose to work with suppliers who share our values and are aligned with the way we work.

Our suppliers play a crucial role in making Novatech future-ready. Their expertise, innovative strength and commitment contribute directly to the continuity and further growth of our organisation. That is why we actively invest in open communication, mutual trust and knowledge sharing.

We hold annual review meetings with our key suppliers. These conversations help us keep a structured and ongoing view of quality, collaboration and future expectations. Through this dialogue, we can identify improvements together, share best practices and respond more effectively to changing market conditions.

In 2025, we launched a code of conduct for our key suppliers. With this code, we make our values, standards and expectations explicit and align them across our supply chain. In this way, we build transparent, sustainable and long-term relationships based on mutual respect and shared responsibility.

By focusing on better knowledge sharing and close collaboration with our suppliers, we strengthen not only our own organisation, but also the resilience and sustainability of our wider ecosystem.

Partners

Building ecosystems around sustainable applications

Novatech strongly believes in the value of building ecosystems to make sustainable solutions possible. As an SME, we know we do not have all the resources, knowledge and capabilities to tackle every challenge fully in-house and from scratch. That is why collaboration is a core pillar of both our sustainability strategy and our innovation strategy.

We actively work on building ecosystems with a wide range of stakeholders, including customers, suppliers, universities and research institutions. By bringing together expertise, insights and perspectives, we can piece the puzzle together and arrive at solutions that would be harder or slower to achieve on our own. Collaboration makes us stronger, more agile and more future-ready.



Focus on sustainable applications

We believe the real impact of our sustainability efforts comes through most clearly in the final application of our products and solutions. That is why in 2026 we are further expanding a specialised team focused on deepening knowledge around applications and increasing sustainability within those applications.

This may lead to the optimisation and improvement of existing products, but also to the development of entirely new solutions. In this work, we collaborate closely with research institutions and other knowledge partners to accelerate innovation and make well-informed choices.

By working within strong ecosystems, gathering the right knowledge and turning it into concrete actions and solutions, Novatech is taking another meaningful step towards sustainable growth and long-term value creation.



CASE STUDY

COLLABORATION WITH VLAIO ON DETACHABLE ADHESIVES

A concrete and telling example of our ecosystem approach is our collaboration with VLAIO on detachable adhesives (HBC.2024.0653). As part of a VLAIO-funded research project, we joined a programme focused on developing and studying sustainable detachable adhesive solutions.

