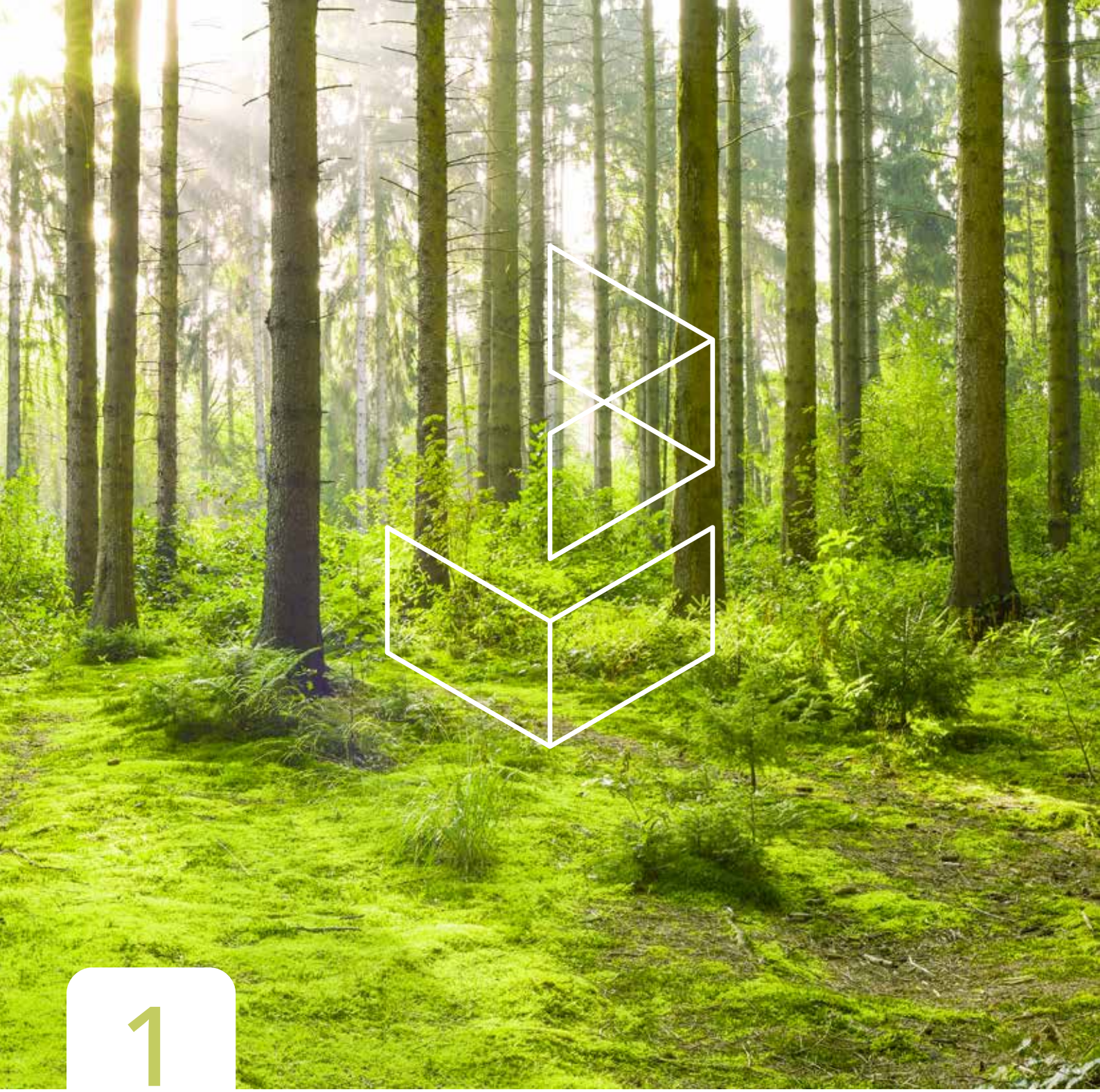
2026

Polyvision®
SURFACEMATTERS

SUSTAINABILITY REPORT

SURFACES THAT LAST, IMPACT THAT GROWS



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ABOUT THE REPORT

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1.1

FOREWORD

We are proud to present to you the first edition of our sustainability report. In this report, we outline what Polyvision has built up in recent years in the area of sustainability: a clear strategic direction, a series of concrete projects, and an organization that has become more sustainable step by step. This report is more than an inventory. It shows how we are strengthening our company with a view to the future and which choices are bringing us closer to production that is even more efficient, more responsible, and more people-centered.

At Polyvision, sustainability has never been an isolated effort. It has grown from the conviction that a company with a long history must also have a long horizon. We operate in a world that is changing rapidly: markets are shifting, quality requirements are becoming stricter, energy and raw material prices are becoming more volatile, and clients expect transparency and proof. In such an environment, we must look beyond the questions of today. Our ambition is clear: to make products that last a lifetime, processes that use energy and materials more consciously, and a workplace where people feel safe and engaged.

In this report, you can read how we are making that ambition concrete. We mapped out our largest impact zones, established priorities, and built a CO_2 roadmap that provides direction for the coming years. We invested in energy efficiency, reduced material losses, eliminated harmful substances, and made our processes more robust. At the same time, we continued to invest in people: in training, ergonomics, safety, and a culture in which collaboration and pride are central.

Yet this is not a story of completed work. Sustainability is a movement that is continuously adjusted as insights change and markets evolve. What you see in this report is therefore above all a promise: that we will continue to improve, continue to learn, and continue to invest in a company that is ready for the future.

I invite you to read this report as a window into where we stand, and as an invitation to think along with us about where we are headed.

Thomas Christogotsis
Group CFO & Managing Director.

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INTRODUCTION

CONVERSATION WITH THE MANAGING DIRECTOR

Polyvision Belgium is led by Thomas Christogotsis, Group CFO & Managing Director.

Investment in sustainability at Polyvision has driven not only new initiatives, but more importantly, a deeper integration of sustainability across the entire organization. Managing Director of Polyvision Belgium Thomas Christogotsis looks back on a process that created structure, brought employees closer together, and sparked new ideas.

How did Polyvision position itself in 2025 within a global market under pressure?

Thomas Christogotsis:
Polyvision is a unique company. Worldwide, only a handful of players produce enameled steel with the same quality. Our product is mainly used for writing surfaces for the educational market, although its use is growing in kitchens, interiors, and exterior and tunnel applications. Europe and America remains a mature market, while Africa and especially Asia are growing strongly and now represent a significant share of our business. Despite competition and geopolitical pressure economical instability, we are losing little or no volume. Thanks to our strong reputation, global partner networks, and flexible production, we remain a solid, recognizable player in a niche market that still offers a great deal of potential.

What strategic challenges and growth opportunities do you see for Polyvision in that context?

Thomas Christogotsis: Our biggest opportunities clearly lie in Asian emerging markets, in Asia the market quickly adopts new applications. The kitchen market in particular is growing strongly,

Sustainability is not a project, but a way of working.

Thomas Christogotsis
Group CFO & Managing Director.

and we are negotiating there with major players to bring the product to market quickly at the right price so as to remain competitive. Diversification into applications in healthcare, the chemical sector, and interior design also offers a great deal of potential. Global challenges and the uncertain economical environment are putting pressure on the global market. That forces us to work smarter, develop new products, and sharpen our strategy by region.

How did 2025 go for Polyvision in terms of revenue and profitability, compared with previous years?

Thomas Christogotsis: 2025 delivered a stable result: once again in line with the level from before the exceptional years 2021 and 2022. Those peaks and troughs were the result of COVID and, afterward, the raw materials crisis. The situation has now normalized, and we are seeing no volume loss. For 2026, we are targeting an ambitious growth.

What is the core message you want to convey to Polyvision's stakeholders?

Thomas Christogotsis: Our main stakeholders are our suppliers, customers, employees, and increasingly the architects and interior designers who specify our products. To our suppliers, I want to convey that quality and reliability remain essential, especially for steel and enamel raw materials. Customers—especially manufacturers and distributors—count on stability, innovation, and transparency in our sustainability story.

For our employees, the message is that they form the heart of Polyvision: their commitment, expertise, and involvement sustain this company. And to architects and designers, we highlight that enameled steel has much broader potential than writing surfaces alone. We want to help shape new applications and markets together with them.

How do you define sustainability within Polyvision and how is that reflected in your strategic approach for the coming years?

Thomas Christogotsis: Sustainability has been in Polyvision's DNA for more than twenty years. We started with it under Steelcase, where both the human aspect and the environmental impact were central. That has shaped us permanently: we have systematically adapted our products and processes to make them more environmentally friendly, and we continue to do so. A Sustainable Development Goals (SDG) program has given us additional structure. It confirms that we have already achieved a great deal, but it has also encouraged us to think further ahead and to embed improvements more broadly in the organization.

Our strategy is rooted in our vision to be a leader in sustainable and innovative writing surfaces. That means continuous improvement in the areas of energy consumption, safety, ergonomics, materials, and people-centered policy. We invest in new formulations without harmful substances, in processes that require less energy, and in circular opportunities such as longer service life and reuse. At the same time, we realize that sustainability must also remain economically feasible.

For me personally, it is about strengthening the company with a view to the future: delivering high-quality products, remaining a people-centered organization, and at the same time continuing to reduce our ecological footprint. Sustainability is not a project, but a way of working that must prepare Polyvision for the coming decades.

Why did you select climate change, the circular economy, your own employees, and business conduct as material sustainability topics?

Thomas Christogotsis: These four topics directly touch on who we are and how we work. They emerged from the double materiality assessment we carried out (see p. 36–37). Climate and energy are crucial because our production process is energy-intensive and we have been investing for years in reduction, optimization, and renewable sources. The circular economy is closely aligned with our products: enameled steel lasts for decades, is fully recyclable, and offers opportunities for reuse, new substrates, and alternative business models. Our people are at the heart of Polyvision: their well-being, safety, and engagement are essential to our future. And business conduct is essential for continuing to operate consistently, transparently, and credibly as a small, international company. These four pillars reflect both our impact and our ambitions.

What role do the United Nations Sustainable Development Goals (SDGs) play in this?

Thomas Christogotsis: The SDGs have mainly given us direction and structure. They have encouraged us to look beyond processes and energy efficiency, and to create engagement throughout the organization. Some themes were not ones we immediately identified ourselves, but thanks to the SDGs we have now embedded them in our policy and our projects. They are not an end in themselves, but rather a guideline that helps make sustainability efforts tangible, measurable, and broadly supported.

What concrete steps did Polyvision take this year in the areas of environment, people, and governance?

Thomas Christogotsis: 2025 has proven that we can not only improve, but that we actually do: step by step, but consistently and with the entire company.

In the area of climate and environment, we further improved our energy efficiency, adjusted furnace operations to limit heat loss, and installed solar panels so that we generate part of our electricity ourselves, while in the Americas we commissioned a new energy-friendly production line. We also took further steps in water treatment and waste processing, something we have been investing in for more than twenty years. Social sustainability received a great deal of attention through ergonomic improvements, safety measures, and strong employee involvement. We see that people are contributing more and bringing ideas forward more quickly, and that our multidisciplinary project group is working effectively.

We also made progress in governance: we structured our approach better, embedded our projects, and ensured that decisions are shared more broadly and enjoy broader support.

You refer to the steps taken around energy efficiency. How technically challenging is it to structurally reduce the energy intensity of the production process?

Thomas Christogotsis: The greatest gains lie in fine-tuning our processes. We continuously analyze where gas and electricity consumption can be reduced, especially in the furnaces and pre-drying processes. By refining parameters and directing heat differently, we reduce peak consumption and avoid unnecessary losses. We invest in smarter filter systems, more efficient cutting and grinding installations, and in technical interventions that increase the stability of the enameling process. Every percentage point of process improvement immediately delivers energy benefits. It is a process of many small, analytical adjustments that together have a major effect.

How far has Polyvision come in phasing out the use of heavy metals?

Thomas Christogotsis:
Over the past few years, we have worked intensively on removing heavy metals from our products. Some colors in particular required these components, but today we produce without them. In most cases, we replaced them with environmentally friendly alternatives. We developed the right formulations, successfully excluding these components. This was not a simple process, because enameling requires a very precise composition.

In what way are the sustainability objectives embedded in guidelines and policy?

Thomas Christogotsis: Polyvision has guidelines on ethical business conduct, safety, and care for people, and we expect suppliers to align with them. Diversity, well-being, and employee engagement have been part of our culture for years. Thanks to the SDG process, we have structured all of this better and translated it into concrete projects. A project lead has been designated for each project, so that it is clear who takes responsibility. This ranges from management to the shop floor. In this way, it does not become a theoretical policy, but a shared approach in which everyone plays their role.

We also very deliberately do not link compensation to sustainability objectives. We want to avoid sustainability becoming something formal or coercive. It must be intrinsically supported.

How do you look back on the entire sustainability journey that Polyvision has gone through over the past years?

Thomas Christogotsis:
Above all, the initiative has helped us to embed sustainability more clearly and more broadly in the organization. We had already been working on it for years, but now it has been approached in a more structured way and is no longer something that rested with one person. By actively communicating about it internally, we gained more engagement and noticed that people themselves were coming up with new ideas. It has also helped us externally: some customers really find this important. The SDG process gave us direction, brought up themes we had not yet thought about, and created regular moments for consultation. The double materiality analysis added another layer to that and created a great deal of internal support. Taken as a whole, the process has made us stronger and broadened our initiatives.

What ambitions and dreams in the area of sustainability do you have for the coming years?

Thomas Christogotsis: Our ambition is to continue improving along the path we have taken. For me, that remains the common thread: continuously looking for where things can be improved, in products, processes, and in the way we deal with people. We want to further stabilize the company, continue to guarantee employment, and continue to take responsibility for the environment and our surroundings. My personal dream is simple: to leave this company in an even better state than it is today. An organization that is healthy, works with a future-focused mindset, and where people enjoy coming to work. That is, for me, the essence of sustainability.

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ABOUT POLYVISION

POLYVISION AT A GLANCE

2.1

Managing Director

STEERING GROUP

- Quality Manager
- R&D Manager
- HR Director
- Director of Business Operations
- Sales Director
- Environmental Coordinator & Innovation Engineer

SDG TEAM

- Lead Maintenance & Process Engineering
- Marketing & Communications Specialist
- Product Manager
- Logistics Manager
- Purchasing, Planning & Inventory Manager
- Production Lead
- Finance Manager

POLYVISION AT A GLANCE

OUR OFFERING

At its site in Genk, Polyvision produces a range of high-quality enameled steel surfaces and finished products for various markets and applications. The offering is based on its proprietary e³ CeramicSteel technology, recognized worldwide as durable, wear-resistant, and multifunctional.

Semi-finished products: enameled steel for whiteboard & chalkboard manufacturers

Polyvision's core product is enameled steel in the form of coils & sheets. It supplies these semi-finished products worldwide to manufacturers of whiteboards, chalkboards, and other magnetic, dry-erase writing and presentation surfaces. Thanks to the combination of ceramic enamel and steel, a surface is created that is glass-hard, magnetic, scratch- and stain-resistant, and therefore lasts for decades.

Finished products: whiteboards and chalkboards

In addition to semi-finished products, Polyvision itself produces finished whiteboards and chalkboards for end customers in education, business, healthcare, and public institutions. These markets require durability, ease of maintenance, and a long service life. The whiteboard surfaces are scratch- and heat-resistant, chemically resistant, magnetic, and easy to clean, even after intensive use.

Architectural panels and interior & infrastructure elements

A third part of the offering consists of architectural panels, ranging from interior walls to facades, tunnels, and infrastructure projects. Polyvision manufactures these in enameled steel or CeramicSteel. Thanks to their durability, ease of maintenance, and aesthetic possibilities, these panels are becoming increasingly important in architecture, infrastructure, commercial, and public projects.

DID YOU KNOW?

e³ CeramicSteel

The e³ CeramicSteel surfaces are magnetic, scratch- and stain-resistant, heat- and chemical-resistant, fire-safe, easy to clean, and bacteria-resistant. They are designed for intensive use in learning spaces, offices, public installations, and infrastructure.

