SUSTAINABILITY REPORT

2024

Communication on Progress (COP)

materialise.com

materialise
innovators you can count on

Table of Contents

1

To our
stakeholders

Since Materialise was founded in 1990, we've strived to make a sustainable difference with additive manufacturing for a better and healthier world. In 2017, we pledged our commitment to the United Nations Global Compact (UNGC), its Ten Principles, and seventeen Sustainable Development Goals (SDGs). Throughout this period, we have increased our sustainability actions year after year, showcased by our key emission sources that continue to decrease. And we're proud of the progress we have made so far.

We're also aware, however, there is still plenty of work to be done to create the world we envision and fulfill our overarching mission. Since 2017, the sustainability landscape has advanced significantly, and as of 2027, Materialise will need to report according to the European Sustainability Reporting Standards (ESRS).

We started preparing for new reporting standards in 2024 — including a double materiality assessment — and have adjusted the format of this sustainability report to reflect the upcoming CSRD reporting, grouping actions and accomplishments under Environment, Social, and Governance.

In October, for the third year in a row, we put sustainability in the spotlight by coordinating a company-wide Sustainability Day. This internal event covered our progress with the roadmap and the current and upcoming initiatives we've organized to raise awareness, enthusiasm, and engagement within our offices worldwide, from Belgium and Colombia to Poland and the USA. Sustainability Day allowed everyone at Materialise to understand and get behind our sustainability strategy, and it was a resounding success.

This year, our eighth anniversary with the UNGC, I am pleased to confirm that Materialise reaffirms its support of the UNGC and its Ten Principles in the areas of Climate, Human Rights, Labor, Environment, and Anti-Corruption. And, with this annual Sustainability Report, we summarize the progress we've made against these principles to date and pledge to continually improve their integration into our business strategy, culture, and daily operations.

Constantly setting the bar higher, pushing the boundaries of innovation and creativity, and supporting the planet and those around us are aims enthusiastically embraced at all levels of our global organization. Together, we'll keep pushing the AM industry forward while also taking a step further in our journey to make the world a better, healthier, and more sustainable place for everyone.

Fried Vancraen
Chairman of the Board

2

About Materialise

The mission

Materialise at a glance

Organizational structure

Three business units

When Materialise was founded in 1990, our goal was to enable new uses for the extraordinary potential that 3D printing offers. Since then, we have leveraged our experience to create a range of software solutions and 3D printing services.

Our open, secure, and flexible end-to-end solutions enable industrial manufacturing and mass personalization in various industries — including healthcare, automotive, aerospace, eyewear, art and design, wearables, and consumer goods.

Headquartered in Belgium with a public listing on the NASDAQ stock exchange and more than 2,500 people in 21 countries worldwide, Materialise combines one of the largest groups of software developers in the industry with one of the largest 3D printing capacities in the world, spread over multiple locations.

Ultimately, we empower our customers to transition toward a digital manufacturing process and launch innovations that have the potential to forever change the faces of their industries and the lives of their consumers.

THE MATERIALISE MISSION
The Materialise mission has remained unchanged since our company was founded by Chairman of the Board and former CEO Fried Vancraen almost 35 years ago.

"

Our mission is to innovate product development that results in a better and healthier world, through our software and hardware infrastructure, and an in-depth knowledge of Additive Manufacturing.
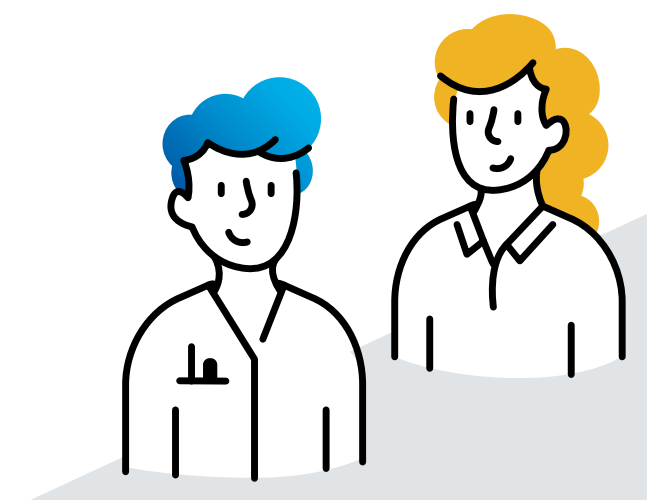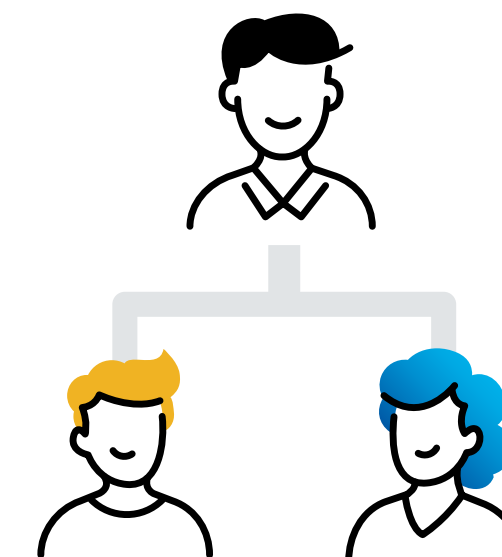
267
million EUR
annual revenue

2,514
employees
including ACTech

3
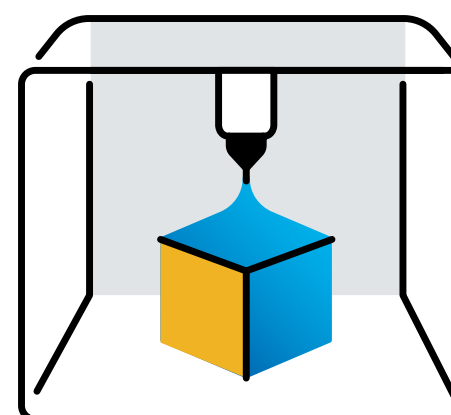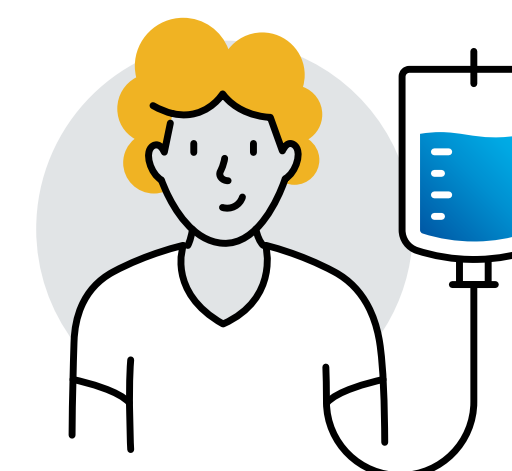business units
reporting structure

488
patents granted

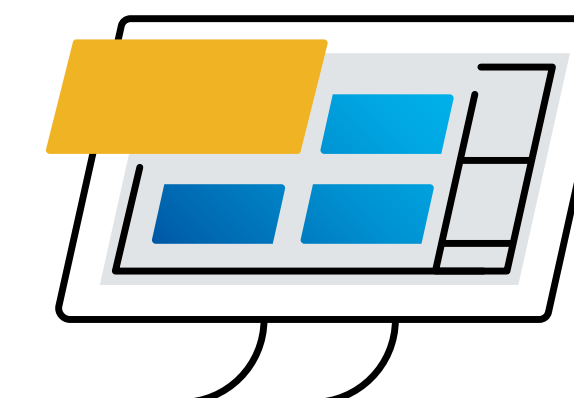**21**
countries
we're active in

2.1M+
parts printed in 2024
by our Manufacturing
services

60K+
patients helped with
personalized planning and
medical devices in 2024

6,350
active users of our
Magics software

*As at December 31, 2024.

Materialise NV is a publicly held corporation that trades on the NASDAQ stock exchange.

We operate in 21 countries worldwide with headquarters located in Leuven, Belgium.

All of our offices are subsidiaries and include the Materialise companies ACTech, Materialise Motion, and RapidFit. Our main manufacturing facilities are in Belgium, Germany, Brazil, Czech Republic, Poland, and the USA.

Materialise is divided into three business units: Manufacturing, Software, and Medical.

The results from our worldwide operations are reported in consolidated form and according to these business units.

Full details can be found on our Investor relations-page **Investor Relations | Materialise NV.**
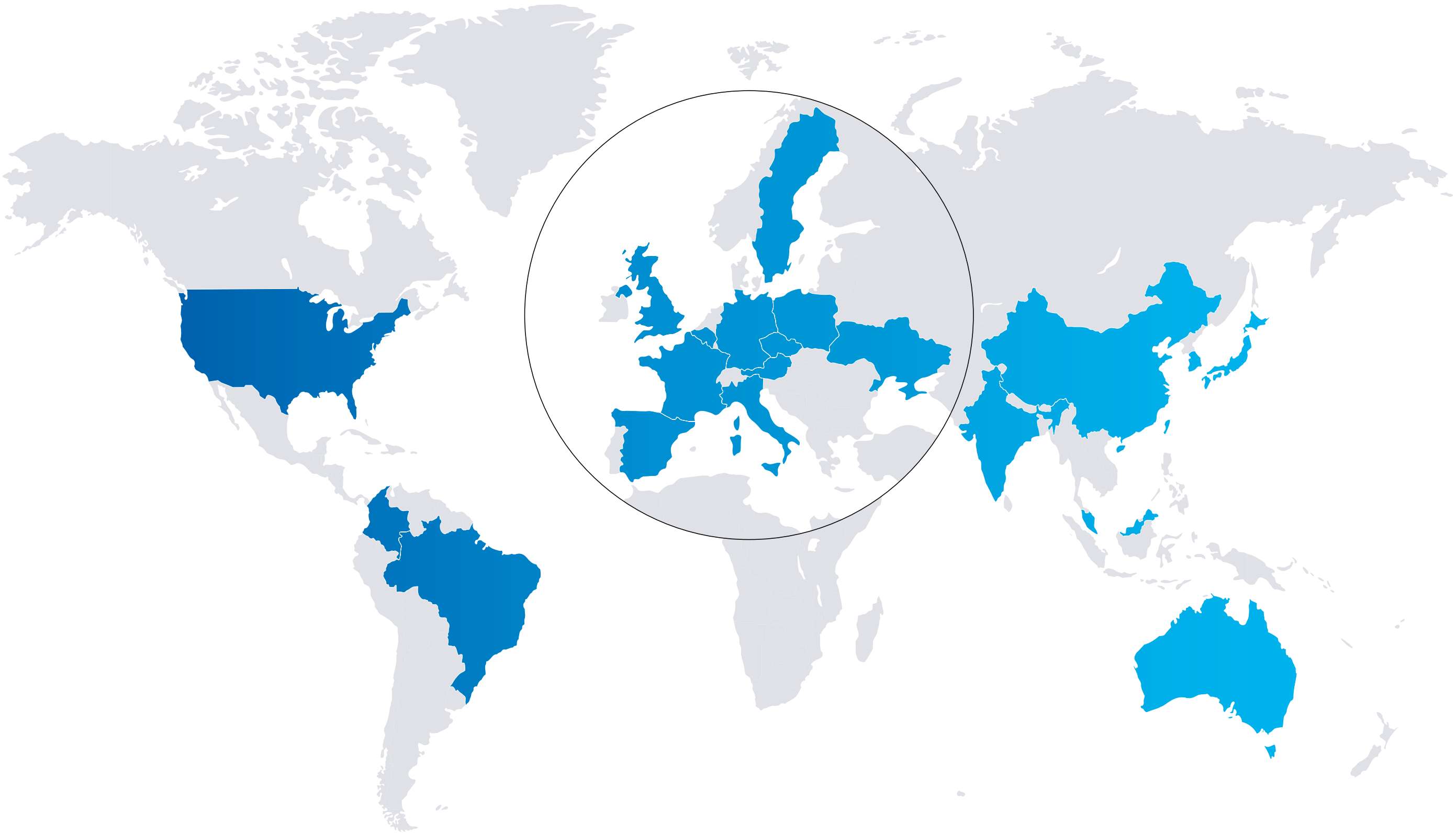
OFFICES

