



Our sustainable road to 2030

Sustainability Report 2025



Foreword	2	Strategy pillar III — Climate action	28
		1. Decarbonization	30
About us	4	2. Environmental management	34
1. Our identity	6	3. Purchasing policy	37
2. Our sustainability strategy	8	4. Objectives	38
3. Risk landscape	10		
4. CSRD and VSME	12	Strategy pillar IV — Helping people grow	40
		1. Taking care of people	41
Strategy pillar I — Comprehensive logistics solution	14	2. Focus on growth	43
1. Reliable tailor-made logistics	15	3. Organizational development	45
2. Innovation and quality	16	4. Objectives	46
3. Objectives	20		
		Strategy pillar V — Social responsibility	48
Strategy pillar II — Safety first	22	1. Transparency	49
1. Safety culture	23	2. Good governance	50
2. Monitoring and follow-up	25	3. Involved in the community	51
3. Materials	25	4. Objectives	52
4. Objectives	26		
		VSME tables	54

Mervielde, consisting of Mervielde nv and Transport Van Heesvelde nv, is a family business with a long tradition in transport and logistics – 80 years to be exact. Sustainability has been part of our way of working for many years. It is a conscious choice, firmly anchored in our values and in our daily practice.

The industry is changing rapidly. Traffic congestion, stricter regulations, labour market shortages, digitalization and higher expectations from customers and society are defining the landscape. The climate challenge is also a decisive factor in this regard. These conditions call for constant innovation and improvement.

We want to use this context to create added value for our customers, our employees and society. Our strategy is based on five pillars: comprehensive logistics solutions, safety, climate action, development of people and social responsibility.

In this report, we will explain our approach and results.

We would like to thank our employees, customers, suppliers, partners and, in particular, Sustacon for supporting us in this process. Their dedication and cooperation make all the difference.

The future of transport and logistics will be challenging and exciting. We are confident that, using our five pillars as a compass and working closely with our partners, we can make a lasting and positive contribution.

**On behalf of the management and the Mervielde family,
Patrick and Koen Mervielde**



Driven by Heart
Powered by Innovation
Guided by Vision

Together, that's how we flow

At Mervielde, we specialize in the transport, storage and treatment of liquids for the chemical and lubricant industry in Europe. Thanks to our modern ADR-approved fleet, our well-trained drivers and our own workshop, we guarantee safe, efficient and reliable comprehensive logistics solutions for hazardous as well as non-hazardous liquids. In addition to road transport, we also offer intermodal solutions by rail and ferry, tailored to the needs of our customers.

Our transport services include minibulk distribution, full truck load, dedicated and transport in filter tankers. In doing so, we are committed to high-quality technology, strict safety standards and continuous monitoring of our operations.

Mervielde offers a wide range of logistics solutions for the storage and treatment of liquids, both in tank containers and in land tanks.

'With 300 tank containers (25–35 m³), 400 storage slots on the Seveso site and land tanks ranging from 15 to 2,500 m³, both hazardous and non-hazardous products can be stored temporarily or long-term, in full compliance with the strictest safety and environmental standards.'

The customs and excise warehouse and its location next to the Ghent-Terneuzen Canal enable efficient logistics handling. In addi-

tion to storage, Mervielde also offers value-added services such as heating liquids using water, steam, electricity or hotbox, filling and reconditioning packaging, and filtering and toll blending liquids, all supported by high-quality infrastructure, monitoring and quality controls. This makes Mervielde a versatile and sustainable partner that prioritizes safety and efficiency. Thanks to this integrated approach, we reduce transport movements and our ecological footprint.

For professional cleaning of tanker trucks and tank containers, customers can visit the high-performance **tank cleaning facility** with five cleaning lanes for food and non-food products, accounting for more than 30,000 interior cleanings annually. The facility meets the highest standards (ISO 22000, Kosher, Halal, EFTCO) and is connected to our own biological water treatment plant. We exclusively use recovered rainwater to clean the exterior of our fleet.

Mervielde positions itself as a versatile and reliable partner for the chemical and lubricant industries – always with safety, quality and sustainability at the forefront.

Our company operates from two sites. They are strategically located in the immediate vicinity of the Ghent-Terneuzen Canal, outside the Ghent-Antwerp-Brussels congestion zone. The Seveso site located along the Ghent-Terneuzen Canal will eventually have direct access to the water. Direct access to the waterway offers the possibility of organizing our logistics activities via inland waterway transport in the future.

1. Our identity

Meeting the highest standards in terms of safety, health, quality and sustainability is an integral part of our corporate identity. Mervielde's commitment to sustainable and safe business practices reflects in the certifications obtained, such as ISO 14001 for environmental management, Ecovadis, etc.

Quality is in the smallest details – in every stage of planning, in every cleaning process, in every load. Our ISO 9001 certification demonstrates our structured approach, customer-focused thinking and continuous improvement. We also set high standards for food products, as evidenced by our ISO 22000 certificate. We also hold Kosher, Halal and EFTCO Food certificates. Mervielde is also ISO 14001 certified. Compliance with applicable environmental regulations is a given, while we actively strive to reduce our ecological footprint and manage resources efficiently. Everything we do – from planning to cleaning – is under control, traceable and safe.





Flemish Charter for Sustainable Entrepreneurship

Since 2003, we have participated annually in the Flemish Charter for Sustainable Entrepreneurship by VOKA.

In addition to all legal requirements, we are also continuously committed to protecting and improving our employees, the environment and the living environment. Each year, we develop an action plan that helps us evolve towards greater environmental friendliness. We operate in line with the principles of the Sustainable Development Goals (SDGs). Each year, we select specific objectives to which we will devote particular attention that year. This commitment was rewarded in 2020 with the title 'SDG Pioneer'.

Ecovadis Gold 2025

In August 2025, Mervielde nv achieved the Ecovadis Gold label with a score of 78/100. This officially places us among the top 5% of best performing companies in our sector in terms of sustainability.

This recognition is a significant milestone for our family business. It confirms that our efforts in the areas of climate, safety, people, social responsibility, and transparency are internationally recognized.

Ecovadis is the world's largest and most renowned platform for sustainability assessments. The system evaluates companies in four areas: environment, labour & human rights, ethics, and sustainable procurement. This assessment is based on policy, actions and concrete results, and is consistently benchmarked against international standards.

With our score of 78/100, we received clear confirmation that Mervielde is currently among the leaders in sustainable entrepreneurship within the transport and logistics sector.



How our
sustainability strategy
came together

2. Our sustainability strategy

At Mervielde, sustainability has been central to our way of doing business for decades. It is in the choices we make, the way we work and the relationships we build with our customers, employees and partners. Sustainability is therefore not a new theme for us. What is new, however, is that we have now translated our approach into a clear and structured strategy.

To sharpen this strategy, we launched a **comprehensive risk assessment**. We identified potential challenges and vulnerabilities for our organization: from safety and climate to labour market and compliance. This analysis gave us a clear picture not only of the risks, but also of the opportunities that arise when we address these issues proactively and in a coordinated manner.

Based on these insights, an **ESG working group** – composed of employees with diverse backgrounds and expertise – brainstormed intensively on the building blocks of our strategy, resulting in a widely supported vision that encompassed the Environment, Social responsibility and good Governance.

This vision was translated into the **5 pillars** of our sustainability strategy.