TECHNICAL & FUNCTIONAL PROPERTIES

Polyvision's products are built around several distinctive core qualities. The e³ CeramicSteel surfaces are magnetic, scratch- and stain-resistant, heat- and chemical-resistant, fire-safe, easy to clean, and bacteria-resistant. They are designed for intensive use in learning spaces, offices, public installations, and infrastructure. Thanks to the customization options (color, finish, size, or graphic design), Polyvision offers flexibility for a wide range of applications.

SUSTAINABILITY & CERTIFICATION

The CeramicSteel products are 99% recyclable, have had Cradle-to-Cradle certification since 2006, are certified for indoor air quality (no VOC emissions), and are designed to last for decades without loss of quality. This makes their products not only high-quality, but also responsible from environmental and health perspectives. An important consideration for customers in education, healthcare, infrastructure, and public buildings.

POLYVISION AT A GLANCE

CUSTOMERS

Fabricators

Fabricators form Polyvision's largest customer group. They further process Polyvision's enameled steel into finished writing surfaces for schools, companies, and public institutions. They choose Polyvision because the quality of the surface must remain stable in large-scale production.

Architects

Architects and project firms use CeramicSteel for infrastructure and interior projects, such as tunnels, metro stations, office buildings, and public spaces. They look for materials that are robust, remain low-maintenance, and retain colors or graphics for a long time. This customer group often requires customization, which requires intensive preparation and project support. The architectural segment is growing steadily and offers opportunities for differentiation beyond the traditional board market.

ACTIVITIES & SALES MARKETS

Our site in Genk forms the industrial heart of Polyvision. Here, steel coils are provided with an enamel layer and fired into durable CeramicSteel. The activities include pretreatment, enameling, drying, baking, firing, printing, cutting, and finishing. The plant combines serial production with project-based flexibility, which is necessary to deliver both standard sizes and customized solutions. The technical complexity of the process requires strict control of temperature, formulations, and quality parameters.

The panels and semi-finished products from Genk find their way into a wide range of applications. In the traditional market for writing surfaces, education, business environments, and healthcare institutions are the main end users. These sectors require robust surfaces that can withstand intensive use and maintain a consistent quality level for years. Sales evolve in line with investment cycles in educational infrastructure and office adaptation, which can vary by region.

In addition, Genk supplies panels for architectural and infrastructure applications. These projects range from the cladding of tunnels, metro and train stations to public buildings and commercial interiors. They often require customization in color and shape and require close coordination with design teams. The use of CeramicSteel is driven by durability: the material is easy to maintain, colorfast, and resistant to vandalism and heavy use. As a result, this segment is growing, especially in markets where long service life and maintenance reliability are central.

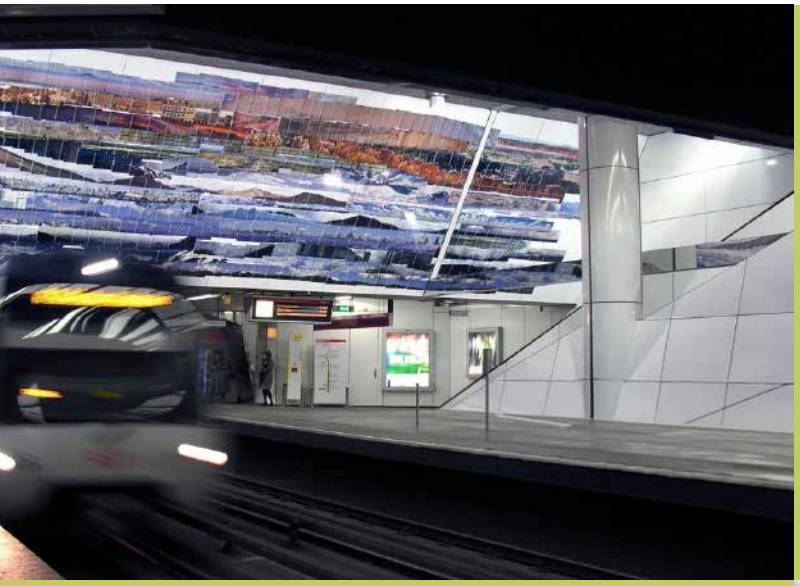
POLYVISION AT A GLANCE

2.1

Polyvision operates internationally, with different growth dynamics by region. Europe and America remain mature markets with stable demand for writing surfaces and growing interest in architectural panels. North America is an important operational site through internal collaboration within the group. In emerging markets such as Africa, demand for high-quality boards and school infrastructure is creating new opportunities. Asia is growing the fastest, with the region embracing new applications of CeramicSteel in the industrial segment.

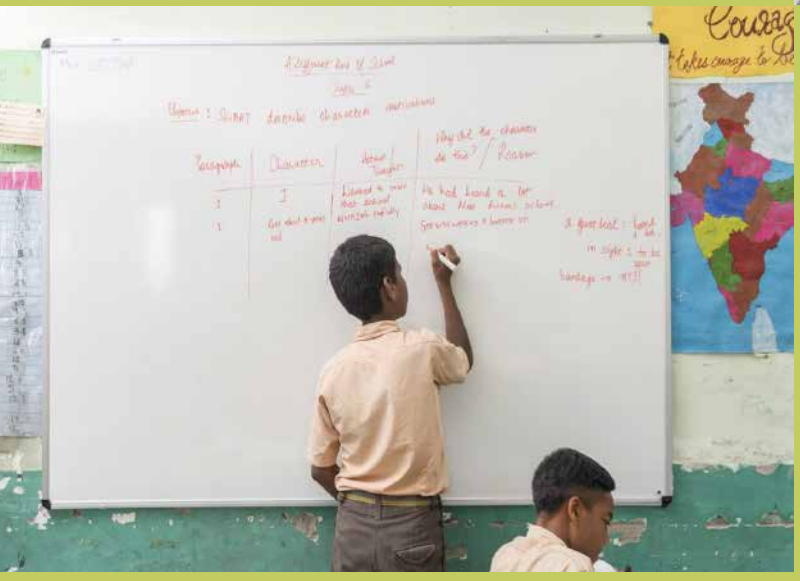
The combination of specialized production, niche materials technology, and a geographically diversified market makes Polyvision structurally less dependent on a single sector or region. The global activities in Genk support a wide range of end markets with varying requirements, but each time with the same core expectation: a durable, stable, and wear-resistant surface that retains its function over the long term. That positioning determines the role of the site in Polyvision's global strategy.

SOME KEY FIGURES



More than 200 million m² CeramicSteel worldwide

In more than 25 million classrooms people write on CeramicSteel every day



Every day we reach more than 500 million students

POLYVISION AT A GLANCE

PERSONNEL & EMPLOYEES

The Polyvision organization has approximately 200 employees. The combination of experienced operators, technical profiles, R&D staff, and support services is a major asset in a niche market where enameling expertise is scarce. The workforce has a high level of seniority, and internal training programs remain essential to preserve knowledge and ensure process stability.

The organization consists of approximately 62% blue-collar workers and 38% white-collar employees, supplemented by a group of international sales and support staff. Polyvision's capabilities go beyond enamelling. Polyvision also specializes in bonding, cutting, digital printing, screen printing, and waterjet cutting. The past few years were marked by change. From 2020 onward, Polyvision entered a new shareholder structure, which, together with the coronavirus period, caused a shift in priorities and workload. At the same time, Polyvision invested in foundations such as clarity, leadership, well-being, and a strong, people-oriented corporate culture.

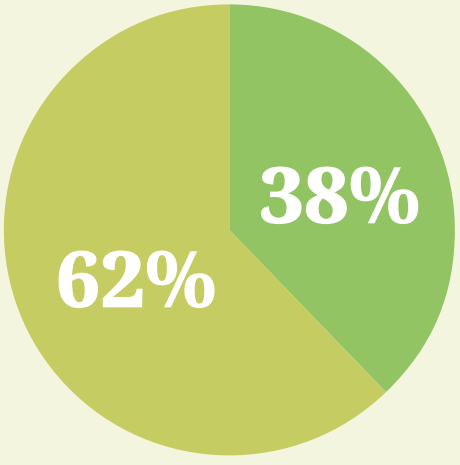
"People need to feel good here and be proud of what they do. That is the most important thing for me. We see that quite a lot of initiatives come from employees themselves, such as donating Christmas gifts to a charity and setting up the party committee that organizes activities. This shows how engaged people are.

Carl Vanaenrode
HR Director

Despite the changes, turnover remained low in recent years (2%). In the last two years, hardly any employees left. Retaining talent and strengthening internal growth and training opportunities therefore remain top priorities.

AVERAGE SENIORITY

BLUE-COLLAR WORKERS: 20 YEARS
WHITE-COLLAR WORKERS: 15 YEARS



QUALITY

Quality is one of the main drivers of value creation at Polyvision. The production of CeramicSteel requires a combination of material expertise, process knowledge, and strict control. The right input is the starting point: pure raw materials, stable energy flows, reliable suppliers, and employees with years of experience in enameling. This foundation makes it possible to control the entire production process accurately and avoid variation.

The organization relies on integrated management systems in accordance with ISO 9001, ISO 14001, and ISO 45001. These systems embed risk analyses, internal audits, non-conformity management, and traceability of every step in the process. The quality department works closely with production, R&D, and the technical department to continuously monitor process parameters. Each production step (milling, pre-drying, enameling, firing, cutting, printing, laminating, and inspections) has fixed measurement points that provide immediate feedback. We investigate deviations carefully and make adjustments so that stability remains central.

> **Quality is everyone's responsibility, and that is why for us this is not just a final inspection; it is integrated into the way we work.**
>
> **Jos Coenen**
> Quality Manager

Commitment to quality stems from seniority, internal training, and a culture in which errors lead to learning, not blame. Multidisciplinary project groups strengthen this approach by analyzing process data and proposing improvements that increase stability and reduce waste.

The output of this approach is a product that is valued worldwide for its quality and service life, reproducibility, and aesthetic reliability. CeramicSteel was developed to last for decades in classrooms, hospitals, companies, and metro stations. This requires a consistent quality level that is independent of the production day, operator, or order size. The Cradle-to-Cradle and IAQ certifications support this by imposing additional requirements on material purity, emissions, and reuse.

Quality not only creates value for customers, but also for the organization itself. Fewer deviations means less waste, less rework, and lower energy consumption per square meter produced. The low number of complaints and the limited repeat rate show that the approach works. We formally analyze every customer comment, link it to a cause, and translate it into corrective actions. This structured complaint management strengthens the relationship with customers and supports Polyvision's international position as a reliable producer.

The combination of strong input, strict process control, well-trained people, stable output, and measurable sustainability impact makes quality a core part of the business model. Polyvision creates value by delivering a product that is not only high-quality, functional, and durable, but also consistent, predictable, and reliably long-lasting.

MISSION, VISION & VALUES

Mission

Polyvision's mission starts from a clear core: producing sustainable, reliable, high-quality CeramicSteel surfaces that withstand years of intensive use. We do not make a mass product, but a specialized material that derives its value from technical stability, wear resistance, and safety. In education, healthcare, business environments, and public infrastructure, panels must continue to deliver the same performance, regardless of age or load. That mission reflects the daily reality of the plant in Genk, where knowledge of enameling, control over every process detail, and the focus on quality form the foundation of the product and customer relationships.

Vision

Our vision builds further on that technological strength. Polyvision wants to strengthen its position as a leading producer of CeramicSteel by continuing to improve processes, support new applications, and strategically develop growth markets. Polyvision wants to leverage that momentum by being locally present, working close to the market, and developing flexible production and finishing models. At the same time, the site in Genk remains the technical center of gravity, with a strong role for process development, quality assurance, and sustainability initiatives.

The vision closely aligns with the sustainability ambitions. Polyvision wants to continue reducing the ecological footprint of its production through energy reduction, electrification, optimization of ovens, and the phase-out of harmful substances. The step to partly or fully eliminate heavy metals is a concrete example of this. The CO_2 roadmap, the C2C certification, and the investments in water management and material efficiency also show that sustainability is a structural pillar, not an afterthought.

DID YOU KNOW?

The first Cradle-to-Cradle certification

Polyvision was the first European company to obtain C2C certification. This step led to a structural approach to water management, energy use, material purity, and waste streams. Many of today's sustainability projects originated here.

DNA

For Polyvision, craftsmanship is central: production requires precision, discipline, and experience. Operators play a crucial role in quality assurance and process control. Commitment and human connection are an additional important value. The organization is compact enough to enable direct lines and quick decisions. Our people must be able to take pride in what they do, be given opportunities to grow, and feel safe and heard. A third value is sustainability awareness, visible in our efforts around energy, water, materials, and safety. These values are not slogans, but daily practices that shape both operations on the floor and the company's strategic choices.

Values

Telling the truth
Acting with integrity
Honoring commitments
Treating people with dignity and respect
Fostering positive relationships
Protecting the environment
Excelling

OUR EVOLUTION

1954

The origin of enameled steel

Polyvision has its origins in the 1950s, when lightweight enameled steel panels made their entry into architecture and education. During this period, the foundation was laid for the enameling technology on steel sheets that would later grow into CeramicSteel. The current process steps—pretreatment, enameling, drying, and firing—build directly on those first industrial applications.

1963

The discovery of CeramicSteel as a writing material

In 1963, an employee of Alliance Wall discovered the potential of enameled steel as a dry-erase writing board. This was a turning point: from a technical surface, the material evolved into a writing surface with high durability. This was the start of a product that, over the years, many millions of people and children used. Even today, this product is still used daily by huge numbers of people all over the world.

1971

Start of the plant in Genk

The establishment of the site in Genk in 1971 made Belgium the production center for Europe and later also for international markets. The site developed into the technical heart of the company, with expertise passed down through generations. The high seniority and in-depth process knowledge are decisive for the quality and stability of the product and the organization.

1987

The evolution toward graphic applications

With the introduction of screen printing on enameled surfaces, the market expanded to supplying printed panels for architectural and aesthetic applications. Today, this segment, with applications in subways, schools, and interiors, still constitutes a strategic growth market.

1992

International expansion

In the 1990s, Polyvision acquired various companies, thereby strengthening its international position and becoming a major global player in CeramicSteel.

1994

ISO 9001 certification

Polyvision has long attached great importance to the quality of its products and services and therefore decided to safeguard this in a quality management system. Since then, this system has become a permanent fixture within the organization and has already proven its value several times.

2001

Introduction of the P^3 material

By implementing a fundamental change in the enameling production process, Polyvision succeeded in developing a new surface and introducing it to the market. From then on, the P^3 surface was the benchmark in the writing surface market. Through this change, they also succeeded in significantly reducing residual waste and thus lessening the burden on the environment.

2004

ISO 14001 certification

Not only quality products and processes, but also the environment is very close to Polyvision's heart. After the introduction of the P^3 material, with its reduced impact on the environment, they wanted to go further by safeguarding this approach within the organization by means of an environmental management system. Together with the quality management system, this too has become a permanent fixture within the organization.

2005

Introduction of the e^3 material

After extensive research and development together with suppliers, an ecological version of the P^3 material was developed, further reducing the environmental impact. The e^3 material was introduced to the market and to this day is still the benchmark in the writing surfaces market.

2006

C2C certification

Because ecological thinking is embedded in the DNA of the Polyvision organization, it was decided to obtain the globally recognized "Cradle-to-Cradle" certificate. After conducting extensive research, the company succeeded in having its products certified, becoming the first European company to do so.

2008

100% Green electricity

The electricity companies offered the possibility of purchasing green electricity and, within the framework of ecological thinking, it was then also decided to purchase only this green electricity from that point onward.

OUR EVOLUTION

2012

Start-up of the PUR bonding line

For the production of bonded boards, a bonding method based on solvent-based adhesives was used.
The use of these adhesives causes an emission of VOCs that are limited by a national emission ceiling.
To comply with this, these VOCs must be treated before being emitted in order to achieve a reduction.
To reduce these VOCs, after investigation, it was decided to install a PUR bonding installation.
Using this installation, panels can be bonded for specific applications, thereby reducing our ecological footprint.

2015

Start-up of DIGI print process

Polyvision Genk's printing capabilities were expanded with a new digital printing process.

2020

Polyvision acquired by IOP (Industrial Opportunity Partners)

2022

Start-up of the Digiprint process in the US

2022 2025

Participation in the Voka Charter for Sustainable Entrepreneurship

Given that sustainability is in Polyvision's DNA, it was decided to participate in the Voka Charter for Sustainable Entrepreneurship.