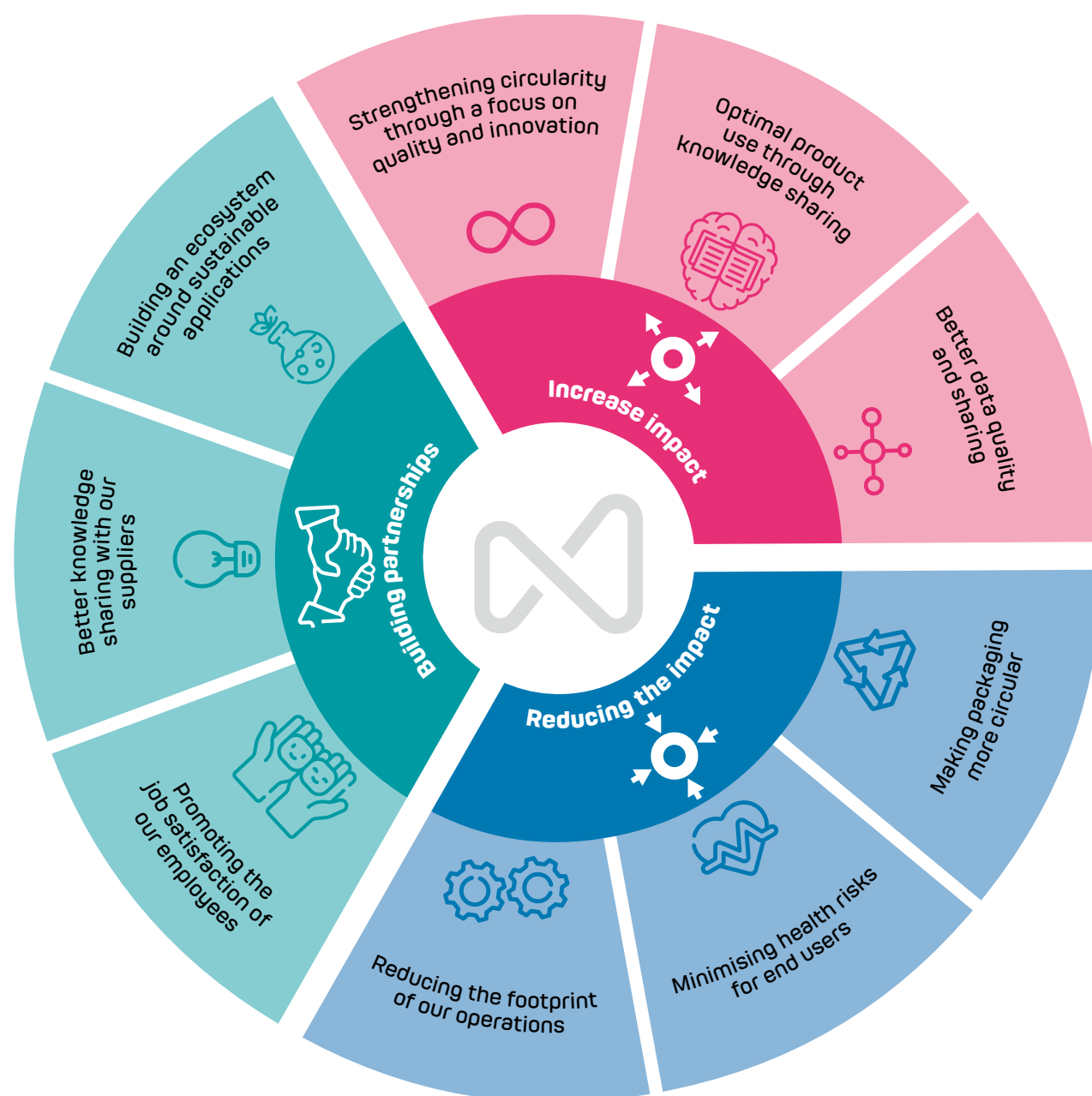
This grant gives us, as an SME, an important boost to actively help search for innovative and sustainable solutions. Without this support, the risk would be too great to invest substantial internal resources in fundamental research with an uncertain outcome. VLAIO support allows us to build knowledge, experiment and accelerate innovation.

Within this project, we are working with several research institutions, including Flanders Make, to gain in-depth insight into the technical possibilities and limitations of detachable adhesives. We also actively involve potential users in the programme. Together, we are exploring whether and how prototypes can be used in real applications.

This collaboration within a broad ecosystem makes it possible to make circularity tangible in practice. Detachable adhesives can be an important lever for making repair, reuse and recycling of products easier. In this way, the project contributes not only to technological innovation, but also to the development of sustainable and circular applications with real impact.



6. SUSTAINABLE DEVELOPMENT GOALS



As an SME operating in an international context, Novatech believes it is important to anchor its sustainability strategy within a recognised and globally supported framework. The United Nations Sustainable Development Goals (SDGs) provide such a framework: they help us structure, focus and communicate our efforts within a broader social context.

At the same time, we recognise that for an SME, making deliberate choices is essential. Sustainability requires focus. That is why we have chosen to focus on the SDGs that are most closely aligned with our core activities, expertise and opportunities to make an impact. For us, these are SDGs 3, 9, 12, 13 and 17.

Our sustainability vision is captured in our slogan “Better bonds, better future”. This vision translates into a clear focus on product innovation. By investing in high-quality, high-performing products, with particular attention to health, circularity and sustainability, we want to make a difference where our products are actually used. In this way, we contribute not only to the sustainability of our own organisation, but also to the sustainability of the applications and sectors in which our solutions are used.

Innovation is a crucial lever in this. By continuously improving and renewing at product level, we support, among other things:

- Health and safety in applications (SDG 3),
- Sustainable industrial innovation and infrastructure (SDG 9),
- Responsible consumption and production, with a focus on circularity and lifespan (SDG 12),
- and climate action, by reducing environmental impact and using resources more efficiently (SDG 13).

At the same time, we recognise that sustainable progress cannot be achieved in isolation. That is why we actively invest in sustainable partnerships, both internally, between employees, departments and areas of expertise, and externally, with customers, suppliers, knowledge institutions and other stakeholders. Only by working together, sharing knowledge and strengthening one another can we create lasting impact. This belief in collaboration closely reflects SDG 17: Partnerships for the Goals.