1

comprehensive logistics solution

because we transport, treat and store liquids in an innovative manner that is high-quality, reliable, flexible and tailored to the customer's needs

2

safety first

because we consider a safe, healthy, high-quality and sustainable working environment to be at the core of our corporate identity

3

climate action

because we actively manage and reduce our carbon footprint and environmental impact in order to achieve positive social and economic impact

4

helping people grow

because we invest in safety, well-being and personal development to create a culture of growth and collaboration

5

social responsibility

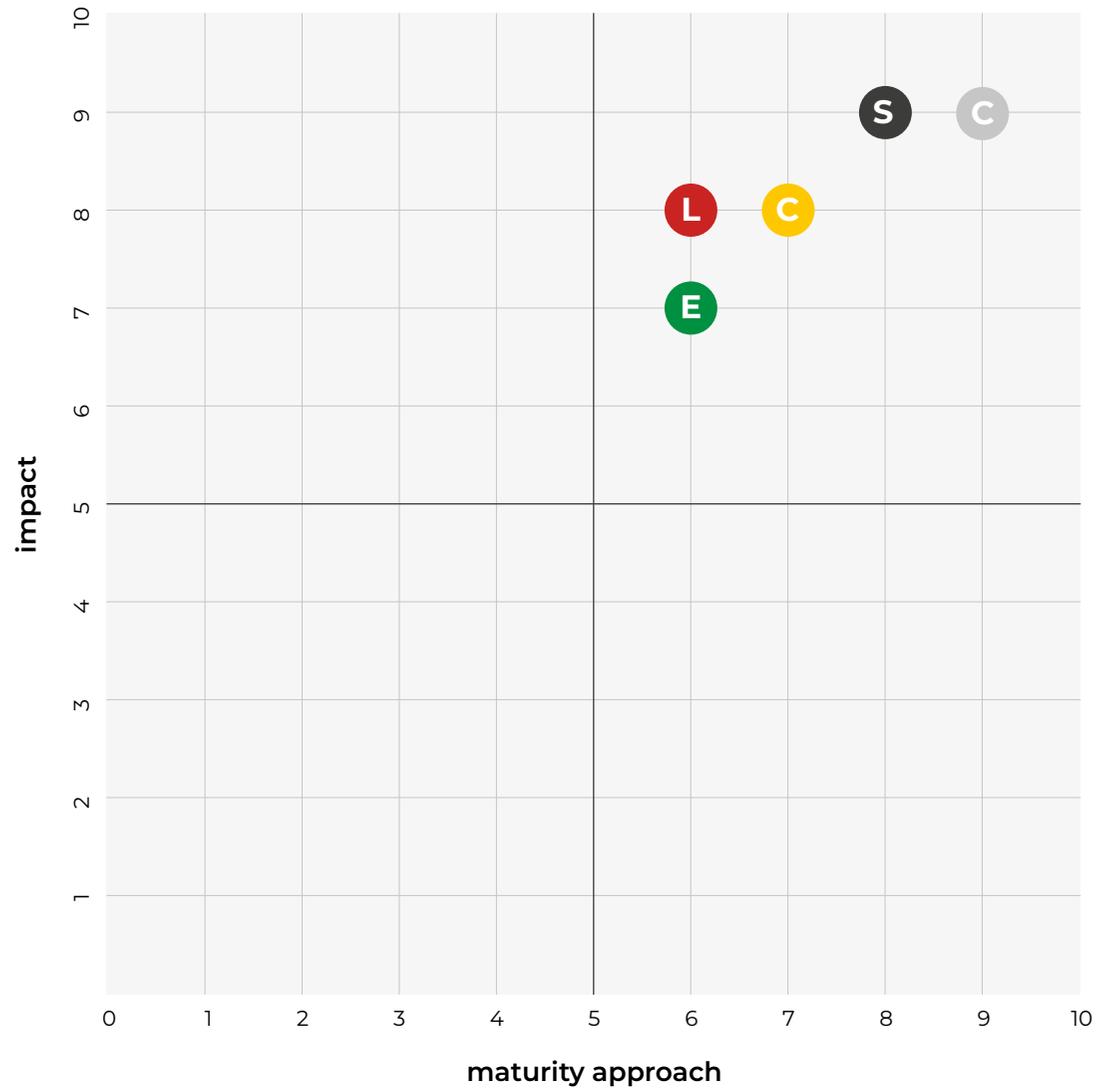
because we operate transparently, with integrity and sustainably, and are actively committed to the community and the environment

These pillars summarize what Mervielde stands for and how we intend to use our impact in a positive way.

Our strategy is therefore not a break with the past, but a formalization of what has long defined our DNA. We have clearly defined our direction, our priorities and how we will measure and report our progress. This allows us, as a family business, to continue to build a sustainable and resilient future with greater focus and transparency.

3. Risk landscape

As a family-owned transport and logistics company, we operate in a complex and ever-changing environment on a daily basis. To ensure our continuity and realize our sustainable strategy, it is important to identify risks in a timely manner and manage them appropriately.



The main risks identified by Mervielde are:



Safety on the road and during operations

The nature of our activities involving hazardous and non-hazardous liquids requires maximum attention to safety. Accidents can not only result in damage or injury, but also lead to reputational and/or environmental damage. That is why we continuously invest in training, strict procedures and advanced safety systems.



Labour market shortages

The sector is facing a structural shortage of drivers and technically skilled staff. This can affect growth and the quality of our services. At Mervielde, we are strongly committed to attracting, training and retaining employees, and creating a safe and attractive working environment.



Compliance and regulations

Our activities are strictly regulated, including in relation to ADR, Seveso and waste transport. Non-compliance may result in hefty fines and reputational damage. Therefore, we have a strict internal control system and keep our processes and certifications constantly up to date.



Climate and environmental requirements

Increasingly strict laws and regulations on emissions and sustainability, combined with the need to reduce CO₂ emissions, pose a significant risk. We minimize this risk by investing in a modern and energy-efficient fleet, intermodal solutions and sustainable infrastructure.



Economic and geopolitical uncertainties

Rising fuel prices, inflation or international tensions can affect the cost and availability of logistics solutions. We strive to minimize these risks through diversification, efficient planning and close cooperation with our partners.

By clearly identifying and systematically anticipating the risks, we strengthen the resilience of our organization and continue to build a sustainable future for Mervielde.

4. CSRD and VSME

In 2024, we conducted an exercise in the context of the Corporate Sustainability Directive. Due to the recent adjustment of the application thresholds within the Corporate Sustainability Reporting Directive (CSRD), we are no longer subject to the legal reporting requirements of this European directive. However, we will continue our sustainability efforts unabated by voluntarily applying the **Voluntary Sustainability Reporting Framework for SMEs (VSME)**. We will continue to structurally embed our policies and communicate them transparently, in line with our scale, ownership structure and long-term vision.

The VSME framework provides a structured and proportionate approach, developed for small and medium-sized enterprises that fall outside the CSRD obligation. It was prepared in consultation with the European Financial Reporting Advisory Group (EFRAG) and tested by leading European SMEs. This framework enables us to demonstrate our responsibility and future-proofing in a manner that aligns with our operational reality.

We implement the full package: **the Basic Module, the Extended Module and the Additional Financial Institutions (AFI) Module**. Together, they form an integrated reporting framework covering both qualitative and quantitative sustainability performance.

In concrete terms, this means:

- The Basic Module covers core reporting on governance, environmental and social impact and policy integration.
- The Extended Module broadens the scope with measurable KPIs, dual materiality analysis and structured stakeholder engagement.
- The AFI Module establishes the link with the financial dimension through cost exposure, resilience analyses and risk management.



In this public sustainability report, we publish selected elements of this reporting, including environmental KPIs, HR data and core governance principles.

Comprehensive logistics solution

As a family business, we offer a comprehensive logistics solution for the transport, treatment and storage of liquids, in which, as a company, our employees make all the difference. We distinguish ourselves through the diverse solutions we offer, our can-do approach – which provides flexibility and customization – and our absolute reliability.

Transport
3,107,656 L
consumed Diesel
139,007 L
consumed HVO

Financial
€62,104,925.85
consolidated
balance sheet total
€45,535,361.97
turnover

240 FTE employees



1. Reliable tailor-made logistics

We combine years of expertise with innovative solutions to tackle logistics challenges in an efficient, sustainable and tailored manner. With a focus on maximum accessibility, flexibility, reliability and technological advancement, we ensure a seamless flow of our customers' goods, fully tailored to their needs.