2024

Commissioning a state-of-the-art enameling line in the US

2025

Start of the process to prepare for a sustainability report

After 3 successful years, Polyvision achieved the "SDG Pioneer" certificate.
Start of the CSRD-aligned sustainability journey.
Double materiality analysis in line with the process imposed by the CSRD directive.
Installation of solar panels and separation of rainwater.

2026

Publication of the first sustainability report

OUR BUSINESS MODEL

STRATEGY

Polyvision distinguishes itself in a niche market in which only a few players worldwide produce CeramicSteel of comparable quality. Our strategic position is therefore that of product leader: we continuously invest in technology, process efficiency, and material development to improve the performance of the product and further extend its service life. The strategy is built on three pillars that are also visible in the internal resources and processes: product optimization, process optimization, and product development.

Product optimization

improving quality and material use

1

Within R&D, our focus is on refining enamel formulations, glazes, and coatings that ensure scratch resistance, color fastness, chemical resistance, and a stable writing experience.
The reduction of heavy metals shows how product improvement and sustainability evolve together. Polyvision invests in raw material efficiency and explores alternative components that deliver the same performance with a lower environmental impact. This continuous refinement is essential in a market that expects long service life and consistency.

Process optimization

stability, reproducibility, and efficient energy use

2

Production of CeramicSteel surfaces is technically complex and requires a tightly controlled process. We work systematically on process optimization through line trials, data analysis, and close monitoring of deviations. Investments such as new mills, improved pre-drying, optimization of the ovens, relighting, and water management strengthen operational stability and reduce energy intensity.

Product development, current range

new applications for a proven material

3

Polyvision continuously expands the possibilities of CeramicSteel within the existing product range. New applications are emerging in education, offices, healthcare, and infrastructure projects, but also in interiors and kitchen concepts. The kitchen application segment is growing rapidly, especially in Asia. Customers come up with new applications, which we respond to with customization in color, shape, and design. Polyvision's production sites also serve as knowledge centers for formulations, test procedures, and quality assurance.

OUR BUSINESS MODEL

Product development "out of the box"

new technologies and markets

4

The strategic horizon extends beyond writing surfaces. Consider new technologies such as facade solutions, digital prints, multifunctional panels, and the potential integration of other functional layers. We are exploring new markets in which CeramicSteel can leverage its durability, ease of maintenance, and aesthetic stability, particularly in architecture, public transportation, retail interiors, and heavily used public spaces.

Market position

strong name and high barrier to entry

5

Polyvision has built up a particularly strong reputation, largely due to the technical complexity of the product and the strict quality standards. The combination of in-depth process engineering knowledge, material expertise, and international references creates a high barrier to market entry. Polyvision's production sites provide an important competitive advantage through scalable, reproducible, and certified production capabilities.

Sustainability

as a strategy

6

Since 2003, sustainability has been a structural pillar in the strategy. The C2C certification and the CO_2 roadmap show that environmental performance is not a side issue, but a long-term approach directly linked to product quality, operational efficiency, and reputation. Value creation comes from investing in safe workplaces, quality-controlled processes, energy-efficient technologies, and circular principles.

OUR BUSINESS MODEL

CUSTOMER SERVICE

Although Polyvision is essentially a manufacturing company, the expertise surrounding CeramicSteel is an important source of added value for customers. We therefore provide a range of product-related services that make the use of the material more efficient, more reliable, and more sustainable. These services distinguish Polyvision from other providers because they are deeply rooted in our knowledge of formulations, process stability, and application conditions.

A first pillar is technical support and co-development.

Fabricators worldwide rely on the Polyvision expertise to process the material correctly. Polyvision advises on the right material build-up, adhesive techniques, printing options, and cutting processes, tests new combinations, and helps analyze deviations. R&D and quality play a central role in this: they support product and process improvements, stability research, enabling customers to produce more efficiently and generate less waste. The intensive contact makes Polyvision a structural knowledge partner in the value chain.

In addition, we provide project support for architectural and infrastructure applications.

These projects require customization, close coordination, and technical substantiation. Polyvision carries out feasibility checks, supports color and print choices, provides samples and certificates, and guides architects and contractors in translating design into manufacturability. In this way, the material is not only produced, but also substantively supported by a team that understands how CeramicSteel behaves in high-use environments such as public infrastructure, buildings, and schools.

A third service includes quality assurance and certification support.

Upon request, customers receive detailed test reports, traceability information, and documentation required for their own quality or sustainability audits. C2C and IAQ certifications are part of this support. In sectors where safety and sustainability are essential, this constitutes significant added value.

Finally, we provide operational support and logistics service.

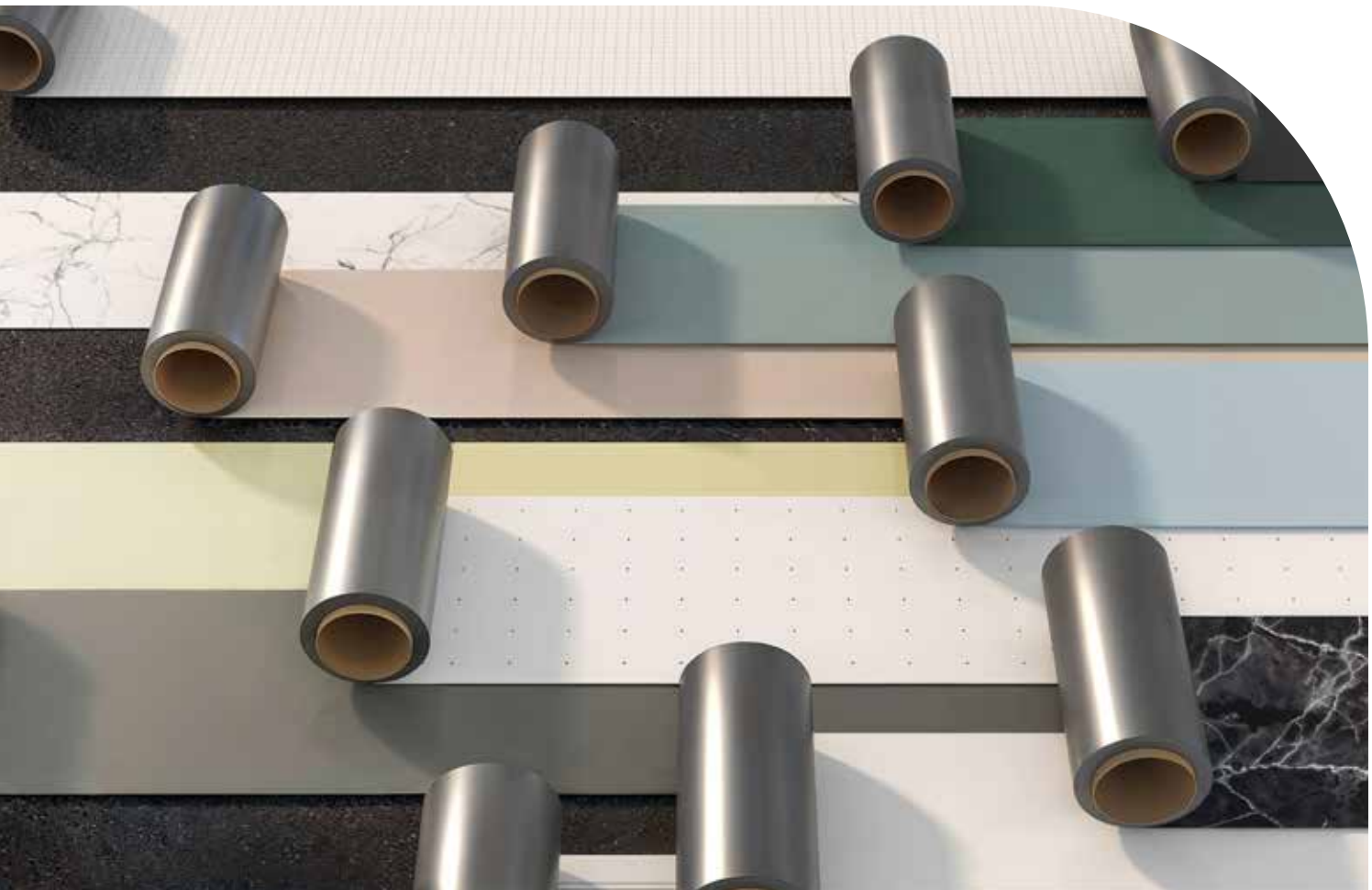
Polyvision operations are in close contact with international partners and align deliveries, batch sizes, and planning with their needs. In the event of deviations, the company responds quickly, a strong asset of our organizational culture of agility, knowledge sharing, and short communication lines.

MAIN PRODUCTS AND BRANDS

Polyvision's product portfolio is built around one core technology: CeramicSteel, the brand name for enameled steel that combines the strength of steel with the hardness and durability of porcelain enamel.
This technology forms the basis for all products supplied by the site in Genk and distinguishes Polyvision worldwide in a niche market with several key product categories.

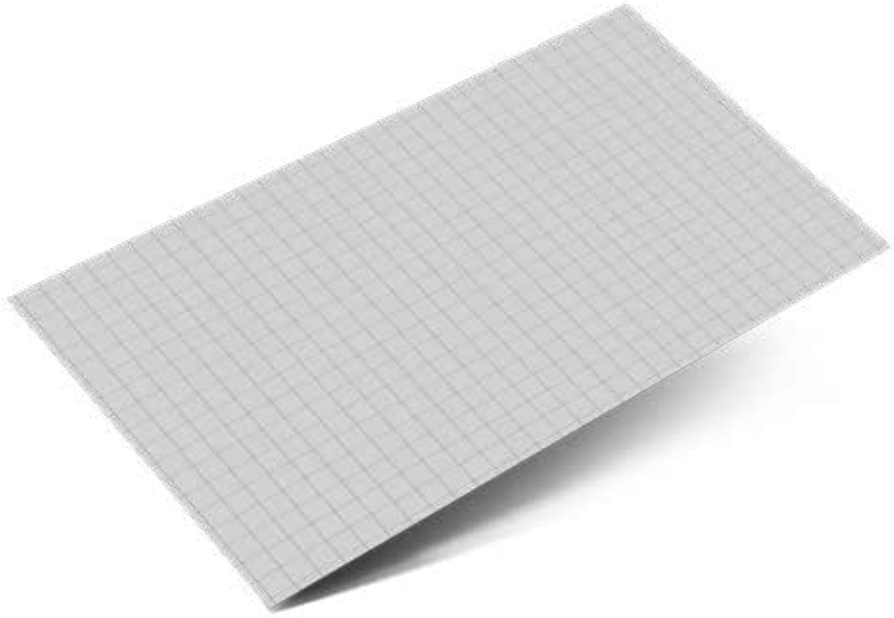
COILS

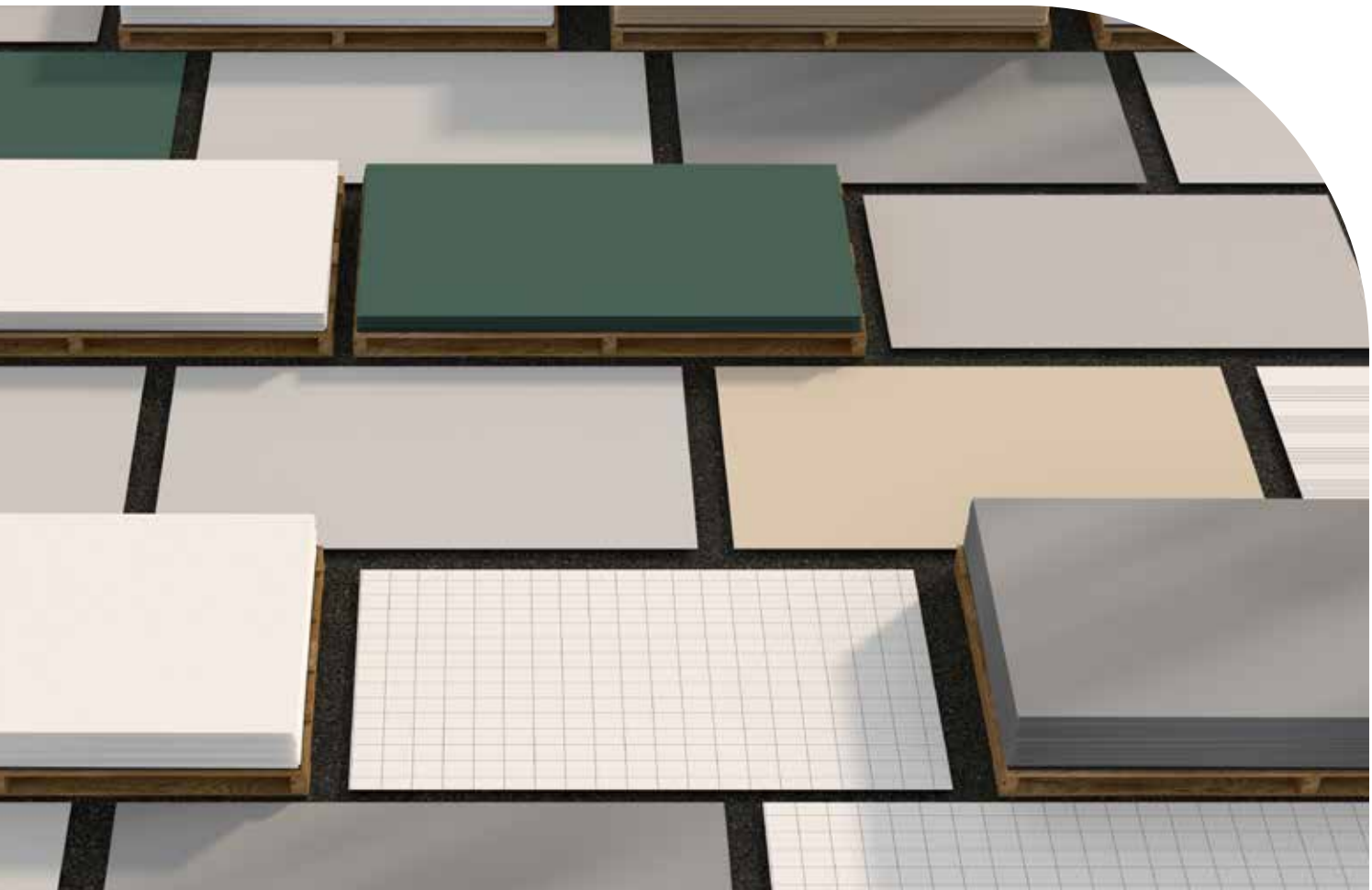
These are large, continuously coated rolls of CeramicSteel that we produce to the specifications of fabricators. They form the starting point for a wide range of applications, from whiteboards to modular wall systems. The quality of these coils (color consistency, flatness, adhesion, and formulation stability) largely determines the efficiency of customers who further process them.



SHEETS

These are flat sheets used when custom sizes are required or when projects call for a specific thickness, cut shape, or finish, but also when customers do not have cutting capabilities or do not control the cutting process. This form is popular in architectural applications, signage, and industrial solutions where precision and reproducibility are central. Sheets enable flexible production without the limitations of coil widths.





PANELS

The Panels category includes finished and semi-finished panels used in infrastructure, interiors, tunnels, and public buildings. These panels combine durability with design freedom and can be printed using digital printing or screen printing. In metro stations and airports, they are chosen for their vandal resistance, ease of maintenance, and service life.

PRODUCT COLLECTIONS

Here we group together developed product lines, mainly within the e³ CeramicSteel range. This includes whiteboards and chalkboards for educational and office environments, combinations with accessories and systems, and specific collections for contract furnishers. The e³ line carries Cradle to Cradle and Indoor Air Quality certificates, which strengthens its positioning in sustainable project markets.