Production Center

USA	UK	Belgium	Italy	Poland	India	Australia
Colombia	Spain	Germany	Austria	Hungary	Malaysia	South Korea
Brazil	France	Sweden	Czech Republic	Ukraine	China	Japan

SOFTWARE

MANUFACTURING

MEDICAL

Build, grow, and scale your 3D printing business with dedicated tools for:

- Design fixing and data and build preparation

- Quality control, process control, and simulation

- E-commerce

- Production planning, logistics, and operations management

Innovate and transform your entire production cycle, from concept to execution:

- Certified manufacturing

- Digital supply chains

- Rapid prototyping

- Design and engineering

- Consulting services

- Industry specific solutions for aerospace, automotive, eyewear, footwear, healthcare, and industrial equipment

Lead the way with personalized healthcare solutions:

- 3D printing at point of care

- 3D surgical planning

- Personalized medical devices

- 3D medical image-based research and engineering

Materialise Magics 3D Print Suite • Materialise CO-AM Software Platform • Materialise Mindware • Materialise Mimics • Materialise Phits

3

The sustainability statement

Organization and governance

Transparent reporting

Sustainability strategy

Impact, risk, and opportunity management

Sustainability strategy and roadmap

LEADERSHIP

In 2024, Materialise had a ten-member Board of Directors, including our company founders, Wilfried Vancraen and Hilde Ingelaere. 20% of our Board of Directors is female. The Executive Committee was comprised of eight members. As of January 1, 2024, Brigitte de Vet-Veithen was appointed the new CEO of Materialise by the Board of Directors, and Wilfried Vancraen now serves as the Chairman of the Board. Additionally, in 2024, 37.5% of the Executive Committee are women.

Further details of our Board of Directors and Executive Committee are publicly available on the governance pages of **our investor relations website**.
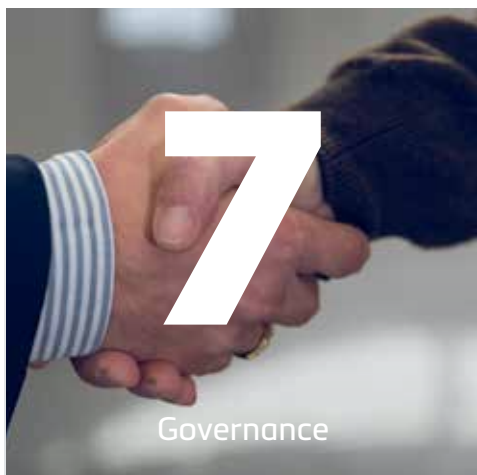
SUSTAINABILITY MANAGEMENT

Our corporate sustainability team, which manages and executes our sustainability program, is primarily based in our headquarters in Leuven, Belgium. In 2024, the team was headed by Leen Kuijken, Head of Sustainability, who reports to our COO. Every second month, the Head of Sustainability presents progress reports to the Sustainability Board with the CEO, COO, and Chairman of the Board in attendance. During 2024, the Sustainability Board oversaw and approved key sustainability decisions, such as the double materiality assessment and its associated impacts, risks, and opportunities.

In 2024, the sustainability team consisted of 34 members, including a full-time coordinator, as well as part-time local sustainability champions (also known as "Ambassadors") at HQ and in all our international entities.

WHERE THE UN GLOBAL COMPACT MEETS THE CSRD

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION → 4 Products and services | 5 Environment

3 GOOD HEALTH AND WELL-BEING | 8 DECENT WORK AND ECONOMIC GROWTH → 6 Social

17 PARTNERSHIPS FOR THE GOALS → 7 Governance

Sustainability has been a part of our mission, "Meaningful innovation and product development for a healthier and better world," since 1990.

In 2017, we voluntarily pledged our commitment to the United Nations Global Compact (UNGC), its Ten Principles, and seventeen Sustainable Development Goals (SDGs), as we strongly believe that transparency is key regarding our corporate sustainability actions.

In 2024, the Corporate Sustainability Reporting Directive (CSRD) became effective. In line with the legal requirements, Materialise was required to publish a first CSRD-compliant report in 2026, concerning 2025 data. To comply with these new reporting standards, we did a value chain analysis and have executed a double materiality assessment in 2024, leading to a list of 31 material sustainability matters, which will be presented in this report. However, the recent Omnibus Regulation proposal suggests a delay in our first CSRD-compliant report to 2028.

As we continue our preparations for the CSRD, this year's report will already reflect the CSRD structure, as we'll group information and achievements with the chapters on Environment, Social, and Governance. Despite this, we're explicitly not steering away from the UN SDGs.

This sustainability report has been prepared, consolidating all of Materialise's subsidiaries, and is based on the same consolidated scope as our financial reporting. For more information, please see **Investor Relations — Materialise NV**.

Based on our initial materiality assessment in 2021, a sustainability strategy and roadmap were defined in 2022. This was validated by management, internal stakeholders, and external stakeholders. 2022 also marked our first-ever worldwide Sustainability Day, which is now an annual, reoccurring event. Our aim is to inform all our employees about the company's sustainability strategy while asking them to commit and contribute to fulfilling our objectives.

To comply with the upcoming CSRD directive, in 2024 we reviewed our sustainability strategy. As a start, we executed a new, double materiality assessment. This reassessment of material topics has led us to a strengthened sustainability strategy and roadmap, concerning all our projects up to 2029.

This is centered around the following themes:

- Further reducing our carbon footprint and investing in carbon offsetting projects

- Increase material use efficiency and reduce waste

- Enable a sustainable supply chain

- Promote more innovation for sustainability

- Foster employee engagement and well-being

DOUBLE MATERIALITY ASSESSMENT

The methodology for our double materiality assessment involved a multi-step process with internal and external stakeholders. The goal was to get a thorough understanding of the materiality of all identified sustainability matters. This was based on the definitions and time horizons in ESRS1. We identified 338 impacts, risks, and opportunities (IROs) across our business units, resulting in 31 consolidated material sustainability matters — a mix of financial and impact materiality. All disclosures in the European Sustainability Reporting Standards (ESRS) corresponding to the material IROs will be reported on. The double materiality assessment has been conducted, including the upstream and downstream value chain.

1

Building the sustainability landscape

A comprehensive list of sustainability matters was created using input from the ESRS standards, the Sustainability Accounting Standards Board (SASB) website, and key stakeholders.

2
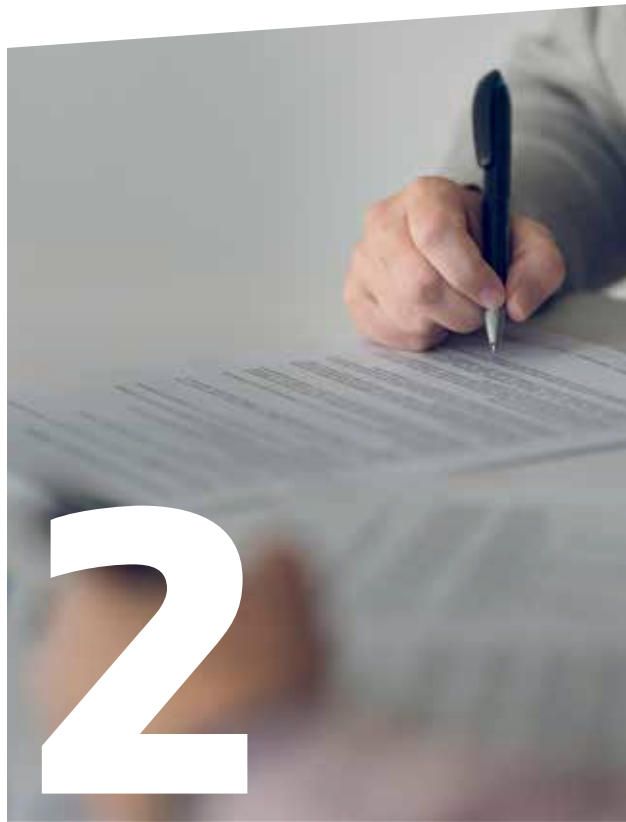
Selecting the right stakeholders

A list of over 50 key stakeholders, both internal and external (e.g., suppliers, partners, and customers), was created.

3

Internal data collection

Interview and survey results with our internal stakeholders allowed us to understand all relevant impacts, risks, and opportunities.

4

Internal alignment

We aligned internally on material sustainability matters with our Sustainability Board.

5

External validation of materiality decision

External stakeholders were consulted to validate our material impacts, risks, and opportunities.