By responding quickly to changing customer needs, Mervielde manages to maintain a high level of customer satisfaction. Our customers appreciate the flexibility of the organization, which is able to provide solutions at short notice without compromising on quality.

Every logistical challenge requires a unique approach, and that is where we excel. We develop tailor-made solutions, optimize routes and build new warehouses and tanks to meet specific customer needs. In our on-site workshop, we build materials that are tailored to each customer's requirements. This ensures a service that seamlessly meets their unique requirements.

Efficiency is in our DNA. By optimizing deliveries and logistics processes and utilizing digital tools, we ensure an optimal flow of liquids. This reduces costs while strengthening our service at the same time.

To meet growing demands, we have expanded our capacity through smart investments and improved operations. This allows us to continue to grow without compromising on quality or reliability, which our customers appreciate time and again.

Our central control towers provide a complete overview of the logistics chain. They ensure efficient monitoring, accurate adjustment and a high degree of predictability. Disruptions are kept to a minimum, strengthening the reliability of our services. We monitor and manage shipments 'in real time', enabling proactive solutions and improved efficiency.



2. Innovation and quality

We believe that progress can only be achieved by constantly innovating and adapting our services to the needs of our customers and society. Innovation, sustainability and efficiency are the common thread running through everything we do, always embedded in our family values and driven by our vision for the future.

Innovation and customization

We distinguish ourselves by developing innovative and advanced solutions.

For example, we create innovative pump systems that enable loading and unloading to be faster and more efficient. We are also leading the way in terms of infrastructure, by developing storage tanks in-house and customizing projects that are often carried out under tight deadlines. In our own workshop, we also create specialized unloading equipment and systems for gravitational transfer of liquids from deep-sea tank containers into tanker trucks. This approach illustrates our strength in combining technical expertise and customer focus.

Sustainability and environmental friendliness

Sustainability is deeply embedded in our DNA. In collaboration with suppliers, we are introducing alternative fuels such as HVO and B30-B100 biodiesel as well as electricity. Our cleaning department uses treatment systems to reduce environmental impact: by 2029, after constructing a new cleaning facility, the objective is to have the wastewater discharge

reduced by **10%**

per cleaning operation and to use at least 20% of the purified water in our operational processes. The search for alternative methods of steam generation is also part of our commitment. In addition, we are integrating solar panels into the concrete foundations of our new logistics site, allowing us to meet our energy needs locally and in a renewable manner.

Efficiency and operational optimization

Working efficiently is second nature to us. Our distribution tankers are specially designed to distribute liquids safely and efficiently. Synchronodal solutions allow us to flexibly adapt transport to our customers' demands. Digitalization also plays a key role: an internal app provides drivers with all the necessary route and loading and unloading information, making their work clearer and safer. Our in-house workshop also organizes weekly technical inspections of fourteen trucks. By conducting these inspections on our own premises, we annually save

17,000 km in transport movements

and we avoid

16.75 tonnes in CO₂ emissions.

Technical developments and infrastructure

Our investments in infrastructure are always aimed at flexibility and future-proofing. We focus on multi-compartment land tanks for versatile storage and offer blending tanks for specialized formulas. The expansion of a new tank cleaning facility and the realization of a filling station for sustainable fuels are also planned.

With the expansion of our site next to the Ghent-Terneuzen Canal into a fully water-bound site, we are strengthening our logistical capabilities while also focusing on more sustainable transport flows.

'Our family values and knowledge form the foundation of sustainable growth, reinforced by innovation and long-term partnerships.'

Family values and knowledge retention

As a family business, our values and knowledge are the foundation of our steady growth. We leverage the expertise of family members and key employees and embed it in our organization to ensure that the accumulated experience is preserved. Our internal values charter is an important guideline in this regard to ensure active monitoring and reporting.

Vision for the future and growth

We believe that a continued commitment to innovation is the key to sustainable growth and maintaining our leading position in the sector. By actively responding to new technologies and trends, we strengthen our processes, increase our customer focus and build long-term partnerships.

Quality

Our family business is ISO 9001:2015 certified, a standard that requires companies to describe, analyse, measure and continuously improve their processes. This increases internal quality awareness and ensures that all stakeholders better understand their role and contribute effectively to our success.

We use a Plan-Do-Check-Act cycle to ensure and continuously optimize the quality of our services. This allows us to guarantee consistent and excellent service. In addition, our tank cleaning facility complies with the ISO 22000 standard, which specifically focuses on the cleaning of tanker trucks used for food transport. We also hold EFTCO Food, Kosher, Halal and FCA (OVOCOM) certificates, which means we meet the highest food safety and hygiene standards.

Mervielde maintains a low complaint rate year after year. The Outstanding Service is reflected in these figures:

0.063% complaints in transport

0.04% complaints in cleaning

**'Quality is the
cornerstone of our
organization.'**



3. Objectives for 2025-2030

Reliable tailor-made logistics	2025	2026	2027	2028	2029	2030
We are expanding our storage capacity by 20% by 2026 to meet growing customer demand in sectors such as automotive and chemicals.		●				
At least every two years, we increase our capacity by at least 300 m ³ of additional tank containers by investing in new depots and expanding existing infrastructure with additional tank containers.	●		●		●	
Every year, we invest in an average of five specialized tankers, tailored to the specific logistical needs of our customers.	●	●	●	●	●	●
By 2026, we will install new blending facilities in our depots, increasing our blending capacity by 50%.		●				
By 2027, we will have put together a customer intimacy team for our top 10 customers that will respond flexibly to their unique logistical needs in order to better understand the operational flow. These individuals will participate in periodic review meetings and customer visits.			●			
From 2027 onwards, we will start internal reporting on our transport and logistics performance (dashboard).			●	●	●	●

Innovation and quality	2025	2026	2027	2028	2029	2030
By 2030, we will reduce fossil fuel (B7) use by at least 50% by utilizing alternative green energy (base year 2020).	●	●	●	●	●	●
By 2026, we will implement a real-time stock management system for all our land tanks (excluding warehouse) that are leased for a minimum of three years.		●				
We monitor our energy consumption per activity in as much detail as possible and examine where we can save and optimize.				●		
By the end of 2028, we will achieve significant energy savings per cleaning cycle by making the necessary investments and optimizations.				●		
The construction of the new office on the Kuhlmann site will be based on the BREEAM methodology.		●				
By 2027, we will promote a digital customer portal with real-time access to loading, unloading and handling information and documentation (for interested customers).			●			
We support our customers and demonstrate our commitment by assisting in the testing of new technologies for transport, storage and cleaning. We want to be an innovative driving force for our customers.	●	●	●	●	●	●
By 2028, we will launch a data warehouse linked to an internal central control tower that coordinates 100% of our transport and storage activities and reports in real time.				●		

Safety first

We strive to be an organization where safety, health, quality and sustainability meet the highest standards and form an integral part of our corporate identity. We are constantly working to ensure a safe working environment, excellent service and a sustainable future.



1. Safety culture

Safety is our top priority. We provide a working environment in which our employees can work with peace of mind every day. Our safety objectives go beyond legal standards and customer requirements. Additional measures, such as double walkway platforms and ground-operated tanker trucks, make work even safer and more efficient.

To further reduce risks, we continuously invest in advanced safety systems, such as lane guard systems, emergency braking systems (EBA), blind spot detection and fall protection. These innovations underline our commitment to safe business operations.

We believe it is important to contribute to road safety on a social level. Our drivers visit primary schools to teach children and teenagers how to safely interact with trucks in traffic. With both practical and theoretical lessons, including in collaboration with TLV and their 'Safe on the Road' initiative, we make sure the children are aware of the risks and how to avoid them.

'Safety for our employees and our organization is an absolute priority.'



A person wearing a red and yellow high-visibility safety suit and blue gloves is operating a tool. The person is wearing a red jacket with yellow reflective stripes and blue gloves. They are holding a tool with a black handle and a silver metal part. The background is a blurred industrial setting with white vertical bars.