CLEANING & CARE

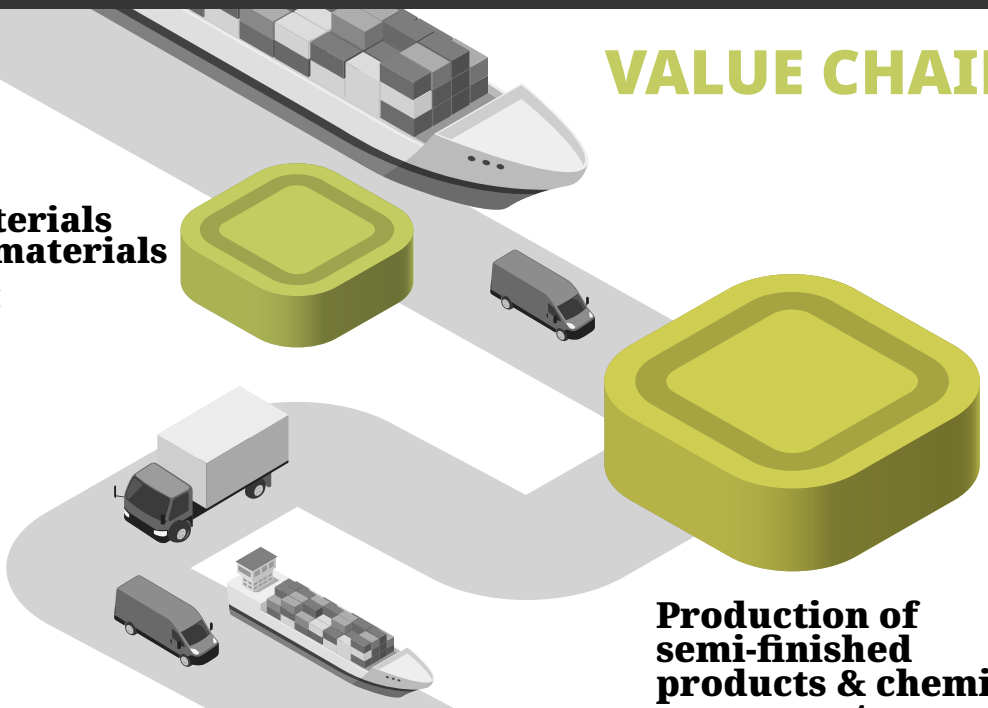
Finally, Polyvision offers a Cleaning & Care category, a range of maintenance products developed to keep CeramicSteel surfaces clean and functional. These products support end users and help maximize the service life of the material. They do not form a separate brand pillar, but they make the offering complete and user-friendly for schools, companies, and public institutions.

VALUE CHAIN

UPSTREAM >>>

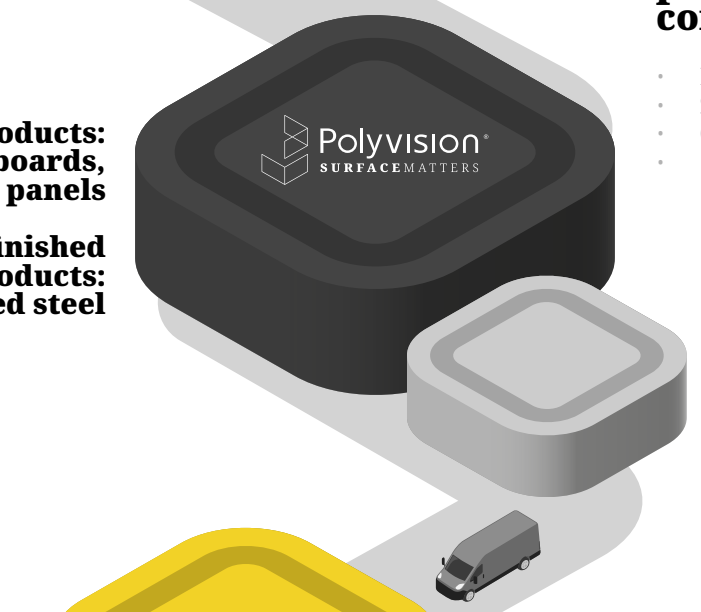
Raw materials & basic materials

- IRON ORE
- SAND



Production of semi-finished products & chemical components

- IRON ORE > STEEL
- SAND > GLASS > ENAMEL
- COATINGS, ADHESIVES, ...
- PACKAGING

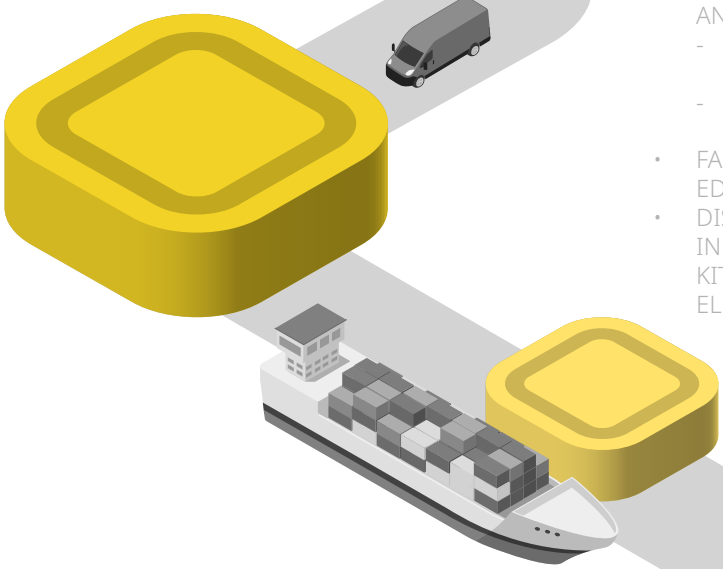


Producing finished products: whiteboards, chalkboards, architectural panels

Producing semi-finished products: enameled steel

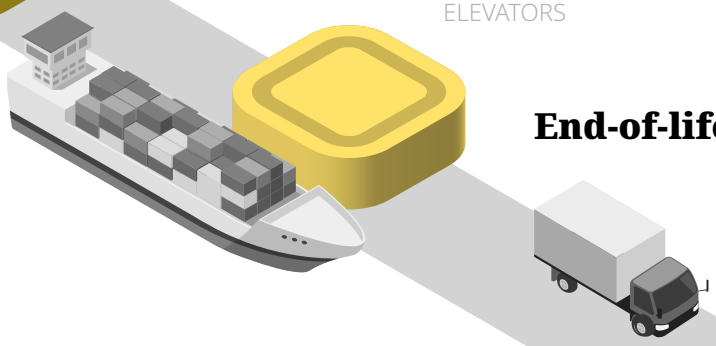
B2B CUSTOMERS SEGMENTS

- DISTRIBUTORS OF OFFICE AND SCHOOL SUPPLIES
- OFFICE INTERIOR, ARCHITECTURAL AND DEALERS
- ARCHITECTS AND CONTRACTORS
  - FOR EXTERIOR APPLICATIONS
  - HEALTHCARE ENVIRONMENT
- FABRICATOR OF EDUCATIONAL PRODUCTS
- DISTRIBUTORS OF INDUSTRIAL PRODUCTS KITCHENS, DOORS, ELEVATORS



Consumers & end users

- COMPANIES & SCHOOLS
- OFFICE BUILDINGS
- INFRASTRUCTURE



End-of-life

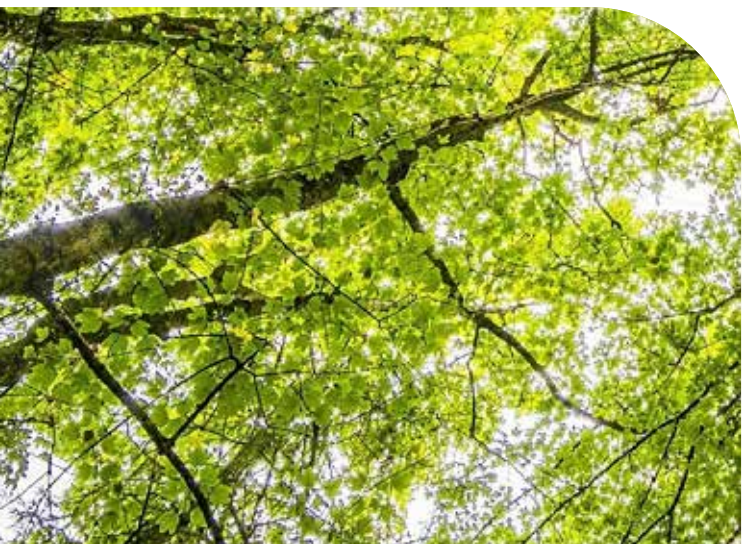
DOWNSTREAM >>>

TRENDS & CHANGES

The world in which Polyvision operates is changing rapidly. In the international market for writing surfaces, architectural panels, and other enameled steel applications, demand is constantly shifting under the influence of societal trends, technological developments, and changing regulations. These developments increasingly determine how the Polyvision plants operate and which strategic priorities the company sets.

A first important trend is the increasing demand for sustainable and low-maintenance materials. Architects, project owners, and governments are seeking solutions with a long service life, low environmental impact, and guaranteed performance in public spaces. This reinforces the growth of the architectural segment, in which enameled steel is increasingly preferred for interiors, metro and train environments, and high-traffic infrastructure. Polyvision responds to this by making its product range more technically specific and by working more closely with design and engineering teams.

The market is also shifting geographically. Asia is developing as the fastest-growing region, driven by new applications and rising quality requirements in interior and household concepts. Africa is also becoming more important as a growth market for writing surface applications. In Europe and America, the market remains stable, but renovation and modernization programs in education and business environments are becoming more decisive for demand. This regional dynamic requires flexibility in production volumes and lead times, and stronger interaction between the Polyvision organisation and international sales channels.



> **“In Asia, people do not commit to a single application. The Asian market uses our enameled steel for everything and comes up with new applications itself. For example, we are particularly successful there in kitchen applications. This is typical of that market: they immediately see the possibilities and move quickly**
>
> **Thomas Christogotsis**
> Group CFO & Managing Director.

In addition, the economic context is changing. The COVID years and the subsequent price volatility in steel and raw materials have made the sector more sensitive to cost increases and fluctuations in availability. As a result, efficient processes and predictable quality are becoming even more important. Polyvision is responding with advanced process control, digitization of measurements, and a broader focus on stability in formulations and production parameters.

Another trend is the tightening of legislation and regulations concerning the environment, energy, and product information. Industrial and international standards are placing increasing emphasis on circularity, emissions management, and transparency in material flows. This has a direct impact on producers of semi-finished products and building materials. For Polyvision, this means that certifications such as ISO 9001, ISO 14001, ISO 45001, and Cradle to Cradle not only form a quality framework, but are also becoming a ticket of entry to international tenders and architectural projects.

Finally, the societal view of work and well-being is also changing. Companies are being held accountable for their role in health, safety, diversity, and training opportunities. The scarcity of technical profiles makes retention and knowledge safeguarding more strategically important than ever. As a result, the importance of internal development paths, ergonomics, safety management, and a strong corporate culture is growing.

These developments show how Polyvision’s environment is constantly changing. They prompt us to continue strengthening our processes, products, and organization and making them future-proof. A process that is described in much more concrete terms in the following chapters of this report.

3

SUSTAINABILITY

How do we deal with sustainability and what efforts have we made?

BUILDING A SUSTAINABLE BUSINESS OPERATION

In recent years, Polyvision has systematically strengthened its sustainability approach. What began as separate initiatives around energy, quality, and safety grew into a structured journey that embeds sustainability step by step in the business operations. Together with Encon, the company built an integrated approach, consisting of a stakeholder analysis, an IRO analysis, and a materiality assessment through which the most important risks and opportunities were identified. These steps today form the basis for the sustainability strategy.

From this strategic journey, Polyvision continued to invest in concrete projects, including around energy efficiency, process optimization, circular material flows, and employee well-being. Actions arose from every department that directly contribute to the priority themes from the materiality analysis, such as climate mitigation, circular economy, and quality employment.

Polyvision linked this to a series of initiatives to achieve internal embedding: clarifying roles, monitoring through the SDG team, and integrating sustainability objectives into operational plans. From there, Polyvision continues to build on business operations in which sustainable growth, operational excellence and social added value go hand in hand.

> **“Sustainability is not a project, but a way of working.**
>
> Thomas Christogotsis
> Group CFO & Managing Director.

RESPONSIBLE BODIES

Sustainability activities within the Polyvision Corporation are based on a clear division of tasks between strategic steering, coordination, global best practices, and execution. The Managing Director assumes final responsibility for the sustainability objectives and the priorities arising from the double materiality exercise. The Managing Director safeguards the overall direction, links it to the business strategy, and monitors progress through regular consultation meetings with the steering group.

The sustainability steering group.

The steering group consists of directors, managers, and coordinators. Together with the managing director, they determine Polyvision's strategy and sustainability policy.

It is also this group that started the CSRD-aligned sustainability journey in which the double materiality analysis was carried out and the stakeholders and the material topics were determined.

Operational follow-up takes place through a multidisciplinary SDG team.

This team consists of employees from different departments, including production, R&D, quality, supply chain, and HR. It forms the central platform where the members discuss actions, align priorities, and monitor progress. By combining different areas of expertise, this team quickly shares technical insights, operational needs, and organizational improvements, and then translates these into concrete measures.

Within the technical and material-related themes, R&D, production, and the quality department play an important role. They lead improvement projects relating to raw materials, formulations, chemical compositions, and certifications.

In this way, they support the elimination of heavy metals, the refinement of enamel formulas, and the safeguarding of the stability and reproducibility of the process. They are also responsible for the documentation and quality assurance required for certifications and customer requirements.

The implementation of measures relating to energy, climate, and process optimization lies with production and the technical department, while global best practices are applied. These departments test new settings, implement improvements to machines and infrastructure, and closely monitor consumption data. Through their daily involvement on the line, they form an important link in achieving energy and efficiency gains.

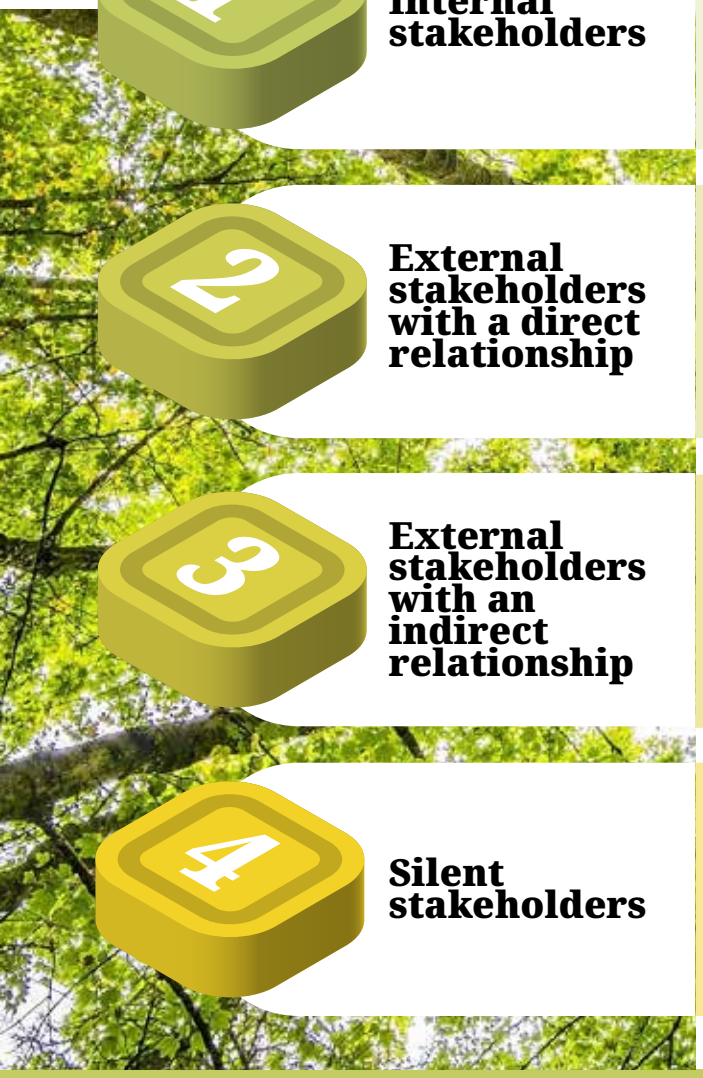
The HR department is responsible for the social pillar of sustainability. This department coordinates actions relating to safety, ergonomics, well-being, training, and retention. HR monitors indicators such as absenteeism, inflow, and satisfaction and supports initiatives that strengthen employees' working comfort and engagement. The combination of safety, training, and good working conditions is an important part of the sustainability policy.