6

Final decision

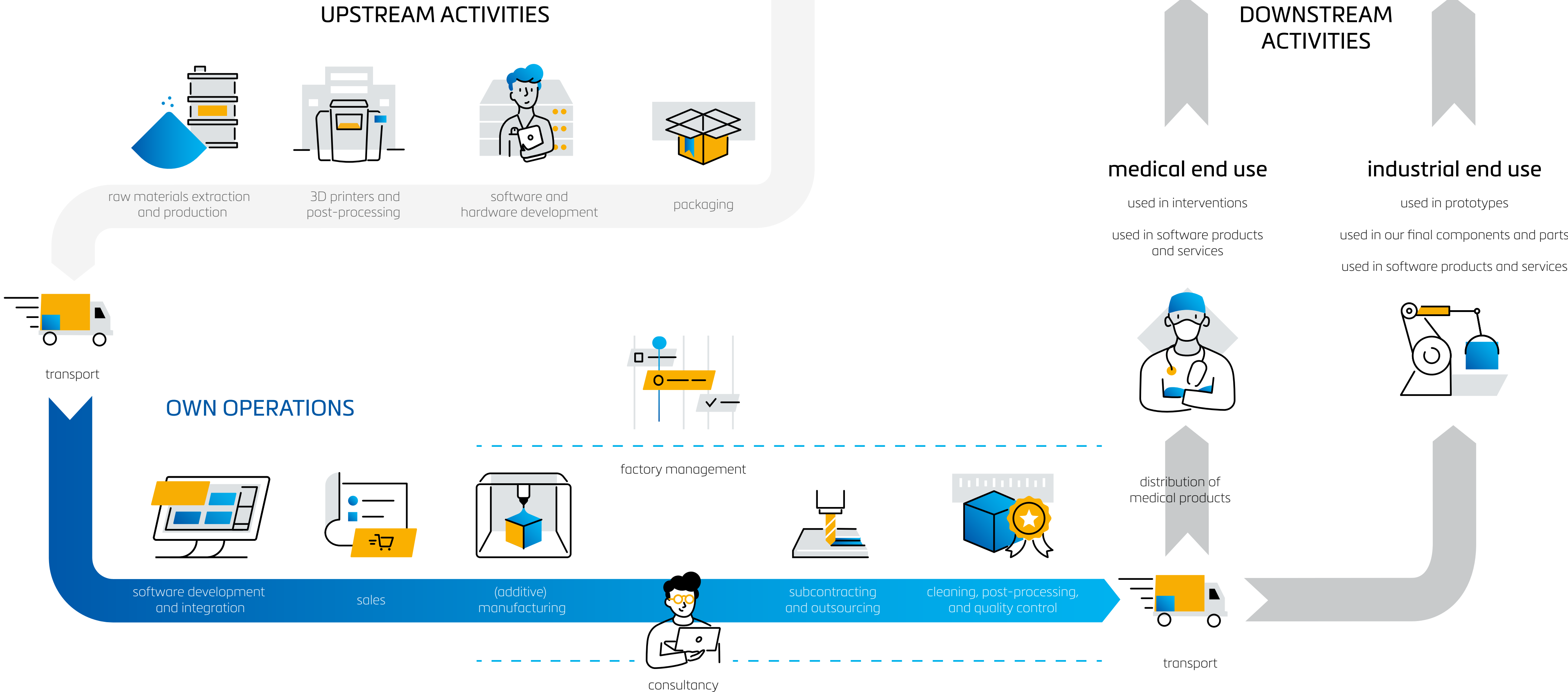After all input was received, a final decision was made by the Sustainability Board on the materiality of each sustainability matter, per business unit.

VALUE CHAIN

To operate sustainably, it's important for us to understand the ins and outs of our value chain. This includes analyzing our impacts, risks, and opportunities related to our customers, partners, and suppliers. We've mapped out the upstream, our in-house, and downstream processes for our operations and those we work with.

UPSTREAM ACTIVITIES

raw materials extraction and production

3D printers and post-processing

software and hardware development

packaging

DOWNSTREAM ACTIVITIES

REUSE, RECYCLING, AND END-OF-LIFE

medical end use

used in interventions

used in software products and services

industrial end use

used in prototypes

used in our final components and parts

used in software products and services

transport

OWN OPERATIONS

factory management

distribution of medical products

software development and integration

sales

(additive) manufacturing

subcontracting and outsourcing

cleaning, post-processing, and quality control

transport

consultancy
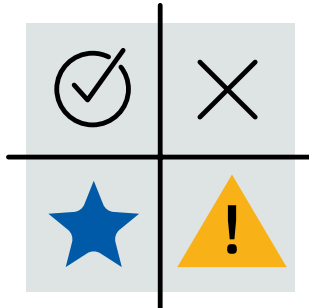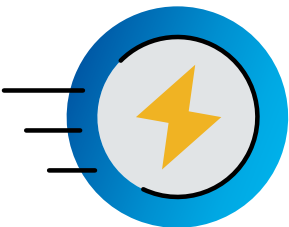
The table below illustrates the impacts, risks, and opportunities (IROs) that are material for Materialise related to different topics, along with a brief description of each. Based on this, we have developed and implemented several strategies to improve our resilience and related actions.

Climate change	Pollution
Impacts, risks, and opportunities The main IROs are negative impacts of greenhouse gas (GHG) emissions, opportunities in product development and innovation and owning a share of our electricity generation, presenting another opportunity. The regulatory environment and carbon taxes under various schemes — such as the EU's Emissions Trading System (ETS) or Carbon Border Adjustment Mechanism (CBAM) — must also be considered. These IROs are primarily located in our own operations, but our downstream value chain is critical for realizing the opportunities related to sustainability in AM.	IROs under pollution mainly concern our contribution to microplastics in the environment and other forms of pollution, affecting our operations and the downstream value chain. The changing regulatory environment on microplastics, transport, and packaging in both the medical and manufacturing sectors is a notable risk. However, business opportunities exist for cleaner engines.
Strategy and roadmap Firstly, we're investing in energy-efficient technologies and considering multiple renewable energy sources to reduce GHG emissions and our dependency on non-renewable energy. Additionally, a diverse portfolio of raw materials is an important priority for us. We have sufficient alternative options available, like PA 11, the carbon-reduced PA 12, and our assortment of metal powders. And we believe that to scale, sustainable practices and applications will be a necessity.	This area includes business opportunities for cleaner engines, thus reducing air pollution. ACTech will contribute to more efficient and cleaner engines even further through its AM-enabled innovative designs. Internal powder handling projects aim to reduce microplastic pollution and pellet spillage, resulting in less dust and microplastics.
2024 Actions Plastics were complemented by more carbon-efficient materials, specifically the bio-based PA 11 with Multi Jet Fusion (MJF) technology. This addition reduces GHG emissions and mitigates the risk of over-reliance on fossil fuel-based materials. For the PA 12 in our MJF technology, our supplier provided a carbon-reduced version of the material since early 2024, leading to 49% reduced emissions. Furthermore, to mitigate the negative effects of increased energy prices, we invested in solar panels across our facilities, finishing the ones in the Czech Republic and Germany, and setting up a new project at our HQ in Belgium. The planning phase is complete, and the installation is scheduled for 2025.	ACTech's designs contribute to cleaner engines, positively impacting air pollution. Opening a new plant in 2024 addressed a critical need: the ability to meet the rising demand for larger and heavier parts, which our current in-house capabilities have struggled to produce. This means we are not only expanding our capabilities but also reinforcing our commitment to innovation and sustainability. Furthermore, we initiated a new project in our Manufacturing business unit, which will ensure better powder handling and closed breakout systems, addressing concerns about microplastics — and further reducing waste.

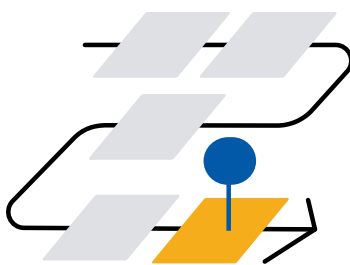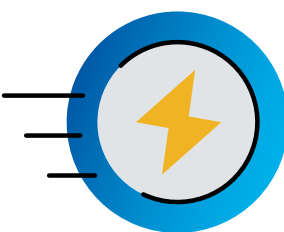|	Water and marine resources	Resource use and circular economy
Impacts, risks, and opportunities	The IROs highlight negative impacts on water resources, affecting our operations and the downstream value chain, as water is a critical resource for our Medical business unit. There's also a financial risk due to potential water shortages, which affects our operations.	The negative impacts here relate to resource use, a high demand for virgin materials, and inefficiencies in 3D printing. The key risks concern scarcity or unavailability of raw materials, for example, due to geopolitical influences, price fluctuations, or limited exploitation. Business opportunities and positive impacts arise from reusing materials and printing with used powder. These IROs are central to our business model.
Strategy and roadmap	Further recycling of production wastewater is under investigation.	The strategy encourages more sustainable packaging solutions. Furthermore, geopolitical tensions might create risks concerning scarcity, unavailability, and price fluctuations of raw materials. Procurement is monitoring this continuously to mitigate this risk. Also, internal efforts are ongoing to increase the efficiency of our production. For example, a more beneficial refresh rate for certain printing applications is being investigated. Lastly, powder rejuvenation is an important strategy for mitigating the risk of scarcity of raw materials.
2024 Actions		Our supplier evaluation expanded in 2024 to include sustainability considerations, particularly regarding resource sourcing. The implementation of this will run throughout 2025. We have made significant strides regarding resource efficiency, setting up additional revalorization routes for byproducts from our Medical business unit. In total, across our business units, we managed to repurpose over 40 tonnes of AM byproducts and over 4,000 tonnes of byproducts in ACTech.

Business conduct

Own workforce

Impacts, risks, and opportunities
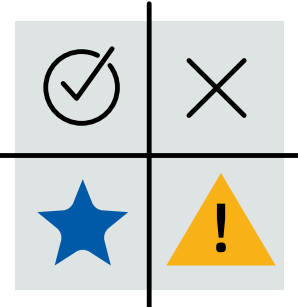
Our corporate mission to innovate for a better, healthier world creates a positive impact on our operations and downstream value chain. A key risk is that the underfinancing of healthcare systems hampers our Medical business unit's contribution to our mission. These IROs are mainly concentrated in our operations.

These IROs emphasize our focus on societal integration, training and skill development, and equal working opportunities. Qualitative employment conditions have important positive impacts. Plus, our equality and diversity initiatives allow us to create recruitment opportunities. Nevertheless, remaining competitive in the labor market, especially as there is a 'war for talent,' requires strategic focus. All these IROs are related to our operations.

Strategy and roadmap

All requirements on working conditions are complied with (and are being monitored for) future compliance in mind.

Consumers and end users
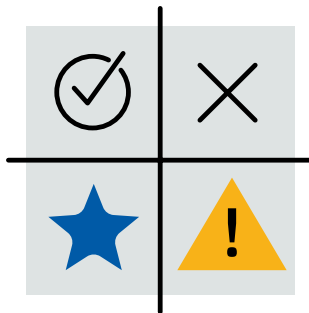
Impacts, risks, and opportunities

This is mainly related to risks surrounding information and data security.
In the medical sector, focus is centered on securing patient data, providing accurate information, and ensuring product standards. These IROs are primarily concentrated in our operations with implications for the downstream value chain.