In recognition of these efforts, Novatech received the United Nations ‘SDG Pioneer’ certificate in 2025. This recognition confirms that our strategy, choices and actions are genuinely contributing to the achievement of the Sustainable Development Goals. It strengthens our belief that targeted innovation, partnership and focus can also be a powerful driver of sustainable progress for an SME.



7. APPENDIX: VSME DATA POINTS (BASIC & COMPREHENSIVE)

GENERAL INFO

Data Point	Description	Unit/Type	Comment
Company Name	Novatech International		
Legal form	NV		
Sector (NACE)	20.590 / 46.442 / 46.851		
Countries of activity	Belgium, the Netherlands, France, Germany, Denmark, Finland		
Countries with company sites			
Belgium – office and production plant	Address: Industrielaan 5B, 2250 Olen		
Belgium – distribution center	Address: Toekomstlaan 11, 2200 Herentals		
The Netherlands – office	Address: Lage Mosten 51, 4822NK Breda		
France – office	Address: Rue de la Gare, 59299 Boeschepe		
Germany – office	Address: Konradinerallee 9, 65189 Wiesbaden		
Denmark – office and warehouse	Address: Industrivej 2, 6690 Gørding		
Finland – office	Address: Vantaankoskentie 14, 01670 Vantaa		
Revenue	49,338,724	Euro	
Balance sheet total	31,725,345	Euro	

ENVIRONMENT - ENERGY & CLIMATE

Data Point	Description	Unit/Type	Comment
Total electricity consumption	556.82	MWh	
Of which self-generated via PV	139.44	MWh	123.79 MWh has been fed into the grid
Of which purchased	417.38	MWh	Electricity billing
Proportion of electricity purchased from renewable sources	0	%	From February 2026 – 100% renewable energy
Total fuel (for heating)	647.83	MWh	Fuel billing
Proportion of renewable fuel (for heating)	0	%	
Scope 1 emissions	653	tCO ₂ e	For base year 2023, 2025 analysis in preparation
Scope 2 emissions	61	tCO ₂ e	For base year 2023, 2025 analysis in preparation
GHG intensity	0.001	%	GHG emissions base year 2023 / revenue 2025
Climate targets	50% reduction by 2030 for Scope 1 and 2		

ENVIRONMENT - ENERGY & CLIMATE

Data Point	Description	Unit/Type	Comment
Water consumption	881	m ³	
Total waste	192	ton	
Waste recycled	19	%	
Hazardous waste	140.15	tonnes	

SOCIAL - EMPLOYEES: GENERAL

Data Point	Description	Unit/Type	Comment
Rantal werknemers	129	Headcount	
in Belgium	96	Headcount	
in the Netherland	9	Headcount	
in France	7	Headcount	
in Germany	5	Headcount	
in Denmark	10	Headcount	
in Finland	2	Headcount	
Gender distribution	74%	% M	
Gender distribution	26%	% V	
Types of contracts	100%	Permanent	
Staff turnover	13%	%	Including pension
Training hours per employee	11	Hours	

SOCIAL - EMPLOYEES: HEALTH AND SAFETY

Data Point	Description	Unit/Type	Comment
Workplace accidents	5	Number	
Workplace accidents	22.98	Frequency	
Fatal workplace accidents	0	Number	

SOCIAL - EMPLOYEES: REMUNERATION, COLLECTIVE LABOUR AGREEMENTS AND TRAINING

Data Point	Description	Unit/Type	Comment
Employees receive pay above the minimum wage	Yes		
Employees covered by a collective labour agreement	100	%	
Average number of training hours per employee - male	13	Hours	
Average number of training hours per employee - female	7	Hours	

GOVERNANCE

Data Point	Description	Unit/Type	Comment
Code of conduct in place	Yes		This includes guidelines on child labour, forced labour, human trafficking, discrimination and accident prevention
Includes a prohibition on:			
child labour	Yes		
forced labour	Yes		
human trafficking	Yes		
discrimination	Yes		
prevention	Yes		
Complaints mechanism	Yes		
Legal violations:			
child labour	No		
forced labour	No		
human trafficking	No		
discrimination	No		



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