STAKEHOLDERS

Polyvision carried out a structured stakeholder analysis in 2024. Thanks to the analysis, it has a thorough understanding of which parties play a role in the value chain and what influence they have on business operations, now and in the future. This broader view is needed to correctly assess risks, recognize relevant expectations in a timely manner, and purposefully embed sustainability topics.

This analysis was carried out by the sustainability steering group. Under the guidance of Encon, Polyvision organized a workshop in which all stakeholders were systematically mapped. A complete list was drawn up of all groups connected to Polyvision's activities, from shareholders to suppliers, customers, governments, educational institutions, and local residents.

The analysis yielded various insights. First, the exercise shows which parties have strategic, operational, or societal relevance within Polyvision's value creation. Second, the classification provides direction for the way in which stakeholders are already involved today and how this can continue to grow in the future. Third, the analysis helps determine how Polyvision can most efficiently gather input from its stakeholders with regard to themes such as risk assessment, circularity, energy use, and occupational safety. As a result, Polyvision distinguishes four categories of stakeholders.



1 Internal stakeholders

Internal stakeholders are the groups that are directly part of the organization. These include shareholders, management, employees, the works council, union representatives, and internal support functions such as environmental coordination and prevention. They determine the strategic direction and contribute daily to the operation and culture of Polyvision.

2 External stakeholders with a direct relationship

This group consists of parties that are directly connected to Polyvision in their day-to-day operations. These include customers such as board manufacturers and distributors, raw material suppliers for steel and enamel, service providers such as transport companies and laboratories, and financial partners. Their expectations and performance have an immediate impact on the quality, continuity, and safety of the chain.

3 External stakeholders with an indirect relationship

These stakeholders are further removed from the company's own activities, but are nevertheless affected by them or exert influence themselves. These include governments, educational institutions, sector organizations, neighbors, and end users such as schools and households. They form the broader social environment in which Polyvision operates and help make trends, regulations, and expectations visible.

4 Silent stakeholders

Silent stakeholders have no voice in the process, but they are indeed affected by the choices the company makes. These are the natural environment, future generations, and future employees. They call for a long-term perspective in which materials, processes, and working conditions support sustainability in a structural way.

MATERIAL TOPICS

Polyvision identified its material sustainability topics during an internal workshop with the sustainability steering group, guided by Encon. The exercise started from an IRO list (Impact, Risk, Opportunity) that mapped the risks and opportunities for each ESG topic that is relevant to the business operations today or in the future. The team then assessed each IRO through a structured scoring methodology according to the principles of the European Sustainability Reporting Standards (ESRS). In this way, we scored each sustainability topic on its impact on people and the environment and on the possible financial consequences for our organization. The topics with IROs that exceed a selected threshold value are considered material. Four priority topics emerged from that analysis.

Climate change and energy were given priority because Polyvision's production process is intensive and runs almost entirely on gas-fired ovens that cause a large share of emissions. The company can make a visible difference here by optimizing processes, reducing energy consumption, and preparing the transition to electric alternatives. The focus on energy efficiency also aligns with the strategic need to control operating costs and guarantee security of supply.

Circular economy constitutes a second material topic, because enameled steel is exceptionally well suited to a long service life and full recyclability.
The technology aligns with Polyvision's historical Cradle to Cradle approach and with the ambition to make better use of material flows, reduce waste, and phase out harmful substances. In addition, new opportunities arise through reuse, second-life models, and closer collaboration with customers to increase the circularity of end applications.

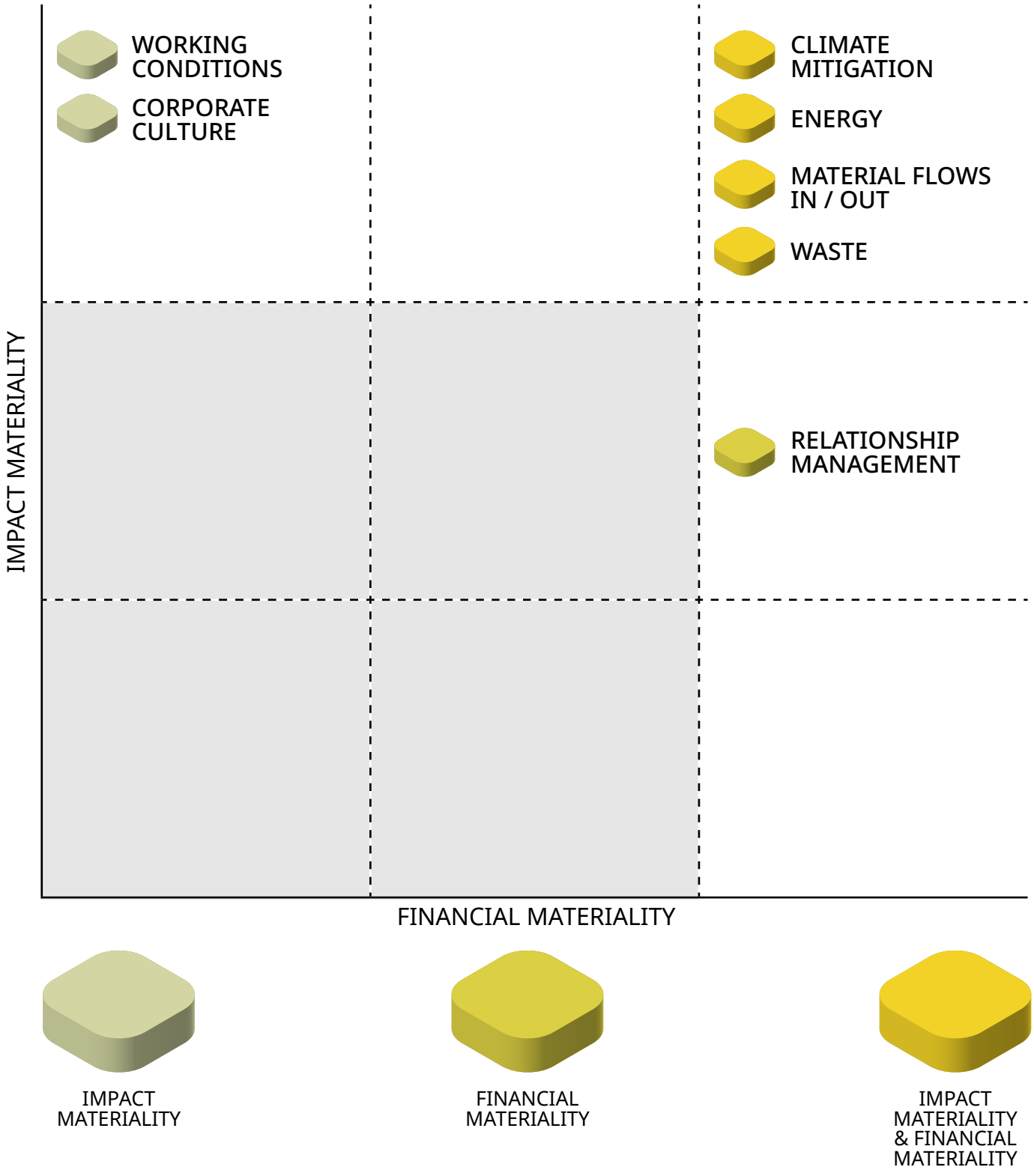
Own workforce emerged as a third material topic. Polyvision works with specialized profiles in a niche production environment, making knowledge, engagement, and safety decisive for continuity.
At the same time, the organization faces the challenge of an aging workforce, labor market tightness, and changing expectations regarding well-being and leadership.

A strong HR policy is therefore directly linked to business results and future resilience.

Business conduct constitutes the fourth material theme, because Polyvision operates within international value chains in which reliability, quality assurance, and transparency are essential. Certifications, internal audits, clear processes, and proper collaboration with suppliers and transport partners strengthen business operations and limit risks. This theme supports both operational stability and the trust of customers and stakeholders.

These four priority themes form the basis for Polyvision's sustainability approach. The following chapters explain, by domain, the concrete projects the company carried out in 2025 and the steps it intends to take in the coming years.

MATERIALITY MATRIX



SUSTAINABILITY PROJECTS

After the materiality analysis, Polyvision translated the four priority themes into a structured approach that provides direction for the sustainability actions. The company linked each theme to the Sustainable Development Goals that best align with the organization's largest impact areas. This resulted in three priority SDGs: SDG 7 on energy, SDG 9 on process innovation and infrastructure, and SDG 12 on responsible material use and waste reduction. This choice provides the overarching framework for evaluating all sustainability projects.

The link between material themes and SDGs ensures that actions do not stand apart from the business strategy, but build on what is truly relevant for Polyvision and its stakeholders. It provides guidance in the prioritization of projects, makes progress measurable, and creates coherence between initiatives in energy, circularity, personnel, and governance.

Based on these SDGs, Polyvision defined clear objectives across different time horizons. For the short term, these involve feasible interventions that have an immediate effect, such as additional energy efficiency, process optimizations, and preparatory steps for certifications. For the medium term, the focus shifts to technological innovation, research into alternative processes, and further improvements in material flows. In the long term, Polyvision opts for structural shifts that permanently reduce climate and material impact and make production more sustainable.

The sustainability actions take place within certified and controlled management systems. The site operates according to ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (safety). These standards anchor the way the company controls processes, reduces environmental impact, and guarantees safe working conditions. They also form a structural basis for the Cradle-to-Cradle certification of CeramicSteel, a recognition that Polyvision received as the first European producer back in 2006. As a result, all ecological improvement actions are supported by a solid, internationally validated quality and environmental framework.

The following chapters make clear how this framework led to concrete results in 2025. Each project that follows originates from these priorities and shows how Polyvision is working step by step toward more sustainable production and organization.

ECOLOGICAL PROJECTS

DEVELOPMENT OF THE CO_2 REDUCTION STRATEGY

Polyvision developed its CO_2 reduction strategy step by step, from a clear need to first gain insight and only then make choices.

1. CO_2 reduction analysis

Action

Between 2021 and 2022, Polyvision participated in Agoria's Climate-Neutral Business Operations learning network. These sessions gave management a clear picture of what a realistic climate strategy entails and which methods are reliable enough to determine emissions. In parallel, Polyvision carried out its first CO_2 footprint calculation, based on all consumption data from 2022. This analysis clearly identified where the highest emission levels are located: the gas-fired ovens, energy consumption in the production halls, and the use of refrigerants.

Result

For the first time, Polyvision obtained a precise picture of emissions per equipment type and process step, which was necessary to formulate targeted reduction measures. It decided to focus on scope 1 and scope 2 emissions, because these are fully measurable, are directly influenced by the company, and do not contain uncertainties compared with scope 3 data, which are highly dependent on suppliers and proved to be of little reliability.

2. Development of CO_2 reduction strategy

Action

In the next phase, the internal team organized a brainstorming session in which it identified possible measures per category: process optimizations, technical interventions, switching to electric alternatives, and reduced heat losses. The long list of feasible and less feasible options was assessed in terms of cost, impact, and feasibility. Based on this analysis, Polyvision developed a CO_2 reduction strategy in October 2022. The strategy is based on three lines: reducing energy consumption through process optimizations, electrifying vehicles and tools, and increasing the share of green electricity.

Result

The roadmap makes clear choices while at the same time taking into account technological and economic limits, such as the dependence on gas ovens for which no affordable electric alternative exists today.

3. Setting short-, medium-, and long-term goals

Action

Finally, in January 2023 Polyvision translated the strategy into an action plan with responsibilities by department and follow-up through the SDG team. Since then, that action plan has formed the basis for the projects in energy efficiency and climate mitigation of vehicles and tools, and increasing the share of green electricity.

Result

The result is a concrete plan that is updated annually and that directly aligns with the material topics E1 and E5, where Polyvision can realize the greatest impact. The insights from the footprint analysis, the brainstorming rounds and the strategic choices together form the foundation of the CO_2 roadmap that provides direction for each next step.
That roadmap links technical possibilities to realistic timing and makes clear which actions are immediately feasible and which interventions only become achievable in the medium or long term.

SDG	SHORT TERM 2025	MEDIUM TERM 2026-2027	LONG TERM 2028-2030
7	Electricity: 100% green energy purchase + installation of solar panels. Gas: Purchase with 5% CO_2 compensation.	Electricity: 100% green energy purchase (+ part self-generated green electricity). Gas: Purchase with 25% CO_2 compensation.	Electricity: 100% green energy purchase (+ part of our own generated green electricity). Gas: Purchase with >25% CO_2 compensation.
9	Larger mother coils (Max 7.2 tons) (EP) Additional large mill (EP) Separation and infiltration of rainwater	Larger mother coils (Max 10 tons) (EP) Investigation of an alternative enameling process (aluminum enameling, enameling at lower temp) (EP) Investigation into the possibility of removing neoprene bonding (VP) Renewal of screen-printing oven (PP) Investigation of alternative cutting techniques (SP)	Integration of more environmentally friendly practices into our production processes: - Enameling process (EP) - Bonding process (VP) - Printing process (PP) - Cutting process (SP)
12	Preparation of sustainability reporting VSME Partial upgrade of C2C certification to version 4.0: e³ ceramicsteel	Finalizing VSME sustainability reporting Full upgrade of C2C certification to version 4.0: e³+a³ ceramicsteel	VSME sustainability reporting Retaining, expanding, and upgrading existing certifications (C2C, IAQ)

REPLACEMENT OF ALL GAS FORKLIFTS WITH ELECTRIC MODELS

Action

Starting in 2023, Polyvision systematically replaced all gas forklifts with electric models to reduce the use of fossil fuels. The switch is part of the broader electrification strategy within scope 1, which had previously already been initiated for company cars and internal transport.
The choice of electric driving fits within the CO_2 roadmap focused on direct emissions reduction, less maintenance, and a safer working environment.

Result

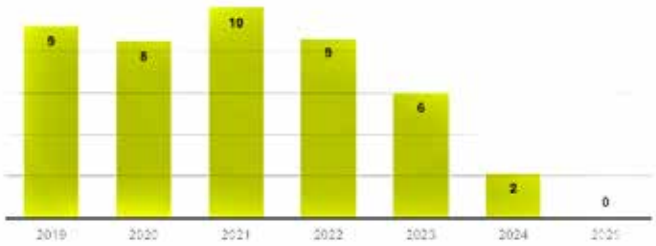
Electrification delivers an immediate reduction in scope 1 emissions, because propane consumption is eliminated entirely. Operating costs also decrease due to lower energy prices per kWh and less maintenance. The new forklift also improves safety and ergonomics on the work floor.
Through the use of 100% green electricity, the CO_2 impact of the new unit remains minimal.
The investment strengthens the gradual transition of all non-critical combustion components within the site.

REDUCTION PER YEAR

4.1 tons CO_2

1,397 kg propane

LPG forklifts: Tons of CO_{2e}



In summary

- **Strategic pillar.**
  E1 Climate change: climate mitigation and energy efficiency. Reduce direct emissions in scope 1 by phasing out fossil fuels. Short-term objective. Complete elimination of propane consumption for forklifts through the phased replacement of equipment with combustion engines.
- **Long-term objective.**
  A fully electric internal transport fleet, powered by 100% green electricity (purchased and self-generated).
- **Completed in June 2024, electric replacements operational; fleet fully electric.**

OPTIMIZING THE DRYING PROCESS

Action

In 2023, Polyvision investigated how the drying process for production lines could operate more efficiently without loss of quality. The installation uses 2 different heating systems to dry the enamel before firing. The team noticed differences in energy performance and wear of the 2 systems and therefore tested alternative settings. In various trials, the team compared combinations of the 2 systems and examined the impact on the drying result and the process parameters. These trials led to a new process setting.

In a second track, Polyvision investigated whether the installation could switch completely to 1 system, with the aim of achieving a structural energy reduction. This action goes one step further and adjusts the entire drying process for all product groups. Measurements from the monitoring system showed that the drying process accounts for 17% of total consumption. Through further trials, Polyvision tested the impact on the different product groups (whiteboard, chalkboard, and infrastructure) and step by step confirmed that the system provides sufficient drying capacity.