Strategy and roadmap

This strategy addresses risks related to personal safety and information and data security issues. We continue to build upon our certificates by rolling out an updated product security policy and setting up a 24/7 security operations center to ensure that we meet or exceed our customers' cybersecurity expectations. Information security and privacy are built into everything we do and are prioritized in four layers of our information security roadmap: secure products and services, secure data, secure infrastructure, and incident readiness. We readily comply with applicable laws and regulations and support compliance whenever possible.

2024 Actions
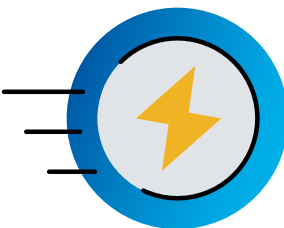
Furthermore, we understand the need for confidentiality and privacy, integrity, and the availability of information, regardless of its source and form. That's why we're committed to assessing our information security and privacy risks and addressing them appropriately. In 2023, we achieved ISO 27001 certification for our medical online services and successfully renewed our TISAX label for our automotive activities. In 2024, we followed up on this by extending our ISO 27001 certification scope and obtaining ISO 27701 certification for privacy management.

Entity-specific information
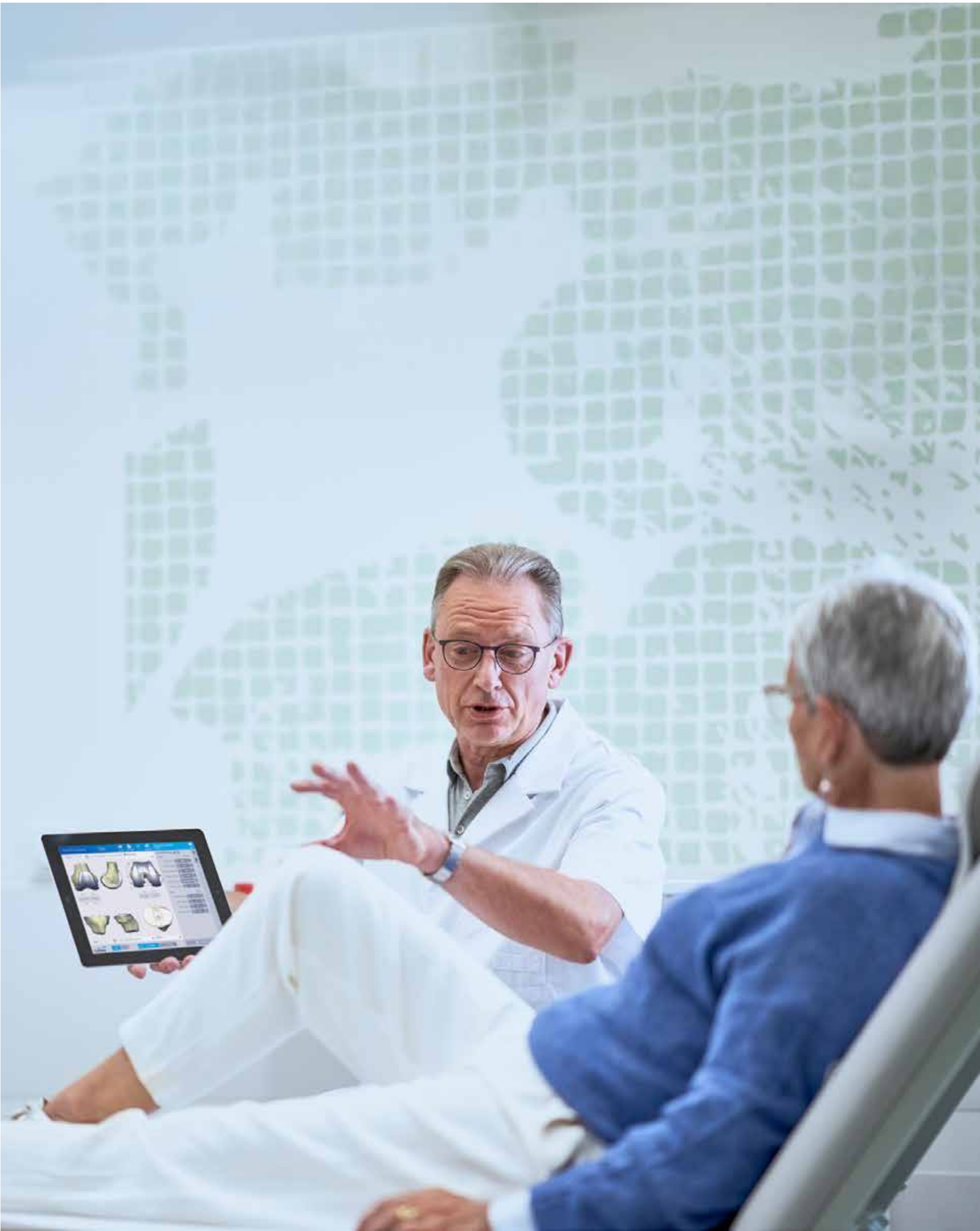
Impacts, risks, and opportunities
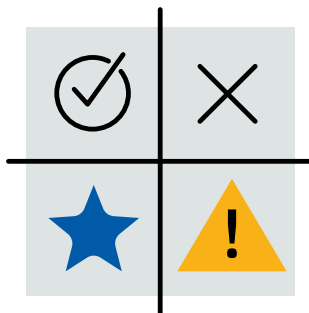
Finally, there are some additional entity-specific IROs. These include a variety of sustainability issues specific to Materialise, such as AI advancements, decentralized production, production on demand, lightweight parts, and innovative collaborations. Business opportunities align with these matters, with additional prospects in promoting design for AM (DfAM), as well as opportunities for collaboration in software and manufacturing. The IROs are distributed across the value chain and our operations.

Strategy and roadmap
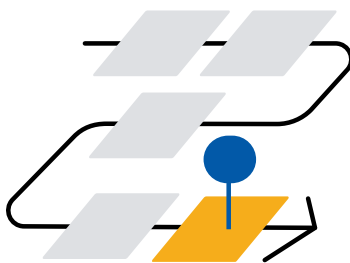
Our strategy also includes several entity-specific topics. The 'first-time-right' business opportunities align perfectly with our vision, as they're crucial for scaling the AM industry and ensuring cost-efficient production. Moreover, AM takes advantage of opportunities for small-series production. Analyses for light-weight products, primarily important for moving objects, are ongoing.

Additionally, the demand for personalized medical devices is increasing due to a growing and aging population, offering a huge opportunity that's currently being explored. The use of bioresorbable materials also demands further examination.

Existing collaborations, such as the cooperation between our medical unit and their partners, have proven instrumental in our positive impacts. Our open CO-AM Software Platform is another excellent example of how collaborations are key to getting the most out of AM production, and we've partnered with key players in the industry:

- Partnership with nTop to integrate nTop Core into Magics

- Long-term agreement with BLT to integrate our software solutions with BLT's advanced metal 3D printing systems

- Memorandum of understanding (MOU) with ArcelorMittal, where they will use our Next-Generation Build Processor for 3D printers

- Collaboration with Ansys to integrate Magics with Ansys' simulation software for laser powder bed fusion (LPBF) metal 3D printing

- Relationship with EOS to integrate multiple EOS process data sources into our Quality & Process Control (QPC) system to reduce inspection costs for metal AM parts in the aviation and medical industries

2024 Actions
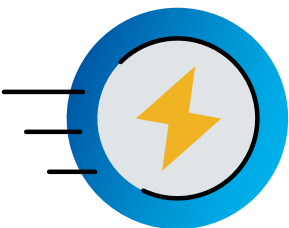
To encourage stakeholder collaboration in each business unit, we organized our first Leading Minds Forum in April 2024 at Materialise HQ. This exclusive event brought together over 100 thought leaders from diverse industries, including healthcare, aerospace, medtech, and eyewear, and was a resounding success.

Plus, we ignited the collaboration catalyst even further at Formnext by announcing the formation of the Leading Minds consortium. It's a partnership founded on the power of collaboration, uniting the members' unique expertise and resources to drive transformative change in the manufacturing industry.

Products and services

4

Medical

Manufacturing

Software

" At Materialise, we're always asking, "What can we do to make 3D printing more sustainable?" By reducing the environmental impact of our operations, innovating continuously to advance 3D printing sustainably, and empowering customers to embed sustainability and efficiency into their business models, we aim to drive positive outcomes for the environment, business, and society.

SUPPORTING SUSTAINABILITY

Healthcare systems influence enormously the well-being of billions of men, women, and children around the world. At Materialise, we've a profound understanding of the critical role these systems play in keeping our communities strong, healthy, and happy. With our 3D expertise, we aim to provide support via a sustainability strategy focused on:

- Getting it right the first time
- Helping patients who have no other options
- Providing solutions for lower-income populations
- Enabling decentralized manufacturing

GETTING IT RIGHT THE FIRST TIME

Materialise is recognized as a pioneer and world leader in personalized medical devices. These devices include shoulder, forearm, hip, knee, and cranio-maxillofacial (CMF) surgical guides and implants, all designed and 3D printed based on the anatomical data of the patient. In other words, they are specifically designed to accurately fit the patient.

As one of the first companies to introduce virtual surgical planning and personalized solutions into the operating room (OR), helping patients and surgeons all over the world, we've seen firsthand the impact personalized medicine can have.

By adding more predictability into the surgical setting, it can enable surgeons to get it right the first time, helping to reduce the number and duration of treatments, improving lives and saving costs.* This benefits society and the environment through reduced travel and hospital stays while freeing up valuable healthcare resources, which can then be redirected to others in need.

In 2024, we helped over 60,000 patients with personalized medical devices, plans, and implants. In 2025, we aim to help more than 70,000 patients.

Furthermore, 2024 was the year we began treating (primary) CMF trauma patients by optimizing our process even further and shortening our lead time.

HELPING PATIENTS WHO HAVE NO OTHER OPTIONS

Personalized medicine can also allow for the treatment of even the most challenging clinical conditions. With the latest technological developments in both the devices and advanced surgical planning, it can make previously impossible cases, possible. And patients who were denied treatment due to the limitations of standard care can benefit, even leading in some cases to a drastic improvement in the quality of life.

As an example, we recently received a published abstract for an ongoing study supported using aMace, our personalized, 3D-printed hip implants, the results of which showed significant improvements in various health and quality of life measures — including pain and overall function, after five years. These results show that for highly complicated patients with massive acetabular bone loss and loosening, aMace can significantly improve overall function and health-related quality of life outcomes.