'There is a strong emphasis on the use of personal protective equipment.'

Training

We offer comprehensive internal training programmes focused on safety and prevention.

In addition to the legally required training for drivers, such as Code 95 and ADR, we invest in specific training courses for the safe loading and unloading of liquids using our customized transport equipment.

The use of personal protective equipment (PPE) and correctly following procedures is strongly emphasized during training in order to minimize accidents and incidents.

To ensure we always meet the latest safety standards, all training courses are evaluated and updated annually.

2. Monitoring and follow-up

We actively promote a behaviour-based safety culture. We ensure safety in all business processes through awareness programmes such as Behaviour Based Safety (BBS), regular risk assessments and continuous monitoring.

Feedback systems and risk assessments encourage employees to actively contribute to a safe working environment.

Four workplace accidents were recorded in 2024, with the cause of which analysed and corrective measures taken on each occasion. Near-incidents were also monitored to mitigate risks in a timely manner.

3. Materials

Our organization invests in high-quality safety materials and advanced equipment to protect employees from potential risks.

Our equipment meets all legal requirements and is regularly maintained and inspected to ensure the highest level of safety on a periodic/preventive basis.

4. Objectives for 2025-2030

Safety culture	2025	2026	2027	2028	2029	2030
Each staff member attends annual safety training (on site or online) so that they can recognize unsafe situations and call each other to account in case of unsafe situations. Every year, actions are taken based on the different roles.						
Safety topics are an essential part of the onboarding programme for new employees.						
We organize internal training courses, such as toolboxes, work instructions, etc., on the safe use of equipment to ensure that everyone acquires the necessary skills and competences to do their job. We use a competency matrix to determine who should follow which training course and how often it should be repeated.						
By organizing and/or participating in road safety workshops (on site or online), including through the 'Safe on the Road' initiative, we reach at least 400 primary school children every year.						

Monitoring and follow-up	2025	2026	2027	2028	2029	2030
We are implementing an internal digital dashboard to monitor safety objectives, action plans and incidents on a monthly basis.			●	●	●	●
Through awareness-raising and clear, easily accessible procedures, we ensure that work-related incidents, including near-incidents, are recorded correctly.		●	●			
Through a combination of different types of actions, we aim to achieve a 10% reduction in work-related incidents by 2027.			●	●	●	●

Materials	2025	2026	2027	2028	2029	2030
We remain at the forefront of the latest safety technologies. All new investments focus on this area, while we also make investments that exceed the legal requirements, when relevant.	●	●	●	●	●	●
We provide the necessary PPE to all employees who require them for the performance of their duties, and inspect all equipment used by drivers and operators annually.	●	●	●	●	●	●

Climate action

We want our positive social and economic impact to grow without negatively impacting the environment. We are working on solutions to manage and reduce our carbon footprint and overall environmental impact in a structural and controlled manner. We promote our commitment to green energy and fuels and our focus on environmental management throughout the chain.



Recycling 1,040.79 tonnes
recycled materials

1,019.81 tonnes
recycled waste

Waste 431.88 tonnes
hazardous waste

650.99 tonnes
non-hazardous waste

Energy
996,368 kWh
total electricity consumption

273,041 kWh
renewable energy produced

Water
52,611,000 L
groundwater consumption

3,862,000 L
drinking water consumption

52,845,000 L
water consumption for cleaning

60,289,000 L
industrial wastewater

1. Decarbonization

Decarbonization of in-house activities

Mervielde has been tracking its CO₂ emissions since 2020.

CO₂ emissions in tonnes

	2020	2021	2022	2023	2024
Scope 1	13,560	13,887	13,966	14,565	12,588
Scope 2	176	131	0	0	0
Scope 3	0	50	489	329	451
Total	13,737	14,058	14,455	14,985	13,039

The largest share of scope 1 emissions, but also of total emissions, is caused **by truck transport**:

10,285 tonnes or **79%**

In addition, within scope 3, the majority of emissions are attributable **to subcontractors who carry out transport** on behalf of Mervielde:

365 tonnes out of 451,
so approx. **81%** of scope 3.

It goes without saying that the reduction measures therefore focus primarily on truck transport.

Nevertheless, we are also endeavouring to reduce the other components of our emissions as much as possible.

Green energy

Mervielde is committed to using green energy to reduce its environmental impact. By installing solar panels on the roofs of our buildings, not only do we meet a large part of our own energy needs, but we also actively contribute to reducing CO₂ emissions.

In addition, the switch to energy-efficient lighting and heating technologies has been initiated, which significantly reduces overall energy consumption.

Green fuels

In line with our sustainability ambitions, Mervielde invests in alternative fuels such as biofuels and hydrogen. This translates into a direct reduction of emissions within the transport sector – a sector that has historically had a high environmental impact.

In concrete terms, we have been running on HVO for some customers since October 2024. HVO is a sustainable fuel that

emits up to **90%** less CO₂ than regular diesel (B7) and reduces particulate matter emissions by **30%** and nitrogen emissions by **22%**

This alternative diesel is a vegetable oil that can be produced from waste, residual oils and fats, such as used frying fat. The initial results are promising.

Mervielde's reduction targets

	2020	2021	2022	2023
Scope 1	13,560	13,887	13,966	14,565

Alternative fuels in tonnes of CO₂ equivalent

	2020	2021	2022	2023	2024
Diesel	11,777.97	11,341	11,361	12,165	10,114.64
B30		94.5	25.87	51.9	50.4
B100		9.7	6.72	7.8	8.2
HVO					48.2

Fuel reduction target

By 2030, **50% of the fleet** will run on alternative fuels such as HVO, electricity, hydrogen (compared to the base year 2020), resulting in

savings of up to **90%** CO₂ compared to B7. (reference year 2020)



Fit for 55 investment plan

In order to meet the European climate targets by 2030, Mervielde has developed a strategic investment plan. This plan includes the renewal of the vehicle fleet with zero-emission vehicles, the installation of charging infrastructure, and the optimization of logistics processes. In this way, as a company, we contribute not only to reducing emissions, but also to more cost-efficient business operations.

Additional infrastructure projects will also be realized under this investment plan. Plans include a new parking area for trailers and an in-house filling station with facilities for diesel, HVO, AdBlue, electric charging and, in the future, hydrogen. In addition, a new parking area will be constructed for drivers. At the same time, the project for the new tank farm at the logistics site on Kuhlmannlaan is ongoing.

These projects strengthen the sustainable growth of the company and support the long-term goals within Fit for 55.

Ecodriving

Ecodriving is an economical and environmentally conscious driving style that reduces fuel consumption and emissions by accelerating smoothly, changing gears in time, driving anticipatively and maintaining a constant speed. This saves costs, increases road safety and helps the environment.

Together with DrivOolution, Mervielde has set up a training programme to support its drivers in driving more economically and in a more environmentally conscious manner.

DrivOolution monitors **six key driving parameters** to then optimize them together with the drivers.

In 2024, we saved 221,248 litres of fuel compared to the start of our partnership with DrivOolution in the summer of 2022, representing **a 6.36% reduction** in our fleet's fuel consumption. As a result, we avoided **704 tonnes of CO₂ emissions**. In addition to the environmental benefits, these results also lead to lower operating costs and a more efficient transport process.

1

fuel consumption

lower consumption means lower emissions and reduced costs

2

speed

maintaining a constant speed helps save fuel

3

braking behaviour

gentle and anticipatory braking prevents unnecessary consumption

4

idling

not running the engine when stationary saves fuel

5

use of cruise control

helps in a more efficient driving style

6

anticipatory driving

looking ahead prevents abrupt actions and saves energy

2. Environmental management

Water management

In order to comply with environmental legislation, we have our own biological water treatment plant, which we use to efficiently treat the wastewater from our tank cleaning operations. Mervielde also has an automated truck wash facility, which exclusively uses rainwater, drastically reducing the consumption of drinking water.