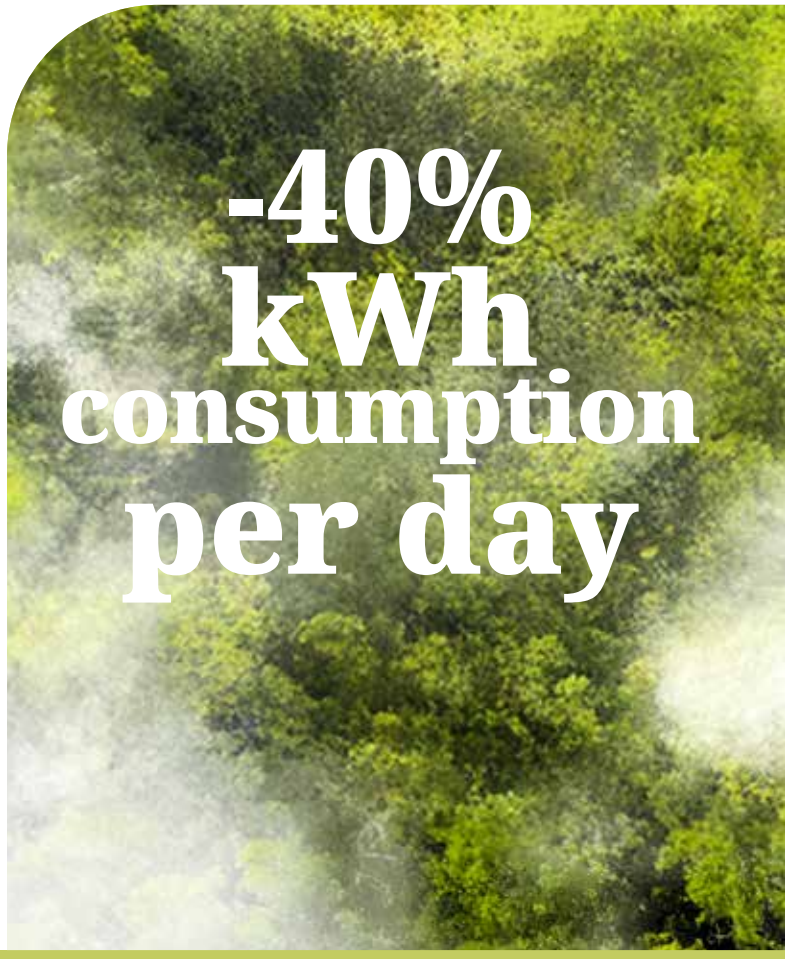
Result

The new settings improve the energy efficiency of the drying process. The system used dries more stably and requires less power, causing the installation to consume less energy. As a result, the electricity consumption of this process has decreased by 40%. Average daily consumption decreased from 1,493 kWh to 898 kWh, representing about 600 kWh less per production day. At 300 production days, this means significant annual savings. The action reinforces the objective of optimizing energy-intensive steps and supports the decrease in the KPI "electricity consumption per gross m^2 of coil line," which in 2021 was 22% lower than in 2020 and 59% lower than in 2003.

At the same time, the operators experience a simpler setup process. The action reduces waste, makes the installation more consistent, and supports the objective of further reducing the energy intensity per square meter of steel produced.

In summary

- **Strategic pillar.**
  E1 Climate change: climate mitigation and energy efficiency. Control energy-intensive process steps more intelligently. Reduce energy consumption in major heat-intensive process steps.
- **Short-term objective.**
  Make the drying process operate more efficiently through adjusted settings without loss of quality. Reduce the process's electricity consumption by 40% by using only one system exclusively.
- **Long-term objective.**
  Continuously reduce total energy consumption per produced m^2 in line with the CO_2 roadmap.
- **Impact.**
  Decrease from 1,493 kWh to 898 kWh per day (-40%), representing 600 kWh less electricity per day.



HEAT LOSS REDUCTION FROM THE OVENS

Action

In 2023, Polyvision investigated the possibilities for reducing heat losses from the ovens. The team analyzed temperature profiles, air flows, and pressure differences around the ovens and identified potential improvements. These improvements were implemented in phases together with adjusting the air circulation so that the heat is retained better. The measure fits within a broader strategy to reduce gas consumption, since the ovens cause 93% of total CO_2 emissions.

Result

Due to these adjustments, the heat remains in the installation longer, causing the ovens to require less energy to reach a stable process temperature. Operators also experience fewer temperature fluctuations, making the quality of the enameling more consistent. The intervention requires limited investments and delivers structural energy gains. The measure constitutes an important step in optimizing gas-intensive processes.

In summary

- **Strategic pillar.**
  E1 Climate change: climate mitigation through process optimization and efficient energy use.

- **Short-term objective.**
  Retain heat within the oven zones and avoid unnecessary air exchange.

- **Long-term objective.**
  Structurally reduce gas consumption through better insulation and heat recovery throughout the entire oven process.

- **Impact.**
  The project consisted of two phases:

  1) The modification of the base oven led to a reduction in annual gas consumption of 210,000 kWh and a reduction in annual CO_2 emissions of 42 tons.

  2) The modification of the top oven led to a reduction in annual gas consumption of 168,000 kWh and a reduction in annual CO_2 emissions of 34 tons.

HOSE PUMP TO REPLACE A COMPRESSED AIR PUMP

Action

Polyvision replaced a traditional compressed air pump with an electric hose pump to reduce energy consumption. Compressed air installations require a lot of energy and cause pressure losses. The hose pump operates more efficiently, delivers a more uniform flow rate, and requires less maintenance. The technical department tested various configurations and selected a model that combines high reliability with low consumption.

Result

The new pump consumes significantly less energy and keeps the flow rate stable, making the process run more consistently. The switch reduces the load on the compressed air system and reduces wear. The maintenance frequency decreases and the installation runs more quietly and reliably.

In summary

- **Strategic pillar.**
  E1 Climate change: energy efficiency and reduction of indirect emissions.
- **Short-term objective.**
  Reduce compressed air consumption and stabilize the pumping process.
- **Long-term objective.**
  Always apply the most energy-efficient drive technology in utilities and auxiliary installations.

REDUCTION OF AMBIENT NOISE
75%
GREEN ELECTRICITY
100%
REDUCTION OF SPARE PARTS COSTS
96%

100% GREEN ELECTRICITY (ENERGY CONTRACT 2024–2026)

Action

In 2023, Polyvision renewed its energy contract to purchase only green electricity for the 2024 to 2026 period as well. Since January 1, 2008, the company has been firmly committed to electricity from renewable sources and wants to sustain this commitment in the long term. After the CO2 footprint analysis (scope 1+2), it became clear that the purchase of 100% green electricity reduces all scope 2 emissions to zero. Polyvision compared various contract options and chose a product that guarantees that all electricity consumed comes from European wind and solar energy. The energy supplier verifies this through Guarantees of Origin (GoOs), which certify each MWh of renewable energy. On September 12, 2023, Polyvision signed a new contract with an energy supplier.

Result

The renewed energy contract guarantees that Polyvision will use only green electricity until at least 2027. As a result, scope 2 emissions remain at zero and the share of renewable energy in the total energy mix remains at the maximum. The choice also strengthens the Cradle-to-Cradle certification of e³ ceramicsteel according to version 4.0, in which renewable energy is an important condition with an average annual consumption of 2,878 MWh.

In summary

- **Strategic pillar.** E1 Climate change: climate mitigation and energy efficiency. Permanently eliminate scope 2 emissions by using green electricity.
- **Short-term objective.** All purchased electricity is green, and scope 2 emissions are kept at zero.
- **Long-term objective.** Share structurally increase renewable energy and support the CO2 roadmap toward 2030 by combining green purchasing with own generation (solar panels).

SCOPE 2 EMISSIONS

0 CO_2 e

INSTALLATION OF SOLAR PANELS ON HALL 2

Action

In 2025, Polyvision installed a new solar panel park on the roof of the Belgian plant to further increase the share of its own renewable energy. The new system consists of 512 panels that together provide an installed capacity of 300 kWp. Polyvision opted for direct consumption maximization: the installation mainly generates energy during production hours, as a result of which most of the electricity is used immediately on site. The installation supports both the sustainability objectives and the operational need for stable, predictable energy costs.

Result

The solar panel park delivers an annual production of 242 MWh, of which Polyvision consumes 94% locally thanks to alignment with the production profile. This reduces dependence on the electricity grid and further reduces CO2 emissions, since Polyvision already purchases 100% green electricity. For every MWh generated in-house, the amount of purchased green electricity decreases, which stabilizes the total energy cost. The installation operates without impacting the continuity of production and provides a basis for further expansions when roof surface area and grid capacity allow this.

In summary

- **Strategic pillar.**
  E1 Climate change:
  climate mitigation and energy efficiency.
  Increase the share of self-generated renewable energy.
- **Short-term objective.**
  Produce local green electricity to reduce grid consumption and limit direct CO_2 impact.
- **Long-term objective.**
  Make a structural contribution to a fully green electricity mix by combining purchasing and own generation, as included in the CO_2 roadmap (2028–2030).

IN FIGURES

512 panels

300 kWp capacity

242 MWh per year

94% consumed locally

RELIGHTING OF THE PRODUCTION HALLS

Action

In 2023, Polyvision replaced the lighting in several production halls to reduce electricity consumption while also improving lighting quality. The existing installation used traditional fixtures with high energy consumption and frequent replacement needs. The team first examined the actual use per zone and adjusted the lighting plan based on production intensity, safety needs, and ergonomics. Polyvision then switched to LED fixtures with lower power consumption and higher light output. The company also renewed the lighting in areas with difficult access, so that maintenance interventions are greatly reduced. The relighting fits within the broader strategy to modernize all energy-intensive infrastructure and structurally reduce total electricity demand.

Result

The new LED installation consumes significantly less energy and provides a brighter, safer, and more evenly lit work area. Employees experience better visibility, especially in zones with fine-grained quality control. The LED fixtures have a longer service life, reducing maintenance costs and downtime. The relighting reduces the factory's total electricity demand and supports the CO_2 roadmap by reducing energy consumption in supporting processes. In addition, the uniform lighting quality contributes to consistency in production and quality measurements.

In summary

- **Strategic pillar.**
  E1 Climate change:
  climate mitigation and energy efficiency.
  Energy-intensive infrastructure modernize to structurally reduce consumption.
- **Short-term objective.**
  Replace lighting with energy-efficient LED solutions with better light output and lower maintenance needs.
- **Long-term objective.**
  Reduce the total electricity consumption of supporting processes in line with the CO2 roadmap.

ANNUAL SAVINGS
306.2 MWh
53 tons CO_2

SEPARATION OF RAINWATER AND WASTEWATER

Action

Polyvision implemented adjustments in various phases to separate rainwater from process water and wastewater. The company mapped the existing drainage structure in detail and distinguished zones with rainwater, sanitary wastewater, and industrial wastewater. By restructuring pipes and drains, rainwater now flows directly to infiltration or buffering and the public sewer system is less burdened, while process water goes to the water treatment plant. This intervention reduces the volume that must be treated and makes water management more transparent.

Result

The separation reduces the load on the public sewer network and the associated water treatment, saving both energy and chemicals.
Rainwater remains on site and strengthens the region and the environment against both drought and flooding. The measure improves insight into different water flows and supports the C2C principles around water stewardship. The system forms a basis for further optimizations.

In summary

- **Strategic pillar.**
  E1 Climate change: efficient water management and reduction of discharge flow rate.
- **Short-term objective.**
  Disconnect rainwater from the industrial water circuit
- **Long-term objective.**
  Develop a robust water management system with minimal impact on the sewer system and the environment.

The separation of rainwater relieves the public sewer network and makes water flows more manageable.

NEW LARGE MILL: LESS RINSE WATER AND LESS WASTE

Action

Polyvision invested in a large mill that can process enamel raw materials with a more stable process and less rinse water. The 2 older mills had a lower capacity and required more cleaning cycles. The new installation operates more efficiently and, as a result, both waste streams and the number of liters of rinse water decrease.

Result

The larger mill created higher capacity within the process, reduces waste, and lowers water consumption. Energy performance improves and the installation requires fewer interventions. This modernization supports the pursuit of higher material utilization and fewer residual streams.

In summary

- **Strategic pillar.**
  E5 Circular economy: optimization of material flows and reduction of waste and water.
- **Short-term objective.**
  Make fewer cleaning cycles necessary through higher capacity.
- **Long-term objective.**
  Structurally reduce waste and water streams through scaling up and process stability.

ANNUAL SAVINGS
Reduction in water consumption
81,900 L to 0 L
Reduction in energy consumption
20,020 kWh to 15,152 kWh

REDUCTION OF BARE STEEL WASTE

Action

As part of waste reduction, Polyvision continuously implements improvements in planning, material use, and quality monitoring to reduce bare steel waste. The team optimized the planning process, analyzed scrap patterns, and reduced start-up losses. The team also worked closely with suppliers, and actions were defined and implemented. The insights from the quality measurements help to detect deviations more quickly and make adjustments. This fits within the broader focus on material efficiency.

Result

Thanks to these optimizations, bare steel waste decreased by 18% compared to 2024. This is a direct effect of higher process stability, better steel quality, and more efficient planning. The savings deliver both ecological and economic gains.

In summary

- **Strategic pillar.**
  E5 Circular economy: limiting material losses and increasing internal efficiency.
- **Short-term objective.**
  Reduce waste through fewer coil transitions, fewer errors, and better handling.
- **Long-term objective.**
  Achieve a structurally low level of steel losses through continuous process improvement.

2025 WASTE REDUCTION

18% less steel waste compared to 2024

OPTIMIZATION OF SLURRY WASTE

Action

For many years already, Polyvision has continuously analyzed the composition and origin of slurry waste, which is generated during the milling and production of Ceramicsteel products.

Based on the results of these analyses, improvement actions are launched such as optimizing rinse cycles, improving filtration processes, and adjusting milling and production parameters. All this to create more efficient production processes and to produce less material outside specification. Poor-quality or unusable enamel slurries are also reused in a controlled manner in less critical products instead of being disposed of.

Result

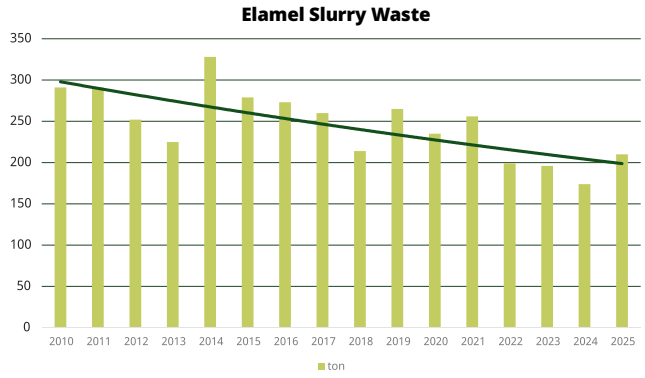
Through these actions, slurry waste decreased systematically year after year. The reduction is mainly due to less contamination in the mill, fewer rinsing cycles, and more stable batch quality.

This reduces both waste streams and water consumption and directly contributes to the circularity objectives.

In summary

- **Strategic pillar.**
  E5 Circular economy: reduction of material and water losses.
- **Short-term objective.**
  Minimize slurry waste through process stability and efficient rinsing cycles.
- **Long-term objective.**
  Keep slurry below 0.1% and achieve further innovation through grinding technology.

In 2025, slurry waste was 11% lower than in 2020 and as much as 28% lower than in 2010.



SCREENING RAW MATERIAL SUPPLIERS

Action

In 2023-2024, Polyvision conducted a screening of its main raw material suppliers (top 18) to gain insight into their sustainability approach. The analysis looked at ISO14001 certification, emissions policy, circularity initiatives, and sustainability reporting. This helps Polyvision gain better insight into upstream environmental impact and determine priorities within its own E5 strategy.

Result

The screening shows that a majority of suppliers are taking structural steps, such as ISO14001 certification and initiatives around waste management or emissions management. The insights form a basis for future collaboration and for a more substantiated materials strategy. The process clarifies where opportunities lie to further improve the sustainability of the supply chain.

In summary

- **Strategic pillar.**
  E5 Circular economy: sustainable material flows and supply chain transparency.
- **Short-term objective.**
  Gaining insight into suppliers' sustainable practices.
- **Long-term objective.**
  Step by step working toward a more circular and transparent supply chain.
- **Confirmation that multiple suppliers are ISO14001-certified and have sustainability policies in place.**

ISO14001 Certification

8 of the 18 surveyed suppliers

OPTIMIZATION OF SLUDGE WASTE PROCESSING

Action

The sludge generated from the wastewater treatment installation is removed and externally processed by a licensed waste processing company. Polyvision optimized the internal wastewater treatment so that enamel components are removed from the wastewater and discharged as sludge. So that it is more homogeneous and easier to process. This allows the company to avoid incineration or landfill, and the material is used in beneficial applications within infrastructure projects.