(*) Tack P, et al. Do custom 3D-printed revision acetabular implants provide enough value to justify the additional costs? The health-economic comparison of a new porous 3D-printed hip implant for revision arthroplasty of Paprosky type 3B acetabular defects and its closest alternative. Orthop Traumatol Surg Res (2020), https://doi.org/10.1016/j.otsr.2020.03.012

PROVIDING SOLUTIONS FOR LOWER-INCOME POPULATIONS

Materialise is also focused on making personalized medical solutions more accessible to hospitals and people in developing and more remote areas. 3D printing has a significant role to play in delivering care to lower-income groups where standardized care is not sufficient or available and funding is limited.

The Kikuchi project supports social classes on low incomes by providing dental care to those who can't afford it. Patients are seen weekly and are prepared for their procedures free of charge — depending on the pathology indicated for surgery. The Kikuchi project relies on dental students who regularly volunteer their time on Wednesdays to help treat these patients.

They examine and carry out all the necessary treatments for the surgery; however, the material (i.e., the plates and screws) is insufficient. That's why we're happy to support them with the equipment they need, as the on-site medical team and hospital are already committed to the goal of this project.

Many people travel long distances to receive this care. In some cases, they're "riverside" patients and residents of towns around Castanhal-PA, a city in Brazil's northern region.

In 2024, Kikuchi's project performed 18 orthognathic surgeries and four arthroscopies without any cost for a remote population in the Amazon forest area. On top of that, we supported humanitarian action with a Brazilian CMF surgeon who performed five reconstructive surgeries in Africa.

ENABLING DECENTRALIZED MANUFACTURING

Also in 2024, Materialise expanded its program to bring personalized solutions closer to or at the point of care (POC) by continuing to assist with implementing 3D printing services directly in hospitals and medical centers. Having a dedicated facility in-house can expand access to the technology, as well as lower overall costs, making it more affordable. POC services can also support innovation initiatives and reduce lead times and carbon emissions by eliminating shipping. More than 500 hospitals worldwide have implemented 3D printing at the point of care using Materialise's software and services.

L-104562-02

Supporting healthcare: Materialise Medical innovations

TYPE OF PRODUCT/SERVICE	MATERIALISE PRODUCT/SERVICE	SUSTAINABILITY BENEFITS
Personalized medical devices	aMace Glenius	• First time right surgery, which can lead to fewer revision surgeries and a better patient outcome • Reducing the need for multiple implants in the operating room (OR): lowering waste and avoiding re-sterilization
	Materialise Personalized Solutions	• Materialise Personalized Solutions for orthognathic surgery lead to more accurate results compared to traditional methods • Materialise Personalized Solutions for orthognathic and zygoma reconstructive surgery lead to highly accurate results and shorter operative time • Patients report a significant improvement in quality-of-life outcomes one year after surgery with Materialise Personalized Solutions for TMJ • Porous implants provide an optimized design while reducing materials
Personalized medical instrumentation	Knee guides CMF guides	• Supply chain optimization: shipping only what's needed and reducing stock in hospital • The surgery time can be reduced up to 13 minutes* with knee guides when compared to using only conventional instruments • Up to 75% instrument reduction in the OR
Software for 3D printing at the point of care	Mimics Mimics Imprint	• Enabling the production of devices such as anatomical models at or close to the point of care lowering the carbon footprint of transportation • Provides people in more remote areas with access to the technology and makes personalization more affordable
Virtual surgical planning	SurgiCase Shoulder Planner SurgiCase Knee Planners Lung Cancer Planning Software	• Reduces materials stock by not having to always print 3D models • Helps surgeons to decide on which device fits best before surgery or intervention, reducing stock in the OR
Virtual patient services	ADAM	• Accelerating R&D and reducing the amount of pre-clinical studies by predicting in vivo performance and safety of a device
Anatomical models		• Clearer insights in surgical planning which can lead to reduced time in the operating room, increased patient safety, and shorter hospital stays • Using AR or VR digital models can provide a better view on patient anatomy and reduce waste – a physical print is not required
AR capabilities (augmented reality)	Mimics Viewer	• Enhanced viewing possibilities for anatomical models or surgical plans • Reduces materials stock by not having to print 3D models

*Pietsch M., Djahani O.et al (2012) Custom-fit minimally invasive total knee arthroplasty: effect on blood loss and early clinical outcomes. Knee Surgery, Sports Traumatology, and Arthroscopy 36.

INCREASING THE EFFICIENCY OF OUR PRODUCTS AND PROCESSES

As approximately a third of our CO_2 emissions are tied to the raw materials we purchase for printing, we are continuously investing in projects to increase the efficiency of our processes. This includes methods to reuse and recycle printing powders at our facilities and offices. We're consciously investigating optimal powder mixes to reduce waste while still delivering the quality our customers expect. And the amount of powder that ends up as waste is decreasing year after year.

AERODELFT SPONSORSHIP

Materialise is a proud sponsor of AeroDelft in their mission to prove that sustainable, emission-free aviation is possible. AeroDelft is a team of 60 engineering students from one of the world's leading aerospace universities (TU Delft).

Since 2018, they've been working on Project Phoenix, a pioneering liquid hydrogen-powered electric aircraft set to take flight in 2026. Their goal is to prove and promote liquid hydrogen as an alternative to conventional aviation fuel to inspire the aviation industry to make changes on a global scale that will result in worldwide sustainable aviation.

Our sponsorship includes providing AeroDelft with AM training and producing various 3D-printed components for the airplane, such as the inlets and outlets of the fuel cell heat exchanger.

The table on the next page shows other products and services we have developed to maximize AM's benefits while reducing waste in all its forms.
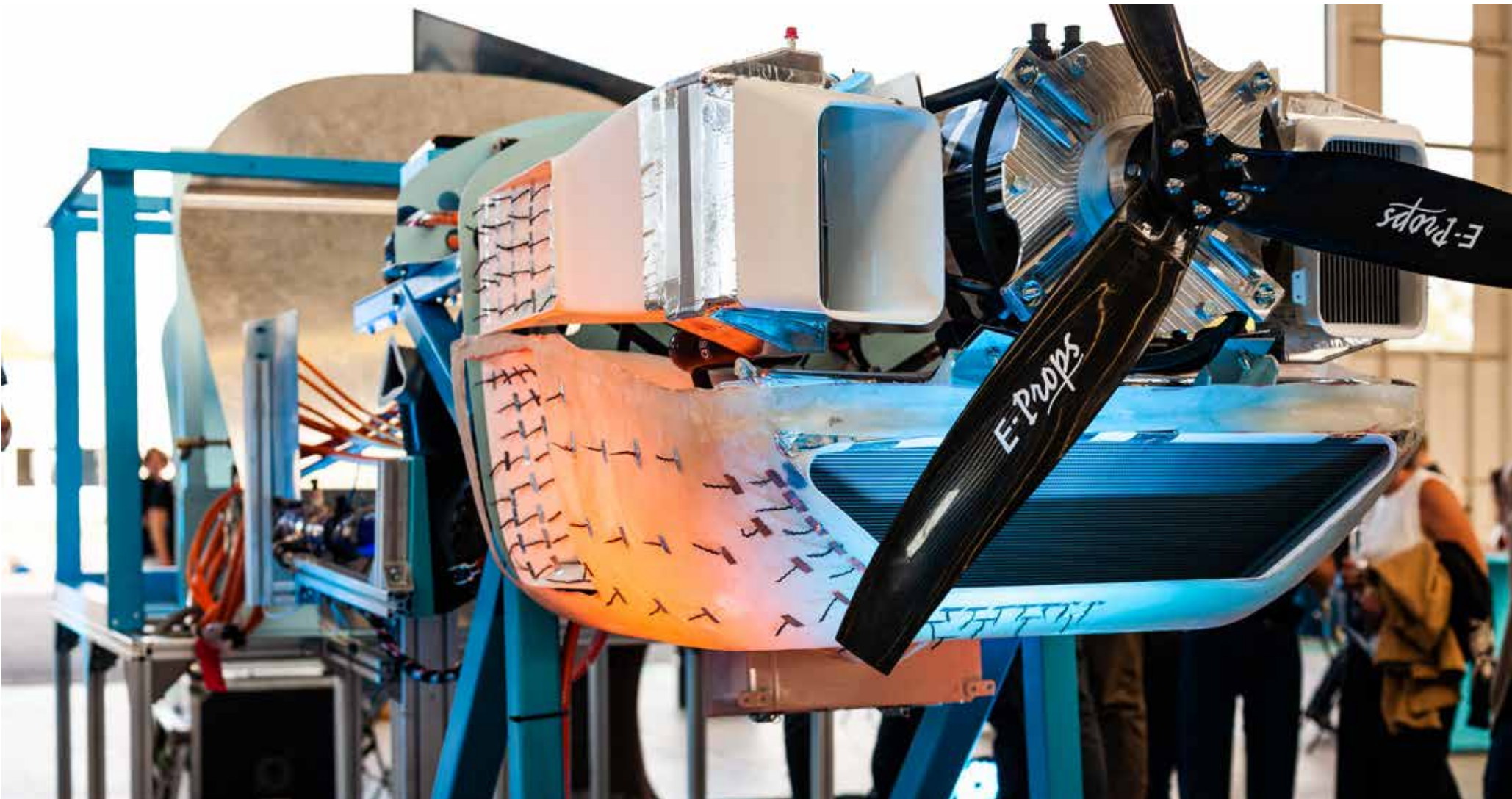
Supporting sustainable small series and on-demand manufacturing: Materialise Manufacturing

TYPE OF PRODUCT/SERVICE	MATERIALISE PRODUCT/SERVICE	SUSTAINABILITY BENEFITS
Co-creation, consultancy, design, and engineering services	Mindware and design and engineering services	• Optimizing processes and reducing waste • Designing integrated vs. multi-component parts to minimize assembly and reduce energy consumption • Identifying (spare) parts for AM to reduce stock and implement order-on-demand • Developing new products to address environmental and/or societal issues • Innovating new streamlined business models
Localized small/complex series manufacturing	Certified AM services using renewable energy	• Enabling the production of sustainable solutions that couldn't be produced otherwise • Reducing carbon footprint and climate related impact as compared to traditional manufacturing techniques
Sustainable manufacturing materials	Biobased plastic PA 11	• Reducing CO_2 emissions from selective laser sintering (SLS) powder production by about 50% (PA 11 compared to standard PA 12)
Mold production for prototype/ small batch casting	ACTech 3D furan sand mold printing	• Reducing sand waste by printing with 40% used sand
On-demand production services and software	OnSite, i.materialise	• Reducing stock risk and waste

SUPPORTING SUSTAINABLE FIRST-TIME-RIGHT 3D PRINTING: MATERIALISE SOFTWARE INNOVATIONS

Software has played a significant role in shaping the AM industry, transforming the technology from a method used solely for prototyping to a flexible, industrial manufacturing process. AM can produce complex, end-use parts or even personalized, 3D-printed implants, depending on the design specifications. And its ability to cater to a variety of applications is down to advancements in AM software development.