Recycling water in cleaning and sanitary facilities reduces consumption and also contributes to the responsible use of this valuable resource.

In 2024, the downward trend in water consumption at Mervielde clearly continued.

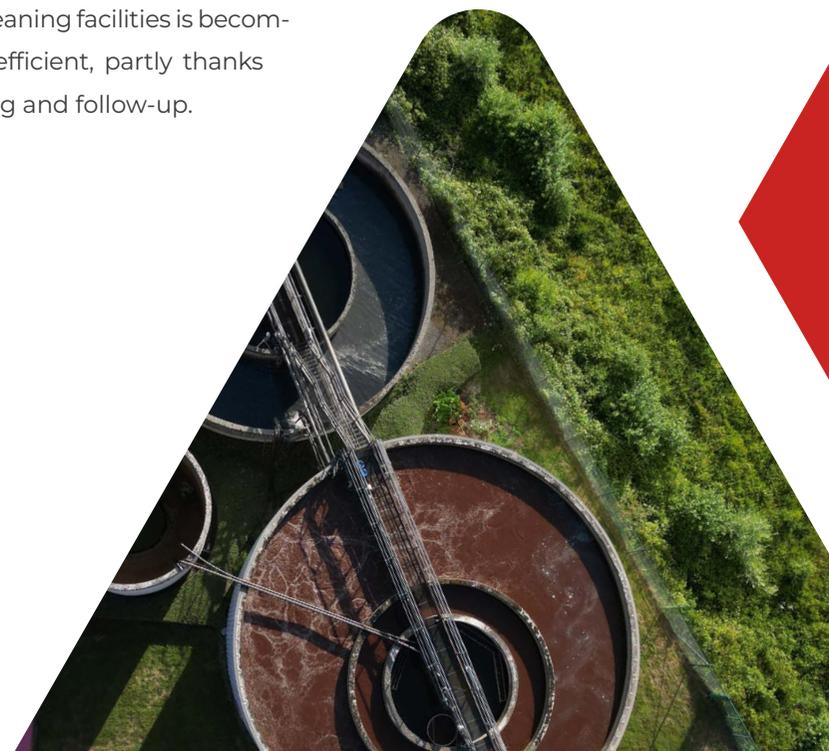
Efficiency in the cleaning process is particularly important. While average water consumption per cleaning operation was still rising in the period 2017–2022, it fell to 2.23 m³ in 2023 and further to 1.81 m³ in 2024.

'Water conservation and reuse are integrated into daily operations.'

This represents an additional decrease of **18.8%** compared to 2023

and a structural improvement compared to previous years. The target for 2024 to reduce consumption to 2.10 m³ per cleaning was therefore comfortably achieved.

This evolution shows that Mervielde is becoming less dependent on groundwater and mains water, and that water use in the cleaning facilities is becoming structurally more efficient, partly thanks to improved monitoring and follow-up.



ISO 14001 certification

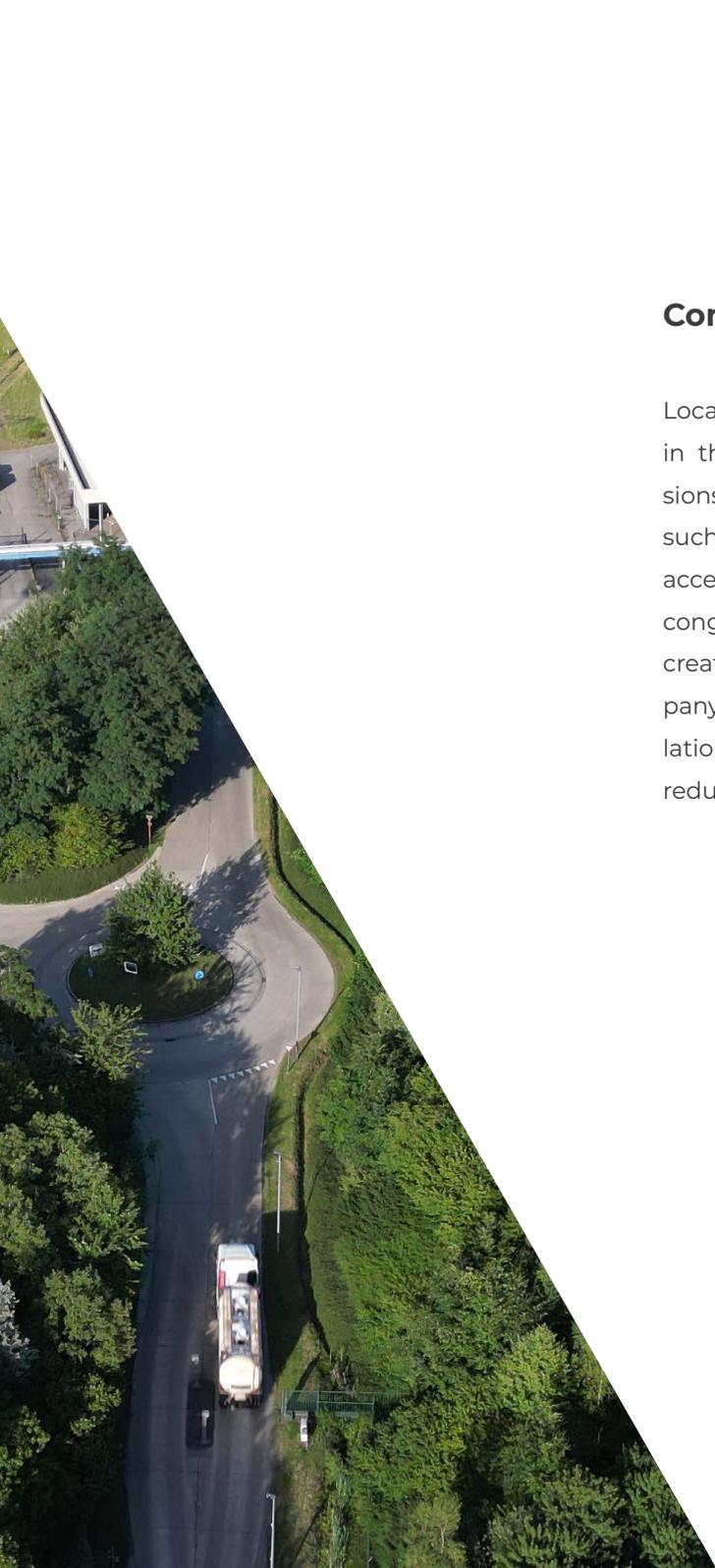
We work according to the standards of ISO 14001, which implies a proactive approach to environmental care. The certified environmental management system focuses on reducing waste, optimizing raw material use and continuous improvements in environmental performance.

Pollution

In 2023, several inspections were conducted on water quality and discharges. During sampling by Environmental Enforcement (May and September), PFAS exceedances were detected. A study is currently being conducted at the University of Antwerp to address this issue. In addition, VMM organized a measurement campaign in June and the mandatory environmental declaration was submitted in March 2024. Self-monitoring by an external laboratory showed exceedances of nitrate, phosphorus, boron and PFAS at various times, particularly in May, September, October, November and December.

In 2023, groundwater was analysed at regular intervals, both for drinking water quality and based on the LNE parameters. Since 2018, an analysis plan has been in place in accordance with the legal requirements, which was updated in 2021 to comply with the new standards. The focus is on germ counts (22°C: 100/ml and 37°C: 20/ml), which are used to monitor the microbiological quality of the groundwater.

Steam boilers affect air quality as emissions are released during combustion. Combustion efficiency shows how efficiently fuel is converted into heat, helping to reduce air pollution.



Community and nuisance

Local residents are actively involved in the reduction of noise and emissions nuisance. Concrete measures, such as constructing and financing an access road in 2008 to relieve traffic congestion in the village centre and creating green zones around the company premises, have strengthened relations with the local community and reduce the environmental impact.