Result

The sludge gets a second life as a raw material in the cement industry. This reduces the environmental impact and aligns the approach with the principles of the circular economy. Internal optimization also leads to less transport and more stable sludge quality.

In summary

- **Strategic pillar.**
  E5 Circular economy: valorization of residual streams.
- **Short-term objective.**
  Correctly separate and supply sludge waste for beneficial application.
- **Long-term objective.**
  Maximize the value of residual streams within circular value chains.

Annual environmental impact reduction

-210 tons of sludge waste

TRANSITION TO TAP WATER AND PLASTIC REDUCTION

Action

Polyvision replaced all bottled water with tap water via chilled drinking water points. Before the transition, the company carried out extensive tests on water quality and hygiene. The goal was to eliminate plastic use while, at the same time, guaranteeing a safe and reliable drinking water supply.

Result

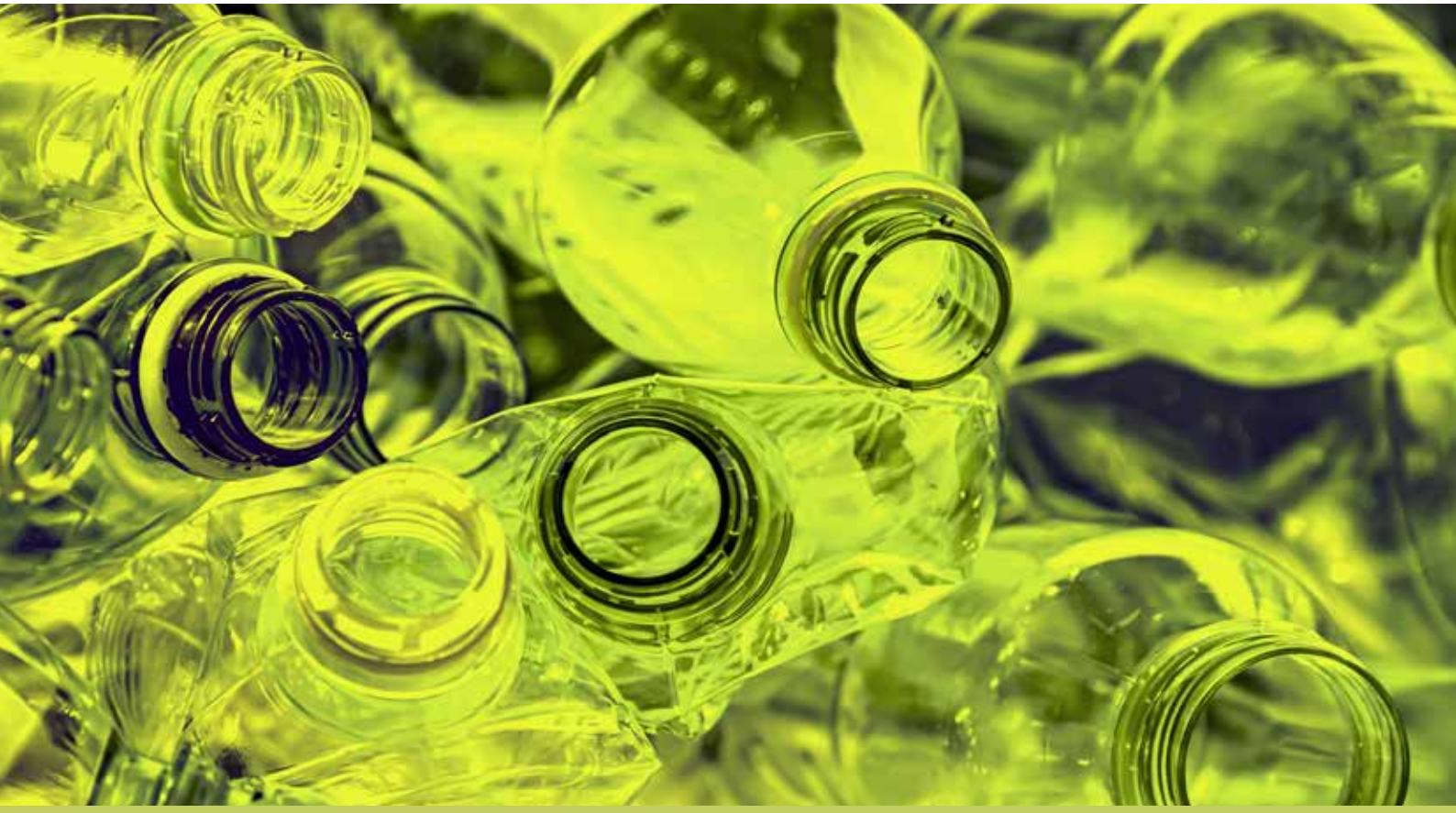
The transition structurally eliminates the use of plastic water bottles on the site. The drinking water installations provide safe water with stable quality, as a result of which employees trust the system and actively use it. The measure reduces both waste volumes and logistics flows.

In summary

- **Strategic pillar.**
  E5 Circular economy:
  reduction of waste streams.
- **Short-term objective.**
  Eliminate all plastic water bottles.
- **Long-term objective.**
  Continue reducing water consumption and waste streams by using sustainable alternatives to single-use packaging.

Annual environmental impact reduction

-300 kg plastic waste (PmD)



MONITORING OF PROCESS WATER

Action

Polyvision closely monitors process water consumption via calibrated systems. The KPI measures water consumption per m^2 of finished product. The company uses these measurements to monitor trends, detect deviations, and better substantiate future investments in water management.

Result

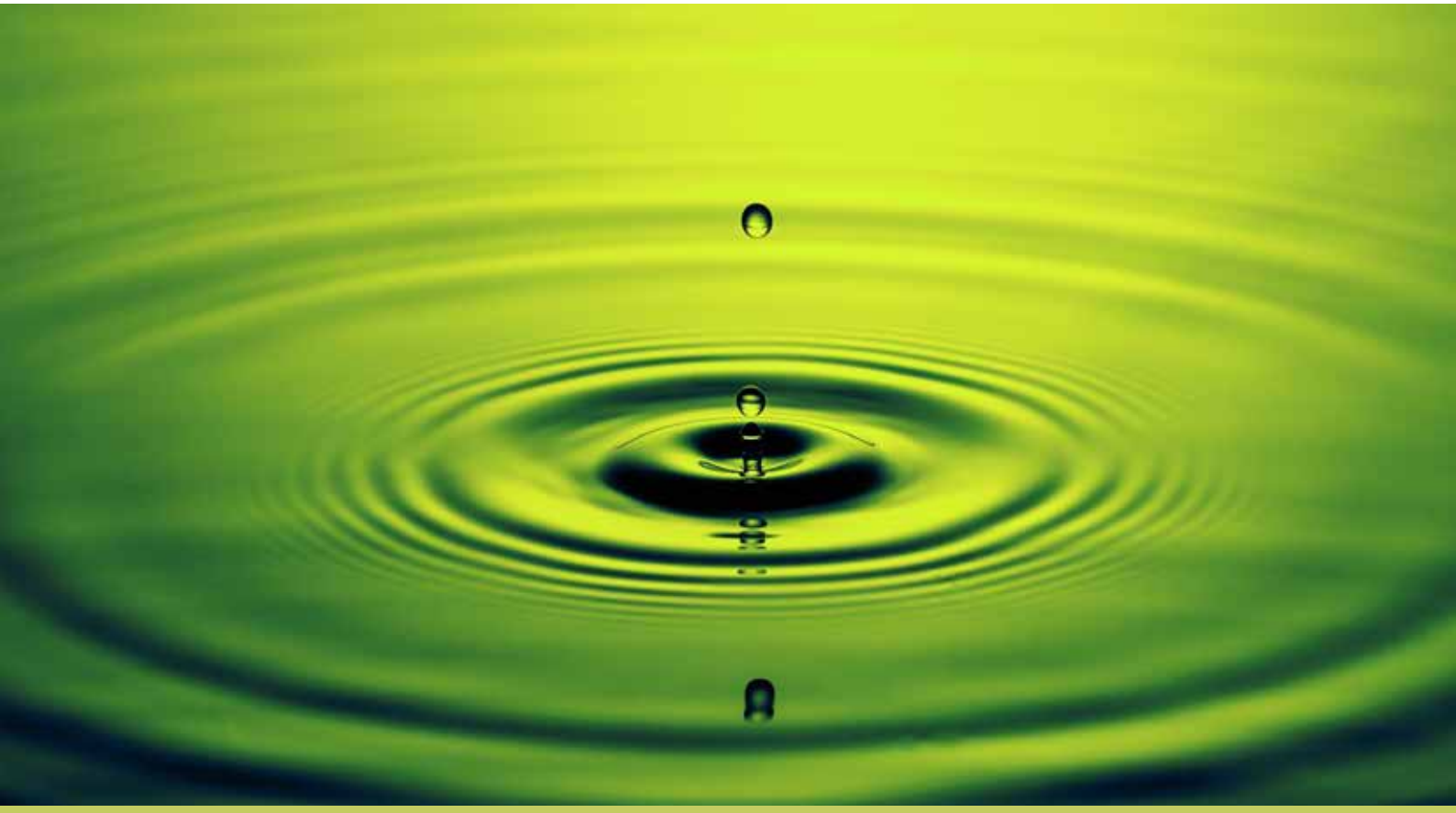
The company has a clear view of peaks, declines, and correlations with product mix and process parameters. The KPI helps identify optimization opportunities and makes water management more efficient and transparent. The measurements form an important basis for E5 initiatives.

In summary

- **Strategic pillar.**
  E5 Circular economy:
  efficient use of resources.
- **Short-term objective.**
  Accurately monitor consumption per m^2 and detect deviations more quickly.
- **Long-term objective.**
  Structurally reduce process water through technological and process optimizations.

REDUCTION IN PROCESS WATER

31% compared with 2003



SOCIAL
STRENGTHENED SAFETY AND WELL-BEING POLICY

Action

In recent years, Polyvision has developed a structured well-being and safety system that complies with ISO 45001:2018. The certification confirms that the company systematically manages risks, provides training, follows up on incidents, and implements preventive measures. This policy is further supported by investments in safer processes, clear workstation agreements, and an active role of the prevention advisor.

Result

The certification ensures a safe and healthy working environment in the production halls and strengthens the focus on prevention, ergonomics, and well-being. Employees experience a more stable safety framework and predictable procedures. The ISO 45001 structure also forms the basis for continuous improvement and supports Polyvision in future audits and risk assessments.

In summary

- **Strategic pillar.**
  SDG 3 – Good Health & Well-Being; promoting safe and healthy work.
- **Short-term objective.**
  Building a robust safety management system with clear roles and follow-up.
- **Long-term objective.**
  A permanently safe, well-protected workplace with continuous risk reduction.

A better safety culture, structured prevention, and clear work agreements.

MONITORING OF ABSENTEEISM AND AWARENESS-RAISING

Action

Polyvision monitors absenteeism through HR reporting and structurally discusses trends within the organization via the Committee for Prevention and Protection at Work (CPBW) and management.

Result

The monitoring provides insight into absence levels and supports discussions with supervisors.
Due to the observed increase in absenteeism in the past year at Polyvision and in the sector, attention to well-being and early detection is growing.

In summary

- **Strategic pillar.**
  Promote well-being through prevention and awareness.
- **Short-term objective.**
  Gain insight into absence patterns and increase attention to well-being.

A work culture in which well-being can be discussed in a timely manner.

Actions taken

Toolbox for all employees regarding the early recognition of stress and burnout.
The implementation of in-depth well-being interviews with workers

OPEN COMMUNICATION CULTURE AND INCREASED ENGAGEMENT

Action

The sustainability journey strengthened a culture of open communication at Polyvision. Today, employees noticeably come forward more often with ideas, identify areas for improvement, and spontaneously engage in dialogue with supervisors. This development does not stem from a formal program, but from a series of changes: accessible leadership, multidisciplinary SDG activities, and regular shop-floor meetings.

Result

There is more trust on the shop floor and shared ownership. Improvements are picked up more quickly and internal collaboration becomes stronger.
This has both social and operational benefits.

In summary

- **Strategic pillar.**
  Participation & work culture.
- **Short-term objective.**
  Encourage active dialogue on the shop floor.
- **Long-term objective.**
  A lasting open, participatory organizational culture.

More engagement, faster improvements.

TRAINING OF EMPLOYEES

Action

Polyvision invests in training operators and technical employees to strengthen knowledge and enable internal advancement. Complex production processes require specific skills, making it important for experienced employees to actively share their expertise with new colleagues.
The organization encourages internal mobility, for example by training employees to be able to take on multiple tasks. Training takes place mainly on the job, supplemented by process-oriented instructions.

Result

The approach increases flexibility, operational stability, and reduces dependence on scarce profiles. New employees become integrated into the production processes more quickly, while experienced employees are given a role in knowledge retention. It strengthens engagement and forward-looking personnel policy.
A competency matrix provides an overview of the operators' competencies and where they can be deployed.

In summary

- **Strategic pillar.**
  Quality education and retention of expertise.
- **Short-term objective.**
  Make new employees deployable more quickly through targeted training.
- **Long-term objective.**
  Structurally safeguard expertise and strengthen internal advancement.

More knowledge retention and greater stability in production processes.

KNOWLEDGE TRANSFER AND EXPERTISE RETENTION

Action

Due to aging and the scarcity of specialized profiles, Polyvision strongly focuses on internal knowledge transfer. Experienced employees are crucial to the production processes and quality control. The company promotes mentorship, shared responsibility on the work floor, and team-based knowledge sharing. This approach supports continuity in a niche market where expertise is not easily acquired externally.

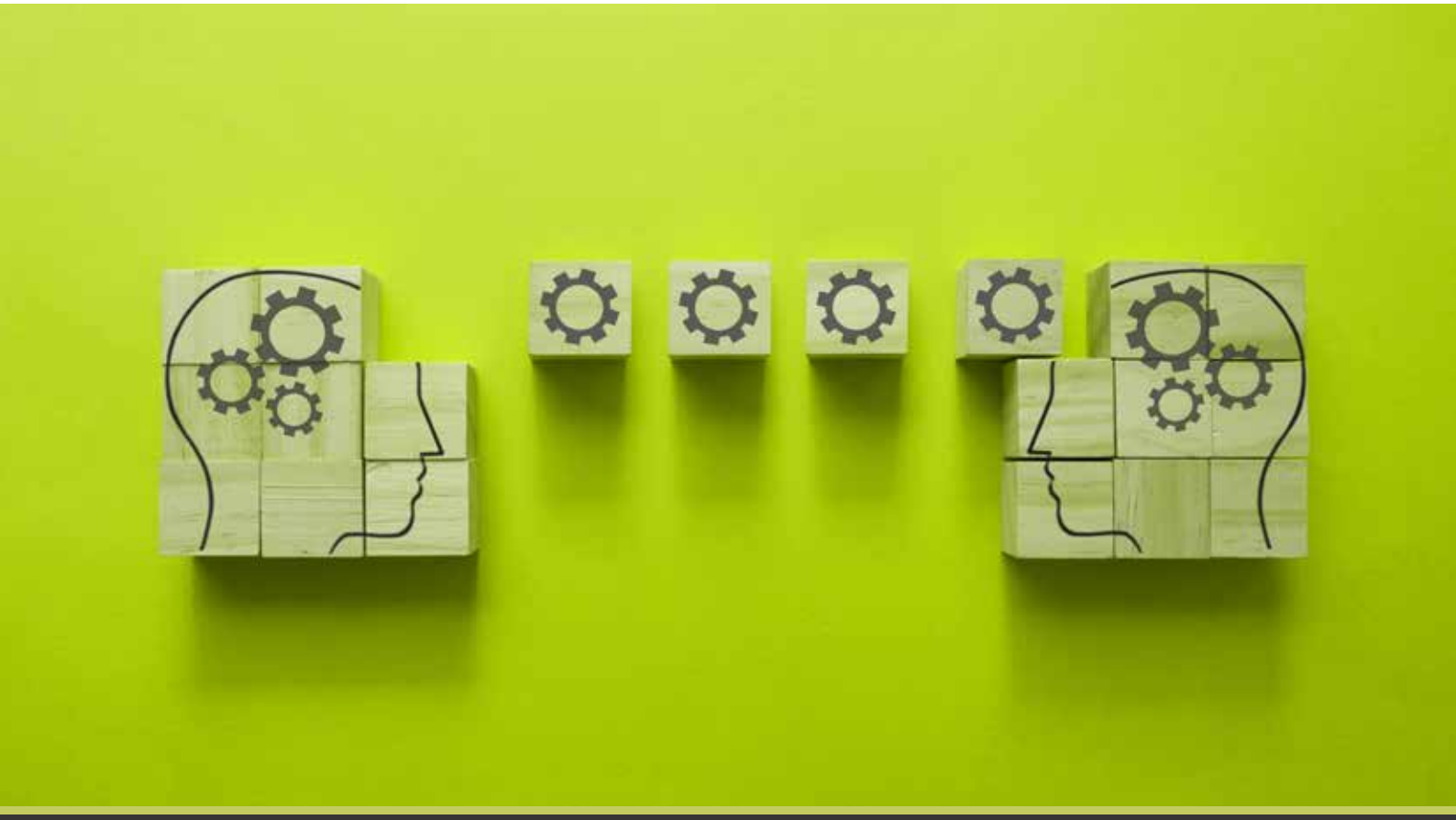
Result

Dependence on individual experts is reduced and business continuity is better safeguarded. Teams function more stably and processes become less sensitive to personnel changes. It also strengthens employee motivation, as they are given an active role in the internal learning process.