Our commitment to innovation, research, and development has led to new software solutions that optimize machine capacity, minimize waste, and reduce energy consumption. Software innovation enables us and our customers to adopt more efficient workflows, resulting in the adoption of more sustainable processes. Taking this into consideration, we've taken a two-pronged approach to software innovation, creating solutions that satisfy AM's present and long-term future.

Materialise Build Processors (BP) provide a seamless connection between software and hardware to help machine owners get the most out of 3D printers, simplify the printing process, and significantly improve productivity.

A significant amount of energy is needed to transform raw material into solid substance during the AM printing process. We've seen that companies that use this tool and the Build Processor Software Development Toolkit (BP SDK) found in our Next-Generation Build Processor can truly optimize this energy delivery during the printing process in laser-based printing processes, for instance, reducing the build time by optimizing the beam toolpath and decreasing their energy consumption dramatically.

Materialise Quality and Process Control (QPC), a module within the CO-AM Software Platform, allows companies to transform AM process monitoring and quality data into actionable insights using AI and industrial internet of things (IIoT) connectivity. QPC is a secure, collaborative, open system that enables users to demonstrate process stability and quality control and prove that critical parts can be produced with AM.

The QPC Layer Analysis within CO-AM takes the guesswork out of metal AM and uses AI to fail fast — automating the analysis of build failures to scrap defective parts earlier in the production cycle. Post-processing and quality inspection processes can result in up to 70% of part costs, so as well as being a cost-effective tool, QPC Layer Analysis can help companies be more eco-conscious, producing fewer builds, which results in less material usage and lower CO_2 emissions.

Inside the QPC system is the Process Lab module, which has been used internally. This tool allows us to follow up on process stability during metal AM, and we're noticing high interest in this functionality in the market.

Another tool in 2024 that customers are using to optimize support generation for their metal AM builds is Magics' e-Stage for Metal+ module. This solution enables first-time-right LPBF metal 3D printing, significantly reducing the support volume need for builds — without a loss in quality. Furthermore, the module's orientation comparison tool allows users to choose the right orientation for their part to be printed successfully, economically, reliably, and within specifications to aid decision-making.

These modules show how we are tackling the challenges companies face regarding AMs return of investment, which impacts sustainability.

Along with these present innovations, we're reinventing fundamental solutions so that our customers can embrace the new opportunities found in Factories of the Future. Our vision uses technology like AI, automation, simulation, machine learning, and more to interconnect and streamline all the systems needed to produce an AM part quickly, repeatably, and at scale.

We have rebuilt our Manufacturing Execution System (MES) and it will be released to the market in 2025 to allow our customers to establish an entire 3D print factory. This will have a considerable impact on their and AM's sustainability by optimizing the entire workflow on

factory level. Tracking parameters such as time saved, energy usage, and other data will be much easier, increasing the reliability, cost efficiency, and process management of a print factory — and decreasing a company's CO_2 footprint.

Innovation and sustainability are core values at Materialise, and our software solutions are a key way we can ensure we fulfill both within our facilities and, more importantly, for our customers.

Supporting industry: Materialise Software innovations

TYPE OF PRODUCT/SERVICE	MATERIALISE PRODUCT/SERVICE	SUSTAINABILITY BENEFITS
Pre-Print AM Software	Magics	Improve production efficiency, automate repetitive tasks, optimize print success rates, and reduce waste material with industry-leading data and build preparation software
	Magics Software Development Kit (SDK)	Automate and standardize workflows to take out human error and boost production efficiency
	3-matic	Generate lattices, create textures for an aesthetic finish, and achieve post-topology optimization to minimize material usage and waste
	Build Processor (BP) and Next-Generation Build Processor (NxG BP)	Slice and send jobs to 3D printers based on machine-specific strategies or optimize custom scan path strategies with our software development kit (SDK) to increase machine capacity and reduce energy consumption. Our Next-Generation BP with configurable and modular BP SDK allows users to optimize the printing process and maximize machine capacity. It's easy to integrate our optimized Build Processors into Magics with our Machine Manager to maximize machine capacity
	e-Stage for Metal+	Allows first-time-right metal 3D printing and drastically reduces support volume and waste powder

TYPE OF PRODUCT/SERVICE	MATERIALISE PRODUCT/SERVICE	SUSTAINABILITY BENEFITS
AM digital factory software	Order Management System	Centralize order requests, ensure on-time delivery, and streamline pre-print workflows with the Magics integration to boost production efficiency
	Manufacturing Execution System (MES)	Plan and manage the entire AM process to maximize throughput, optimize capacity, and gain complete visibility across your operations
	Data Analytics & Reporting	Leverage business intelligence to gain insights, drive demand, optimize costs, and enable sustainable growth plans while de-risking AM deployment
Process control and monitoring	Industrial internet of things (IIoT)	Connect 3D printers and auxiliary equipment to the cloud to monitor real-time sensor data with alerts and ensure production parameters meet specifications
	Quality & Process Control (QPC)	Transform AM process monitoring and quality data into actionable insights using AI and IIoT connectivity — and demonstrate process stability throughout your AM workflow. Auto-detect and quantify defects in 2D layer data and map them to 3D models — and reduce manufacturing costs and identify scrap even earlier in the production chain
Services	Partnerships	Integrate critical workflows into business solutions powered by third-party software and hardware vendors and 3D printer OEMs — or build apps with our APIs to create harmony in existing workflows and increase production efficiency
	Consultancy	Work with our experts to translate business challenges into 3D printing opportunities and identify applications to meet business needs and sustainability goals

5

Environment

Climate change

Resource use and circularity

OUR THREE-TIERED APPROACH

REDUCING

INNOVATING

OFFSETTING
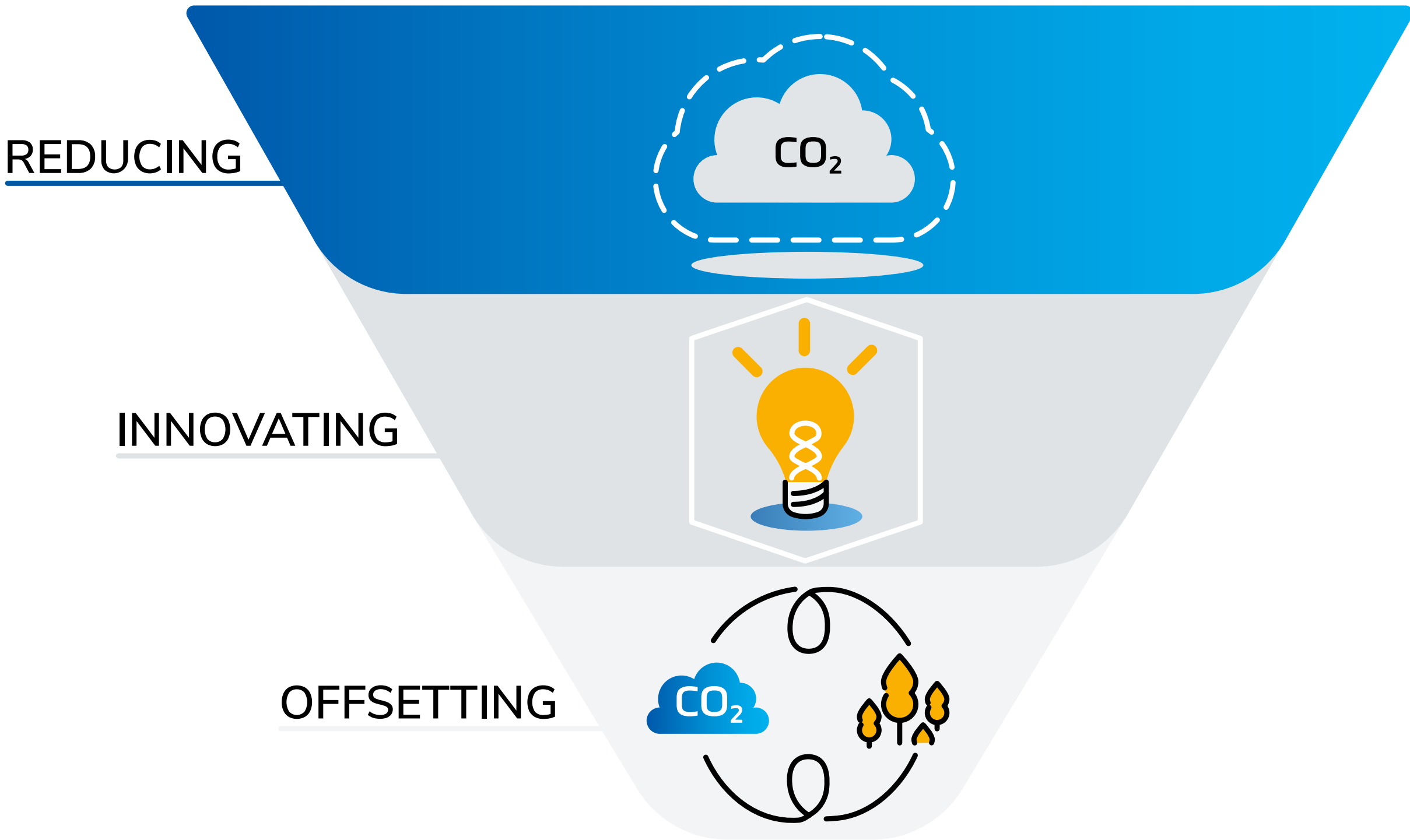
We're committed to making our and our customers' operations more sustainable. Using the following approach, we reduce waste, innovate for sustainable solutions, and manage our environmental impact.

REDUCING

From the beginning, our main focuses were on the largest contributors to our footprint — scope 2 and scope 3 emissions (GHG Protocol). We completed a switch to 100% renewable energy in our production facilities in 2022, drastically reducing our scope 2 emissions. Now, we're concentrating on reducing scope 3 emissions with initiatives such as a sustainable travel policy and onboarding more sustainable raw materials.

INNOVATING

We continuously research and innovate new production methods and processes that reduce our carbon footprint, such as powder rejuvenation.

OFFSETTING

Although we're fully committed to reducing our carbon footprint, we realize that we depend on many other economic parties to achieve this objective. We'll put forth every effort to reach our goals, but we understand that these factors mean that reducing emissions might go slower than anticipated. Therefore, we'll take our responsibility and increase our offsetting efforts with the goal to become climate neutral by 2030.