Waste management

In 2024, Mervielde processed a wide range of waste streams. The largest fractions remained oil and sludge-related streams, supplemented by residual waste and traditional industrial waste. Waste oil amounted to 774 tonnes (a decrease compared to 874 tonnes in 2020), while biosludge and decantation sludge increased significantly to 707 tonnes and 353 tonnes respectively. Residual waste increased from 41 tonnes to 159 tonnes over the same period.

On a positive note, paper and cardboard increased, **from barely 7 tonnes in 2020 to 71 tonnes in 2024**, indicating an improvement in collection and recycling.

We remain committed to digitalization, which will further reduce paper consumption over time.

The majority of waste streams find their way to useful applications such as recycling, recovery or energy use, always through certified processors. This allows Mervielde to contribute to circular processing, but the strong growth in sludge and residual waste shows that further reduction and prevention remain the main challenge.

3. Purchasing policy

Mervielde strives for a supply chain that is both local and sustainable. Working with local suppliers reduces transport distances and keeps the carbon footprint small. In addition, suppliers are rigorously selected based on their compliance with their own sustainability objectives.

'Sustainability is an integral part of the purchasing policy. From purchasing vehicles that run on alternative fuels and energy-efficient appliances to recycled materials, every aspect of the purchasing decision is assessed for its environmental impact.'

By entering into partnerships with progressive companies, Mervielde remains a pioneer in the field of sustainable logistics solutions. Innovative technologies, such as smart vehicles and advanced data monitoring, are actively being integrated.

By collaborating with customers and suppliers, Mervielde promotes a chain-wide approach to sustainability. Initiatives such as shared logistics hubs and joint CO₂ reduction programmes demonstrate that cooperation is essential for achieving common goals.

4. Objectives for 2025-2030

Decarbonization	2025	2026	2027	2028	2029	2030
We deliberately maintain the percentage of multi-compartment tanker trucks in our entire fleet to optimize logistics. This allows us to combine and optimize smaller loads.	●	●	●	●	●	●
By 2027, we will achieve an additional alternative energy production of at least 500MWh.			●			
By 2030, we will facilitate the construction of a filling station for alternative fuels, including HVO hydrogen EV, on our sites for our own use and that of our partners in the chain.						●
By 2030, 50% of the fleet will run on alternative fuels, such as HVO and hydrogen (compared to the base year 2020), resulting in CO ₂ savings of up to 90% compared to B7 (reference year 2020).	●	●	●	●	●	●
We have been optimizing our fuel efficiency since 2022 through an advanced ecodriving programme, which has resulted in a 5% reduction in our diesel consumption.	●	●	●	●	●	●
We are committed to monitoring our drivers' ecodriving via the driver performance portal and are aiming for an average score of 7 for all drivers (by 2026).	●	●	●	●	●	●

Environmental management	2025	2026	2027	2028	2029	2030
We will implement a dashboard with environmental performance data by 2030.						●
Every year, we contribute to projects aimed at preserving the green character of the environment and biodiversity.	●	●	●	●	●	●
We will reduce wastewater discharge per cleaning by 10% by 2029 through more efficient water treatment plants and monitoring.					●	●
By 2029, we will reuse at least 20% of treated water per cleaning in our operational processes.					●	●

Purchasing policy	2025	2026	2027	2028	2029	2030
By 2026, at least 50% of purchases will be made from suppliers with a clear sustainability strategy and/or certification (such as ISO 14001), (excluding intercompany).		●	●	●	●	●
Where possible, minor purchases are made locally; we will include this in our purchasing policy.		●	●	●	●	●

Helping people grow

We strive to be an inspiring employer where safety, well-being and personal development are key. By investing in training, leadership and engagement, we are working together to build a culture of growth and collaboration.

Gender
15% women
85% men

Our team
58% drivers
19% workers (other than drivers)

23% white-collar workers

57% over 50 years old

12 nationalities

240 FTE employees



11%
staff turnover

€11,482,784
staff costs

22 hours
of training per employee

1. Taking care of people

Welfare policy

The well-being of employees is central to the policy. Mervielde offers preventive health programmes, including periodic medical examinations and vaccination campaigns, such as flu vaccinations. Psychosocial support is available through confidential counsellors and external counsellors. This approach contributes to a healthy work-life balance. There were 8 meetings related to social dialogue. One hundred per cent of employees are covered by health insurance.

Various consultation structures are organized to strengthen engagement and solidarity. With the drivers' representative body, drivers, who are on the road every day and have less opportunities for contact with the rest of the company, are given their own platform to make their voices heard. In addition, driver meetings are held, where all drivers come together; a division into two smaller groups creates more space for dialogue and interaction.

Commitment

Employees are encouraged to actively participate in initiatives that contribute to business development. Their opinions are valued and there is room for ideas that support innovation and growth.

The Mervielde community has a number of themed working groups, such as the Party Committee, Cycling Team, Truck Run Group and Running Team. They bring together employees from all departments, roles and experience levels. Participation is voluntary, which means that commitment and diversity are key.

The objectives are to increase ownership, identify needs and opportunities from the workplace and facilitate an ongoing dialogue between employees and management. Social dialogue in this context is reflected in a constructive and structural exchange in co-creation, not top-down, but together with employees and managers.

Family culture

The organization cultivates an open and inclusive corporate culture in which personal attention and collaboration are key. The family atmosphere strengthens employee engagement and well-being, resulting in a close-knit, loyal working community.



2. Focus on growth

Training

In addition to safety training, Mervielde invests in a wide range of training opportunities, including personal development and technical skills. Functional training programmes are tailored to the specific needs of each employee.

Mervielde offers a structured training programme that supports both legal obligations and personal development. For drivers, this involves mandatory training such as Code 95, ADR and safety, supplemented by courses on behaviour, the environment and legislation. Non-driving staff receive training in areas such as safety awareness, language skills, planning and leadership. New CE drivers receive an intensive familiarization period with theory and practice under the guidance of instructors.

In 2024, **11** training courses were organized, with an average duration of **6** hours.

The programme combined mandatory certifications with internal sessions on safe working and safety procedures.



Personal development

Attention is dedicated to the personal and professional growth of employees. This includes coaching, mentoring and access to courses offered at both individual and group level.

Leadership

The organization adds great importance to developing leadership within all levels of our company. Through targeted programmes and mentoring, future leaders are prepared to take on challenges and promote Mervielde's vision.

One example is a team leader programme. The team leader programme at Mervielde strengthens managers in their role through three pillars: annual GPS interviews with employees about growth and collaboration, the flex matrix for task allocation and training needs, and structured team meetings. This provides team leaders with the tools to better support and develop their teams.

3. Organizational development

Processes

An efficient organizational structure and streamlined processes ensure that employees can perform their work efficiently. This includes clear procedures and a clear division of tasks within the teams.

Mervielde employs a transparent evaluation system that regularly assesses the performance and growth of its employees. The GPS methodology enables employees to receive feedback and continue to develop.

Internal mobility

Encouraging internal mobility and career development is an important part of HR policy. By giving employees the opportunity to take on new roles and responsibilities, a dynamic and engaging work environment is created.

'I feel valued because I am given the opportunity to take on new challenges and evolve within Mervielde.'