In summary

- **Strategic pillar.**
  Expertise development and future-oriented personnel policy.
- **Short-term objective.**
  Making crucial characteristics of production processes explicit and sharing them.
- **Long-term objective.**
  Retaining expertise despite an aging workforce and tightness in the labor market.

Better process reliability and greater operational robustness.



OPERATOR INVOLVEMENT IN IMPROVEMENT INITIATIVES

Action

Polyvision actively involves employees in process improvements. Operators make proposals for optimizations, report deviations, and contribute to sustainability actions. This is reflected in improvements related to energy consumption, ergonomics, and process stability. The feedback culture is supported by regular consultation moments and direct contact with supervisors.

Result

Engagement increases the quality and safety of processes. Improvements are identified more quickly and implemented without delay. It creates a culture in which employees feel ownership of both technical and sustainability results.

In summary

- **Strategic pillar.**
  Learning on the work floor and strengthening skills.
- **Short-term objective.**
  Detecting and implementing areas for improvement more quickly.
- **Long-term objective.**
  A sustainable improvement climate in which everyone actively contributes.

Faster optimizations and higher engagement.

INTERNSHIPS AND KNOWLEDGE SHARING WITH EDUCATION

Action

Polyvision strengthened its social role by actively collaborating with educational institutions in the region. We offer internships for technical profiles and welcome young people to the site to introduce them to industrial production.
In addition, employees participate in initiatives such as “Entrepreneur in the Classroom” and give guest lectures in secondary and higher education.
Polyvision thus brings practical experience into education and at the same time supports the future talent pipeline into a sector where technical expertise remains scarce.

Result

This collaboration creates a direct bridge between industry and education. Polyvision contributes to the training and guidance of young people, thereby strengthening our visibility as an employer. Through internships and guest lectures, students gain a more realistic picture of the craftsmanship and innovation that come together in enameling and production processes.

In summary

- **Strategic pillar.**
  S1 Support own workforce and future talent through connections with education.
- **Short-term objective.**
  Introduce young people to industrial production and technical careers.
- **Long-term objective.**
  Strengthen inflow and knowledge retention in a niche environment with scarce profiles.

5 interns in 2025 and 1 ‘Entrepreneur in the Classroom’ session.

SPONSORSHIP OF THE LEONHUIS AND DONATION CAMPAIGN

Action

Polyvision took on the sponsorship of the Leonhuis in Genk, an initiative that supports children with a language disadvantage through homework assistance while also involving parents in learning Dutch. Among other things, we donated (mobile) writing panels/boards so that the Leonhuis can use them in local community centers. In addition, we give employees the opportunity to donate the value of their Christmas gift to the Leonhuis.

Result

Our support combines a material contribution with an initiative embraced by employees. Last year, about a quarter of the staff donated the value of the Christmas gift. This year, about a third did so. In this way, we doubled the amount contributed by employees through this initiative.

In summary

- **Strategic pillar.**
  Giving back to the local community and local anchoring.
- **Short-term objective.**
  Supporting charities.

In 2024, approximately 25% of the employees donated; in 2025 approximately 33%.

IN-DEPTH WELL-BEING INTERVIEWS WITH WORKERS

Action

In 2025, Polyvision organized additional well-being interviews with workers, in addition to the formal well-being survey provided for by law. The company conducted in-depth discussions with 25 employees, which corresponds to about a quarter of the workforce. In this way, we gained better insight into themes that are addressed less deeply in a standard survey, such as mutual cooperation, training opportunities, perceived equality in the workplace, and possible tensions between teams. We deliberately took this additional step to identify signals early and to make well-being a more open topic across the organization.

Result

The conversations yielded concrete input for further follow-up. Based on these interviews, we discussed possible measures and defined actions to address bottlenecks. The initiative strengthens employee engagement and provides management with additional insights into psychosocial points of attention that directly affect the work climate and collaboration.

In summary

- **Strategic pillar.**
  S1 Own workforce, strengthening well-being, engagement and consultation culture.
- **Short-term objective**.
  Gaining additional insight into psychosocial points of attention through direct conversations with employees.
- **25 workers interviewed**
  (approximately one-third of the workers).

Action carried out in consultation with the committee as part of the STRONG AT THE HELM leadership program.

LEADERSHIP PROGRAM 'STRONG AT THE HELM'

Action

In 2025, Polyvision launched a long-term leadership program under the name 'Strong at the Helm'. We developed this program to provide stronger support to first-line supervisors in their role on the work floor. We selected fourteen team leaders and developed a program lasting ten months. The program combines individual coaching with group sessions and focuses on leadership skills, communication, and strengthening a shared company culture.

Result

With this program, Polyvision is making a targeted investment in the development of its shop floor managers. The program gives team leaders more guidance to support employees and to strengthen daily collaboration and communication. We link this action to broader efforts around well-being and engagement and want to help managers create a positive and consistent work environment.

In summary

- **Strategic pillar.**
  S1 Own workforce: well-being, leadership and shop floor culture.
- **Short-term objective.**
  Supporting first-line managers through coaching and training in their daily management.
- **Long-term objective.**
  A positive and consistent work environment.
- **Fourteen managers are participating.**

14 participants
385 total training hours.

RESTART OF EVALUATIONS FOR WORKERS

Action

Polyvision resumed performance reviews for shop floor workers. With this, we wanted to strengthen a practice that had previously been less structured. We linked this restart to broader efforts around leadership and shop floor culture. We therefore consider evaluations an instrument to clarify expectations, provide feedback, and keep development open for discussion within teams. We position these evaluations as part of day-to-day management and as a complement to other actions around well-being and engagement.

Result

By reintroducing evaluations, Polyvision creates more structure in guidance and follow-up on the shop floor. In this way, we want to give employees more clarity about performance, collaboration, and growth opportunities. This action contributes to an open feedback culture and supports managers in their role of guiding teams more effectively.

In summary

- **Strategic pillar.**
  S1 Own workforce, guidance and shop floor culture.
- **Short-term objective.**
  Reintroduce performance reviews in a structured way to strengthen feedback and follow-up.

2025 performance reviews conducted for all workers.

GOVERNANCE
CLEAR RESPONSIBILITIES PER SUSTAINABILITY ACTION

Action

For each sustainability action, Polyvision appoints an internal owner or "lead" who handles the follow-up and reporting. This approach provides structure to the implementation of actions, from CO2 reduction projects to social initiatives. Responsibilities are discussed in the SDG team and reported back to management.

Result

Clear ownership enables faster follow-up of actions, keeps deadlines monitored, and creates continuity. Employees feel more involved, while management gains insight into progress and bottlenecks. This governance increases the reliability of planning and reporting within the sustainability program.

In summary

- **Strategic pillar.**
  G1 Business conduct, internal governance & accountability.
- **Short-term objective.**
  Clearly define who follows up and reports on which action.
- **Long-term objective.**
  A sustainability operation that continues to function structurally, independent of individual staff changes.

Better follow-up, more responsibility, and greater implementation certainty.

MULTIDISCIPLINARY SDG TEAM AS AN INTERNAL GOVERNANCE STRUCTURE

Action

During the SDG process, Polyvision established a multidisciplinary team that coordinates all sustainability actions. The team consists of employees from different departments and monitors the progress of projects, translates strategic objectives into concrete steps, and evaluates results. It functions as an internal steering mechanism and supports the leads of individual projects.

Result

The SDG team strengthens internal collaboration and ensures that sustainability actions are not limited to separate initiatives. Through regular consultation moments, a shared view of priorities emerges and actions are carried out more coherently. This structure embeds sustainability and not dependent on one department or person.

In summary

- **Strategic pillar.**
  G1 Business conduct, internal organization & governance.
- **Short-term objective.**
  Coordinate and monitor sustainability projects.
- **Long-term objective.**
  A permanent internal structure that monitors the sustainability policy.

More coherence, faster follow-up, and stronger cross-functional collaboration.

ISO MANAGEMENT SYSTEMS: QUALITY, ENVIRONMENT, SAFETY

Action

Polyvision works with three certified management systems: ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (health & safety). These certifications require annual audits, risk analyses, procedure management, traceability, and structural evaluations. They therefore form a formal governance basis for quality, environmental impact, and well-being.

Result

The certifications guarantee that Polyvision operates according to internationally recognized standards and that processes, risks, and performance are continuously monitored and improved. Internal oversight is strengthened, and stakeholders, such as customers and suppliers, are given the assurance that Polyvision operates according to reliable quality, environmental, safety, and health standards.

In summary

- **Strategic pillar.**
  G1 Business conduct: quality, environmental, and safety governance.
- **Short-term objective.**
  Comply with annual audit requirements and improve processes.
- **Long-term objective.**
  A fully integrated management system that supports all core processes.
- **Transparency, traceability, and increased reliability of business operations.**

ISO 9001
ISO 14001
ISO 45001

FORMAL GUIDELINES ON ETHICAL BUSINESS CONDUCT, QUALITY AND SAFETY

Action

Polyvision has guidelines on ethical business conduct, proper collaboration with suppliers, workplace safety, quality standards, and environmental care. Suppliers are expected to follow these guidelines.

Result

The guidelines ensure consistency in collaboration with partners, limit risks in the value chain, and increase internal clarity. Employees and suppliers know which standards and behaviors are expected, which strengthens the reliability of processes and collaboration.

In summary

- **Strategic pillar.**
  G1 Business conduct: policy frameworks and expectations.
- **Short-term objective.**
  Apply guidelines in daily operations.
- **Long-term objective.**
  A stable governance framework that supports risk management and integrity.

Clear standards in internal and external collaboration.

VOKA CHARTER FOR SUSTAINABLE ENTREPRENEURSHIP

Action

Polyvision participates in the VOKA Charter Sustainable Entrepreneurship, a program in which companies carry out actions annually that are assessed externally. In 2025, Polyvision receives the recognition "Laureate Year 3". The charter requires companies to plan actions annually, have them assessed by experts, and report on progress.

Result

Participation strengthens transparency and external oversight of the sustainability policy. Through the annual assessment, actions are implemented more quickly and stakeholders gain confidence in the quality and follow-up of the process. The VOKA process serves as a catalyst for the structural embedding of sustainability within the organization.

In summary

- **Strategic pillar.**
  G1 Business conduct:
  external governance and accountability.
- **Short-term objective.**
  Define and assess annual actions under independent review.
- **Long-term objective.**
  Permanently embed sustainability through external audit and continuous improvement.

Greater transparency, higher execution discipline, and external credibility.

SUSTAINABLE SUPPLIER AND QUALITY MANAGEMENT

Action

Polyvision manages its supplier relationships through clear quality and sustainability expectations and systematically monitors these within the ISO management systems. It assesses suppliers of steel, enamel raw materials, energy, and services for reliability, specifications, and compliance with internal guidelines on quality, safety, and the environment. The questionnaires and interviews show that Polyvision relies on long-term, stable partnerships that consistently deliver according to agreed standards.

On a sample basis, the company carries out additional quality checks on incoming materials and semi-finished products. It tests each delivery against technical specifications, traceability, and follow-up in the event of deviations.
In this way, Polyvision ensures that raw materials and components meet the high requirements imposed by enamel technology.

Result

By linking selection, evaluation, and quality control, a robust system is created that strengthens the reliability of the supply chain.
Risks of non-conforming materials are identified early, which increases production reliability and product quality.

The governance around chain management makes collaboration more predictable for both Polyvision and its partners and supports the sustainability policy through transparent and controllable processes.

In summary

- **Strategic pillar.**
  G1 Business conduct: responsible chain management and quality assurance
- **Short-term objective.**
  Screen suppliers for quality and reliability and inspect incoming materials according to ISO procedures.
- **Long-term objective.**
  A stable, transparent, and future-proof supply chain that structurally supports sustainability and quality standards.

Less risk of material deviations, greater production reliability and predictable collaboration with suppliers.

MONITORING OF KPIs VIA BALANCED SCORECARDS

Action

Polyvision monitors performance relating to waste, energy, and process stability via scorecards.
This is evidenced, among other things, by reported reductions in bare steel waste, consumption data for pre-drying, gas and electricity data, and parameters relating to quality deviations.
This data is used to steer and adjust actions.

Result

Systematic monitoring makes trends visible and supports timely interventions. This increases the efficiency of projects and strengthens risk management. KPI-driven monitoring forms an important governance instrument for safeguarding sustainability objectives.

In summary

- **Strategic pillar.**
  G1 Business conduct: control and accountability.
- **Short-term objective.**
  Measure and monitor performance indicators.
- **Long-term objective.**
  A continuous improvement cycle that strengthens decision-making.

Faster adjustment and better data-driven governance.

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FUTURE

How will we approach sustainability in the coming years?

> **The ambition is to take Polyvision to a higher level than today: economically stable, technologically advanced, and strong in human terms.**

Thomas Christogotsis
Group CFO & Managing Director.

Sustainability will remain a strategic pillar for Polyvision in the coming years. We start from a clear understanding of our materiality analysis: climate change, circular economy, our employees, and our governance are the domains where we can realize the greatest impact. These four themes will continue to guide the choices we make as a company at the technical, organizational, and cultural level.

In the area of climate and energy, Polyvision follows the CO2 roadmap that sets out concrete steps toward 2030. We combine process optimizations, electrification, and an ever greater use of renewable energy. The transition to 100% green electricity, the expansion of our own generation, and the further reduction of gas intensity remain guiding lines. New technological pathways, such as alternative enameling processes, more energy-efficient ovens, and additional heat recovery, are being explored. The annual update of the CO2 strategy ensures that decisions remain aligned with developments in the market and in technology.

Circular economy remains an equally important strategic building block. Polyvision strives for maximum material yield, less waste, and a further improvement of formulations without harmful substances. The reduction of steel waste, the modernization of equipment, and the use of environmentally friendly products illustrate this direction. We want to further apply these principles by stabilizing processes, closing material loops, and continuing to strengthen Cradle-to-Cradle certification.

People-centered work forms an important third strategic pillar. In the coming years, training, knowledge retention, and safety will remain central. Polyvision wants to retain expertise within the company, actively involve employees in improvement projects, and further strengthen the open communication culture. Well-being in the workplace remains a logical result of investments in ergonomics, safety, and internal collaboration.

Governance forms the framework within which we implement this sustainability strategy. The SDG team, the leads for each action, the annual VOKA evaluation, and the integrated ISO systems ensure a structured and verifiable approach. These instruments make sustainability a fixed part of business operations rather than a separate project.

In the longer term, Polyvision wants to remain a future-proof company that reduces its ecological footprint, modernizes its processes, and puts its employees first. By systematically linking sustainability with technological innovation, quality assurance, and people-centered leadership, the company is building a strong, agile, and responsible organization that is ready for the coming decades.

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