OUR SBTI AND NET-ZERO COMMITMENT

In 2020, Materialise joined the Belgian Alliance for Climate Action (BACA), and in 2021, as an extension of this membership, we signed and submitted the 'Business Ambition for 1.5ºC Commitment Letter' to the Science Based Targets initiative (SBTi) and joined the UN Race to Zero.

By signing this letter, we've committed to aligning our climate mitigation targets with the most ambitious aim of the Paris Agreement and to what science dictates is necessary to reduce the destructive impacts of climate change on human society. That is to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5ºC.

We also have near-term science-based targets in place. Our official near-term science-based target language is: 'Materialise NV commits to reduce absolute scope 1, 2, and 3 GHG emissions 55% by 2029 from a 2019 base year.'

	Scope 1	Scope 2	Scope 3	TOTAL*	Capital goods-buildings	TOTAL
2019	1.92	4.36	13.28	19.56	0.40	19.96
2020	1.40	2.85	8.88	13.14	1.86	15.00
2021	1.44	3.19	10.12	14.75	0.39	15.14
2022	1.83	0.15	11.34	13.32	0.00	13.32
2023	1.64	0.19	11.81	13.64	1.62	15.26
2024	1.93	0.21	11.10	13.23	5.40	18.63

* values except capital goods - buildings

in thousands of tonnes of CO_2e
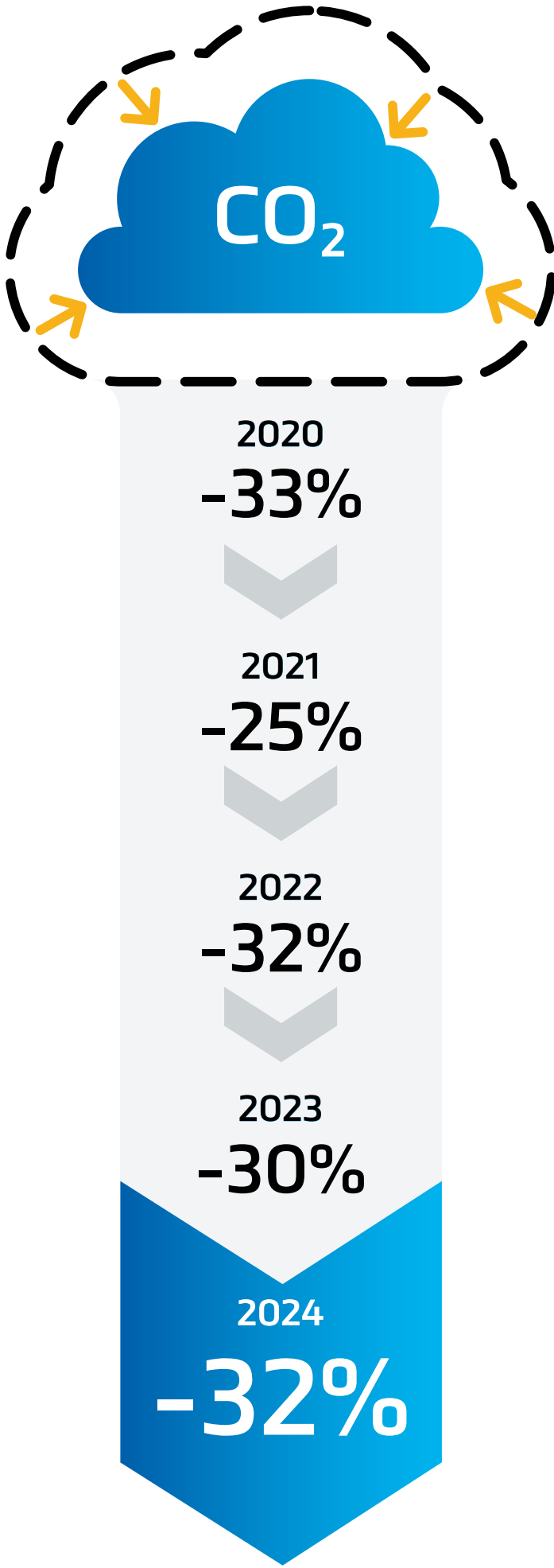
CO₂

2020
-33%

2021
-25%

2022
-32%

2023
-30%

2024
-32%

EMISSIONS MANAGEMENT

We established a comprehensive emissions management system in 2024, aimed at effectively managing and reducing CO_2e emissions across all our units and offices. To track our progress, we conduct an annual carbon footprint measurement, adhering to the Greenhouse Gas (GHG) Protocol Corporate Standard.

In addition to the annual measurement, we monitor major emission sources such as key raw materials, business travel, company cars, gas, and electricity consumption in specified production offices per quarter. Furthermore, we identify emission reduction opportunities biannually, organizing meetings with sustainability ambassadors from all offices and units to review current emission levels and discuss potential new initiatives.

In 2024, we identified approximately 1,800 tonnes of emissions that could be reduced in the coming years. Most of these opportunities are centered around raw materials, with smaller opportunities identified in company cars, energy, capital goods, and commuting.

OUR EMISSIONS: 2024 PROGRESS

For the sixth year in a row, we completed our annual carbon footprint assessment for our worldwide operations. We continued improving our methodology based on new insights, more accurate emission factors, and an increased scope of emissions sources.

By the end of 2024, we reached a 32% reduction of our 2019 emissions. Looking at the intensity per employee and per million-euro revenue, we see a reduction of approximately 42% and 52%, respectively. These relative values show that we are increasing our CO_2 efficiency per employee and per unit of revenue.

In 2024, we made a significant investment in ACTech to increase our in-house production capabilities, leading to a one-off, 5,400 tonnes of CO_2e. In our analysis, we disregard the emissions from capital goods (specifically buildings) for comparison reasons, as they fluctuate heavily over the years.

The most significant change from last year was a reduction of almost 700 tonnes of CO_2e in our raw materials, reflecting improved efficiency and constant improvements in our processes. The carbon reduced PA 12, that was introduced for our Multi Jet Fusion (MJF) production early 2024, also made a significant contribution. We further reduced the carbon footprint of our company cars by 100 tonnes of CO_2e, thanks to the electrification of our fleet. In our Malaysian office, there were significant works needed on the heating, ventilation, and air conditioning (HVAC) system, including the refilling of refrigerants responsible for an unexpected peak of around 500 tonnes of CO_2e.
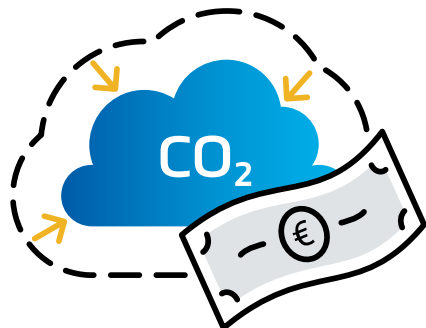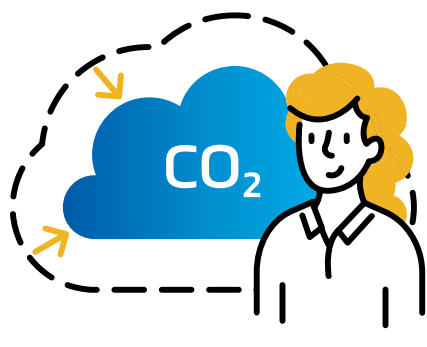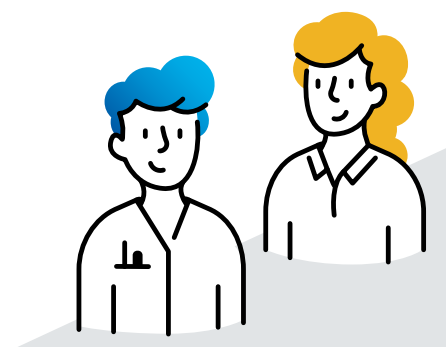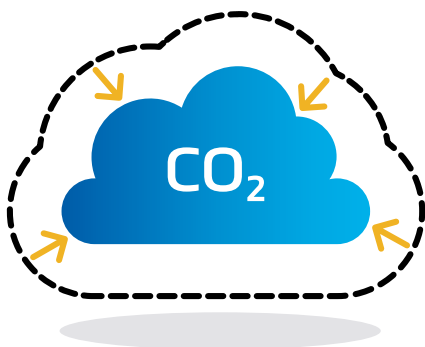
	Emissions	Employees	Intensity per employee	Revenue (M€)	Intensity per M€ revenvue
2024	**13,231 t CO_2e**	**2,514**	**5.26 t CO_2e**	**276**	**49.55 t CO_2e**
vs. 2023	-3%	+3%	-6%	+4%	-7%
vs. 2019 (baseline)	-32%	+17%	-42%	+40%	-52%