4. Objectives for 2025-2030

Taking care of people	2025	2026	2027	2028	2029	2030
We are further optimizing our workplace infrastructure from an ergonomic point of view for all employees.	●	●	●	●	●	●
Every three years, we survey our employees on their well-being and implement an annual action plan based on the results.	●	●	●	●	●	●
We are exploring ways to offer healthy, appealing and budget-friendly meals to all employees, including drivers.		●				

Focus on growth	2025	2026	2027	2028	2029	2030
We are establishing a Mervielde academy, where we offer a diverse training package to at least 50% of our employees (to be progressively increased to 100%), including technical training and soft skills, amounting to 5 days per year.		◐	◑	◒	◓	●
By 2027 (white-collar workers) and by 2028 (workers other than drivers), we will implement a personal development plan for all employees in collaboration with team leaders, focused on both professional growth and personal goals.			●	●	●	●
We offer all managers a training programme to support and further develop them in their managerial role.	●	●	●	●	●	●

Focus on growth	2025	2026	2027	2028	2029	2030
Every year, we conduct GPS (Growth-Perspective-Collaboration) interviews for all white-collar workers from 2025 onwards, and for all blue-collar workers from 2026 onwards, linked to personal development goals.	●	●	●	●	●	●
We encourage internal mobility by first actively promoting each vacancy internally among employees. Team leaders are encouraged to ask their team members about this, and potential matches with employees are identified from the information overview provided by the GPS interviews.	●	●	●	●	●	●

Organizational development	2025	2026	2027	2028	2029	2030
We are optimizing our digital communication tool with new techniques to make our internal communication more interactive.		●	●	●	●	●
We maintain the visibility of our management's involvement by organizing dialogue sessions with our employee representatives (including driver representatives, ambassadors and team leaders). We aim for at least 3 sessions per employee category per year.	●	●	●	●	●	●
We are organizing a thorough exercise that optimizes our core processes; at the same time, we are working on a culture of continuous improvement and giving and receiving constructive feedback.	●	●	●	●	●	●
We are setting up a digital platform to support the employee journey.				●	●	●

Social responsibility

We are building transparency, compliance and strong internal structures to support sustainability objectives, inform stakeholders and ensure integrity in our business operations. Our commitment to the community and nature conservation are an essential part of our corporate values.

Employees

15.31%
female employees

0%
women in governing body

38.89%
women in senior management

Ethics

0
whistleblower reports with regard to incidents of discrimination/sexual assault

€20,000
spent on charities

100%
employees trained in ethics



1. Transparency

Communication

Transparency starts with clear and consistent communication, both internally and externally. Mervielde makes sure to inform employees, customers and other stakeholders of any relevant developments, strategies and achievements.

'Internal communication plays a crucial role at Mervielde.'

To reach employees in an efficient and transparent manner, we have implemented the Cyriel app, as well as other tools.

Reporting

We are working on transparent sustainability reporting. As a frame of reference, we follow the Voluntary Sustainability reporting Standard for Medium-sized Enterprises (VSME).

This standard was developed specifically for medium-sized enterprises. It assists companies in reporting their sustainability policies and results in a structured manner, according to a fixed set of themes. This sustainability report is a first time we have reported in this manner. We will continue to refine this in the coming years.

2. Good governance

The core values are embodied in our FLOW values. They form the basis of all business activities. FLOW stands for Focus on people, Loaded with curiosity, Outstanding and With care. Or as our slogan summarizes: 'That's how we flow!'

Mervielde's FLOW values are actively communicated and adhered to by all employees.

We have a robust compliance programme that includes regular audits, a strict ethics policy and a proactive approach. Governance indicators, such as payment behaviour and legal compliance, are closely monitored to minimize risks and ensure transparency.

Partly due to our internal audits, we aim for **100%** compliance with safety, environmental and social laws and regulations every year.

In an era of digital transformation, cybersecurity is a priority. We invest in advanced technologies and training to protect data from cyber threats. Regular testing and updates ensure a secure digital working environment and increase the trust of our stakeholders.

focus on people —

loaded with curiosity —

outstanding —

with care —

FLOW

Integrity and ethics

We actively monitor compliance with our code of ethics, such as anti-corruption policies, and integrate governance strategies into all levels of our organization. This enhances our reputation and ensures transparent and ethical business practices. Mervielde attaches great importance to ethical and transparent business practices and applies a clear code of ethics that guides all its activities. Integrity and responsibility are central to this. We have a strict zero-tolerance policy with regard to corruption and bribery, which applies to all employees and external partners. Bribes, kickbacks, inappropriate gifts and political contributions are prohibited; legitimate gifts or donations are allowed only after approval and are recorded in a transparent manner. Violations will result in disciplinary measures, and suspicions can be reported via managers or the whistleblower scheme. Management, HR and SHEQ jointly monitor the implementation and effectiveness of this policy. Employees are continuously informed and sensitized via internal communication channels, such as the Cyriel app.

3. Involved in the community

Mervielde supports local communities and charities through financial contributions, sponsorships and active employee involvement. This strengthens ties with the local community and contributes to a positive social impact.

We are committed to preserving and restoring nature by creating green zones around company sites and promoting biodiversity. Initiatives are launched to contribute to environmental protection in collaboration with local communities and authorities to raise environmental awareness.



4. Objectives for 2025-2030

Transparency	2025	2026	2027	2028	2029	2030
Every year, we publish a sustainability report with concrete KPIs for energy consumption, CO ₂ reduction and water management, accessible to both internal and external stakeholders. To this end, we use the VSME (Voluntary Sustainability reporting Standard for Medium-sized Enterprises) as a guide.	●	●	●	●	●	●
By 2025, we will establish an internal ESG working group that meets twice a year to streamline reporting processes, prepare and update the necessary documents and evaluate KPIs and action plans.		●	●	●	●	●

Good governance	2025	2026	2027	2028	2029	2030
By 2027, we will integrate our code of conduct (regarding ethics/transparency and social responsibility) throughout our entire organization. To achieve this, we will organize awareness campaigns and training courses for all employees.	●	●	●	●	●	●
We strive for 100% compliance with safety, environmental and social laws and regulations through annual internal audits.	●	●	●	●	●	●
All employees who use a laptop or PC must complete at least one training course (in various forms) per year on data and information security and cybersecurity, with a minimum participation rate of 90% for each training course.		●	●	●	●	●
By 2026, we will implement an advanced cybersecurity programme to optimize the protection of customer and company data.		●	●	●	●	●

Involved in the community	2025	2026	2027	2028	2029	2030
Annually, we organize or participate in initiatives involving local residents; during these initiatives, we provide an opportunity for feedback. This feedback is followed up with appropriate actions.	●	●	●	●	●	●

The aim of this report is to provide a transparent account of our performance. Therefore, we use the **VSME methodology** (Voluntary Sustainability reporting Standard for Medium-sized Enterprises).

The VSME is a framework developed specifically for medium-sized enterprises. It assists companies in reporting their sustainability policies and results in a structured manner, according to a fixed set of themes.

The VSME table below provides an overview of the main issues on which Mervielde has an impact and for which we also take responsibility.

‘By compiling our actions and results in this table, we provide a clear and reliable overview of where we stand today, what steps we have already taken and what goals we are setting for the future.’

For Mervielde, the VSME is therefore more than just a reporting framework. It is a tool to specify our strategy, measure our progress and communicate openly about this with everyone involved in our story.

The VSME consists of three modules:

- **Basic Module:** contains the core requirements for reporting on the environment, social policy and good governance.
- **Comprehensive Module:** builds on this with additional data points, providing more depth to the reporting.
- **AFI Module:** focuses specifically on additional information for SMEs that wish to qualify for ESG-related financing, with an additional focus on sectors with increased risks.



Basic Module (B1–B11)

VSME code	Theme	Link to the sustainability report	Page no.	Key figures (2024)	Actions	Objectives
B1	Basis for preparation	About us, key figures, activities, sites	p. 2 p. 6 p. 14	240 FTE (140 drivers) turnover €45.5 million balance sheet total €62.1 million	30,000 cleanings/year 300+ tank containers expansion Ghent-Terneuzen Canal site	Water-bound site for inland waterway transport (future)
B2	Practices, policies and initiatives	Sustainable strategy, Pillar 1 Comprehensive logistics solution	p. 5-6 p. 14-21	Complaint rate: 0.063% (transport) 0.04% (cleaning)	Merger with T.V.T. Investment in tanks, trucks and cleaning Control tower implementation	Storage capacity expansion +20% by 2026 Blending capacity +50% by 2026 Customer teams top 10 customers by 2027 Digital customer portal 2027 Data warehouse + control tower by 2028
B3	Energy consumption and greenhouse gases	Pillar 3 Climate action – energy, CO ₂ , Fit for 55	p. 28-33	Total energy: 996,368 kWh Renewable: 273,041 kWh CO ₂ emissions total: 13,039 tonnes	HVO project (Oleon) Ecodriving – 221,248 litres saved (-6.36%) ISO 14001	CO ₂ reduction -50% by 2030 +500 MWh green energy 50% fleet on alternative fuels by 2030
B4	Pollution of air, water and soil	Environmental management: wastewater, discharges, pollution	p. 28-36	Water consumption: 60,289 m ³ industrial wastewater PFAS exceedances 2023 431.9 tonnes of hazardous waste	Biological water treatment Rainwater truck wash facility Monitoring via external lab PFAS study UA	Wastewater -10% per cleaning by 2029 Min. 20% reuse of treated water per cleaning by 2029
B5	Biodiversity and ecosystems	Green zones, access road, biodiversity projects	p. 36	Access road since 2008 Green zones around site	Green buffer zones created Collaboration with local community	Annual contribution to biodiversity projects (no quantitative figure given)
B6	Water consumption and management	Water management and consumption tables 2017-2024	p. 29 p. 34-35	2024: groundwater 52,611 m ³ Mains water 3,862 m ³ 1.81 m ³ /cleaning	More efficient cleaning Flow meters Reuse of rainwater	Water consumption/cleaning ≤2.10 m ³ (2024 target met) Structural reduction and monitoring

VSME code	Theme	Link to the sustainability report	Page no.	Key figures (2024)	Actions	Objectives
B7	Raw materials and circular economy	Waste management, waste streams, recycling, reuse	p. 28 p. 36-37	2024: 774 tonnes of waste oil 707 tonnes of biosludge 353 tonnes of decantation sludge 71 tonnes of paper	Cooperation with Renewi, Vanheede, Revatech Focus on recycling and reuse	Residual waste reduction and increased recycling (no concrete quantitative target)
B8	Employee characteristics	HR data: FTE, gender, ages, nationalities	p. 40-45	240 employees 15% women 57% >50 years 12 nationalities turnover 11%	Dialogue sessions (98) GPS meetings Ambassador Community	Personal development plan for all employees by 2027-2028 100% GPS meetings from 2026
B9	Health and safety	Pillar 2 Safety first – accidents, training, KPIs	p. 23-27	2024: 4 workplace accidents (-20%)	Investment in EBA, lane guard, blind spot detection Road safety workshops PPE	-10% work-related incidents by 2027 Internal digital safety dashboard
B10	Compensation, negotiation, training	GPS meetings, Mervielde Academy, training hours	p. 40-45	22 hours of training/employee	Mervielde Academy CE drivers induction programme Leadership programme	Annual 5-day training pp. 50–100% employees reached through Academy GPS meetings 100% from 2026
B11	Corruption and integrity	Pillar 5 Social responsibility – governance and ethics	p. 48-51	0 whistleblower reports €20,000 support to charities 100% staff training in ethics	FLOW values Zero tolerance regarding corruption/bribery Communication Cyriel app	ESG working group 2025 Code of conduct fully integrated by 2027 Cybersecurity programme by 2026

Comprehensive Module (C1-C9)

VSME code	Theme	Link to the sustainability report	Page no.	Key figures (2024)	Actions	Objectives
C1	Strategy and business model	Strategy, risk landscape, 5 pillars, Fit for 55	p. 8-11 p. 15 p. 32	5 strategic pillars Investment in Fit for 55 plan	Integrating sustainability into strategy Merger with T.V.T. Establishment of ESG working group	Comprehensive logistics solution with focus on sustainability and multimodality
C2	Policies and initiatives	Certificates (ISO, Ecovadis), FLOW values, policy structure	p. 6-9 p. 50	ISO 9001, 14001, 22000 Ecovadis Gold 78/100 Voka Charter since 2003	Policies on quality, environment, safety and ethics Audits and certification	Continuously maintaining and strengthening certifications and audits
C3	Climate targets	CO ₂ reduction 50% by 2030, greening of fleet, +500 MWh energy	p. 28-33	13,039 tonnes of CO ₂ 273,041 kWh of renewable energy	HVO project Oleon Ecodriving (-704 tonnes of CO ₂) Greening of fuels	-50% CO ₂ by 2030 50% alternative fuel for fleet 2030 +500 MWh green energy 2027
C4	Climate risks	Risk landscape: safety, climate, labour market, geopolitics, compliance	p. 10-11 p. 28	Risks identified with impact and maturity scores	Risk analysis conducted Risk landscape included in strategy	Mitigation via greening of fleet, intermodal transport, diversification
C5	Additional employee characteristics	HR data: turnover, age, nationalities, women, but no formal policy	p. 40-45	240 employees Turnover 11% 57% >50 years 15% women 12 nationalities	HR data monitoring GPS meetings Dialogue sessions	100% GPS meetings 2026 Personal development plan 2027-2028
C6	Human rights policy	FLOW values, supplier policy, code of conduct	p. 37 p. 48-51	50% procurement from sustainable suppliers by 2026 (target)	FLOW values rolled out Supplier sustainability policy	Formal code of ethics 2027 Strengthen due diligence suppliers
C7	Human rights incidents	Whistleblowers reports 2024: 0	p. 48	0 reports discrimination or assault	Whistleblower scheme Confidential counsellors	Annual follow-up Zero-tolerance policy
C8	Sectoral exclusion	Not explicitly present (gap)	-	No figures available	No policy regarding exclusion of sectors	N/A (gap)
C9	Gender diversity governance	% women in management and governing body	p. 49	38.9% women in senior management 0% women in governing body	Gender data reporting Internal monitoring	Strengthening of gender diversity governance (no concrete quantitative target)

AFI module (AFI1-AFI6)

VSME code	Theme	Link to the sustainability report	Page no.	Key figures (2024)	Actions	Objectives
AFI1	Energy production	Renewable energy production solar panels (273,041 kWh, +500 MWh target)	p. 28-30	273,041 kWh of renewable energy	Solar panels on roofs Investment in green energy	+500 MWh additional green energy production by 2027
AFI2	Vehicle fleet	Fleet (diesel, B30, B100, HVO, plans EV/hydrogen) Ecodriving 6.36% fuel saving	p. 30-33	704 tonnes of CO ₂ saved through eco-driving (-221,248 litres of fuel) 50% alternative fuel for fleet by 2030	Ecodriving programme Pilot project HVO with Oleon Electrification and hydrogen plans	50% fleet on alternative fuels by 2030
AFI3	Hazardous waste	Cleaning activities → 431.88 tonnes of hazardous waste, cooperation authorized waste processors	p. 30-34	431.88 tonnes of hazardous waste	Cooperation with specialized companies Biological water treatment	-10% wastewater per cleaning by 2029 Min. 20% water reuse per cleaning by 2029
AFI4	Workforce diversity	HR data: gender, age, nationalities, % women management/board	p. 40-45	15% women 38.9% women in senior management 0% in board	GPS meetings Leadership programmes Internal monitoring	100% GPS meetings by 2026 Personal development plans by 2027-2028
AFI5	Exclusion of EU benchmarks	Not included (gap, no internal exclusion list given)	–	No figures	No policy on sectoral exclusion	N/A (gap)
AFI6	EU taxonomy	Fit for 55 investment plan, greening of fleet, towards EU taxonomy	p. 16-18 p. 31-32	Investment in Fit for 55 Greening of fuels	Investment in electric trucks, hydrogen, eco-driving, green energy	Implementing Fit for 55 plan towards 2030 Alignment with EU taxonomy requirements

**Sustainability,
that's how we flow!**

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