EMISSIONS PER GHG PROTOCOL CATEGORY

In 2024, purchased goods and services accounted for approximately one-third of our emissions. We understand that moving forward, the more efficient our production, the lower our emissions. That's why we're funneling our energy into further innovation within our software and data platform to optimize 3D printing process efficiency. Furthermore, it will be necessary to pursue projects with our suppliers to tackle the impact of our feedstock — as the lion's share of the emissions are related to the production of the printing powders.
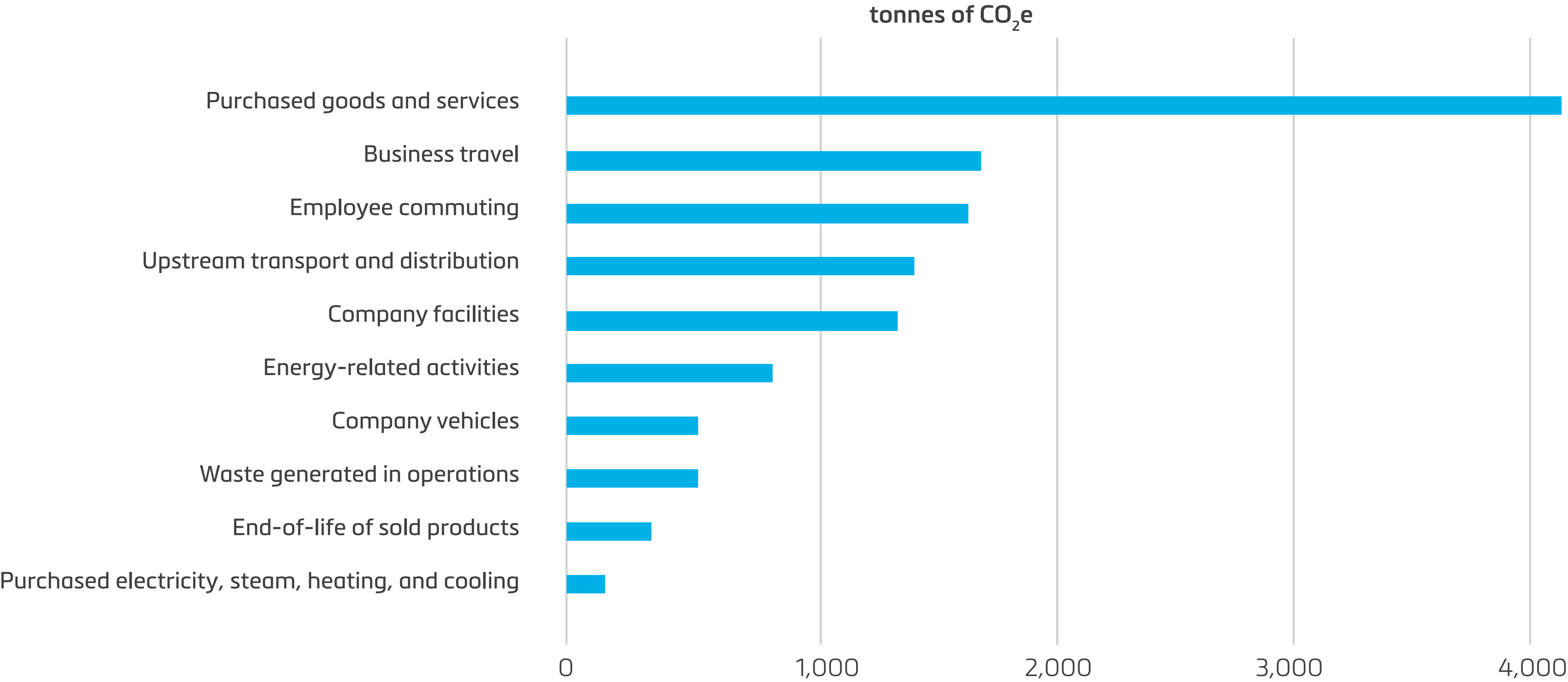
tonnes of CO_2e

Category	tonnes of CO_2e
Purchased goods and services	~4,100
Business travel	~1,650
Employee commuting	~1,600
Upstream transport and distribution	~1,350
Company facilities	~1,300
Energy-related activities	~800
Company vehicles	~530
Waste generated in operations	~530
End-of-life of sold products	~340
Purchased electricity, steam, heating, and cooling	~150

ACTIONS

In 2024, we've taken a variety of actions to further reduce our emissions.

SHIFT YOUR MOBILITY CHALLENGE HQ

The 'Shift your mobility' challenge encouraged employees to use eco-friendly transport modes, aiming to maximize 'green kilometers.' It was a sustainability-driven event where employees tracked and actively reduced their carbon footprint through the Scone AI platform. The participants with the most green kilometers could win attractive prizes.

Scone helped participants with behavioral change techniques, providing content with the use of AI, machine learning, and gamification. Over 100 colleagues participated in the two-week baseline measurement followed by the four-week challenge, which led to remarkable results:
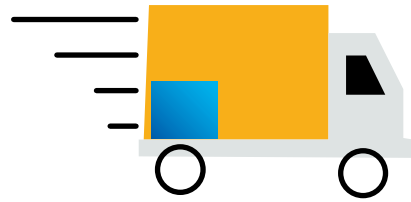
- 35% decrease in average weekly car trip distance

- 38% increase in average weekly walking distance

- 27% increase in average weekly biking distance

During the challenge, we saved almost three tonnes of CO_2e and 2,000 euro of fuel collectively!

TRANSPORTATION

Materialise Manufacturing launched a project to reduce its environmental impact by shifting from air to road transport across its European production facilities in 2024. Currently, most of our packages are delivered via air, but we're committed to decreasing this by up to 15%. Road transport not only emits five times less CO_2e but is also 25% cheaper, making it a more sustainable and cost-effective option.

Materialise Medical started to reap the benefits of a major project, implemented in 2023, where production activities for the US market moved to North America. This helped us save over 15 tonnes of shipping emissions.
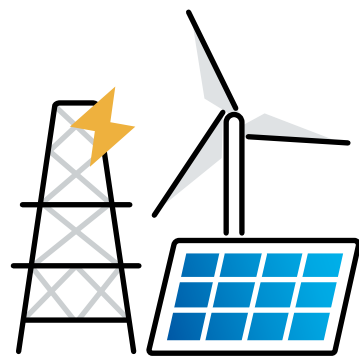
SWITCH TO RENEWABLE ENERGY

We installed solar panels in both Germany and the Czech Republic as part of our commitment to renewable energy in 2024. In the Czech Republic, we expect to provide up to 50% of the facility's electricity needs on sunny days.

At ACTech, in Germany, we installed a solar system comprising 1,738 PV modules with a total capacity of 765 kWp. This installation is projected to generate 791,775 kWh per year. We aim to utilize at least 95% of this solar-generated electricity for our own operations, significantly reducing our reliance on non-renewable energy sources.

Additionally, heat pumps produce the heat required for the building and employees (as well as cooling for the machines), so the use of gas is no longer necessary. The heat from the compressors is being used to heat water, ensuring even better efficiency and resource use.
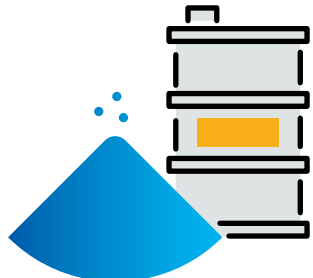
RAW MATERIALS

Reducing emissions further requires collaboration with upstream suppliers like HP to lower the impact of materials such as PA 12, the most used plastic material in the 3D printing industry.

In early 2024, we switched to carbon-reduced PA 12 for MJF, and we will do the same for selective laser sintering (SLS) PA 12 at the beginning of 2025, which will reduce our carbon footprint by over 600 tonnes of CO_2e annually.
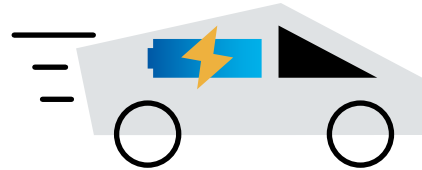
COMPANY CARS

In 2024, company cars were responsible for 4% of our total emissions, or 550 metric tonnes of CO_2e. We're fully investing in electric vehicles (EVs) across Materialise, although this transition is not yet feasible in every office worldwide.

In Brazil, we have innovatively reduced our fleet's emissions by using bioethanol — produced from abundant sugarcane — as an alternative to gasoline. Despite requiring more frequent refueling, bioethanol reduces our fleet's emissions by around 60%.

SCENARIO ANALYSIS

We conducted our first-ever climate scenario analysis in 2024, examining the various physical and transition risks, as well as opportunities that Materialise may face under four different climate futures. Each scenario presents its own set of challenges and opportunities with strategic adaptations necessary to ensure resilience and long-term success.

By understanding these potential futures, we can better strategize and build resilience against the adverse effects of climate change while capitalizing on emerging opportunities.
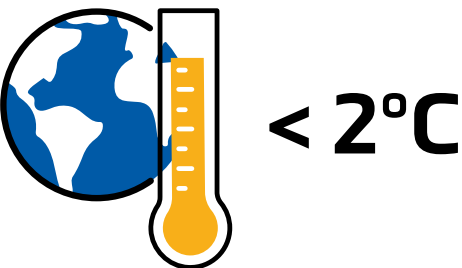
SCENARIO 1

The primary focus is on stringent climate action to limit global warming to 1.5°C. This will inevitably result in increased operational costs, high carbon taxes, and rigorous reporting requirements under the CSRD. Therefore, we must continue reducing carbon emissions, keep introducing renewable energy sources, and enhance waste and packaging management efficiency. Selling byproducts, reducing overall waste, recycling, and adopting circular practices are some examples of opportunities.

Water use and conservation regulations may require more stringent water policies, while higher energy prices call for increased use of green energy, such as the planned solar park at HQ.

< 1.5°C
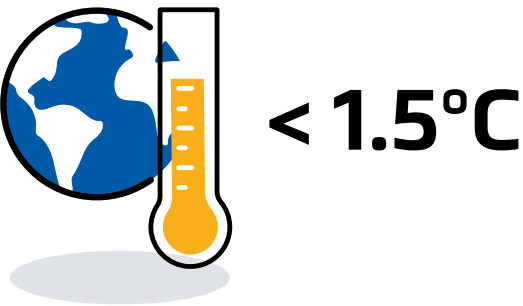
SCENARIO 2

Gradually tightening regulations will lead to medium-term compliance costs and increased reporting complexity. Adapting to shifting consumer preferences toward low-carbon products and managing disruptions in international trade due to uneven climate policy adoption will be priorities.

Insurance market volatility and the need for new revenue streams through carbon credits can become material considerations. By demonstrating proactive adaptation, we can increase stakeholder trust and investor interest — while developing new business opportunities through sustainable practices and product innovations.

< 2°C

SCENARIO 3

Regulatory uncertainty and geopolitical influences may cause scarcity, unavailability, and price fluctuations of raw materials. Consequently, we must strive for self-sufficiency and ensure resource efficiency, particularly in water and plastics. Gradual adoption of green building codes and renewable energy incentives will require infrastructure investments.

Loss of investor confidence in carbon-intensive industries can be mitigated by adhering to CSRD compliance and creating a strong market position regarding sustainability. Growing consumer awareness may drive up demand for recycled resources and take-back schemes, presenting opportunities for business growth.

< 3°C
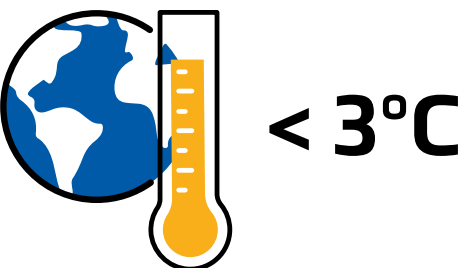
SCENARIO 4

A worst-case scenario will result in limited policy coherence and reactive regulatory interventions. Water and resource scarcity may require innovations in product development to meet escalating societal needs.

> 4°C
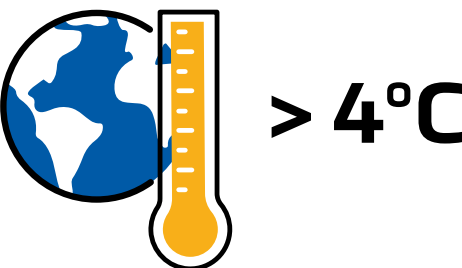
STRATEGIC ACTIONS

Our scenario analysis has resulted in several strategic recommendations. To enhance material efficiency, we focus on reducing waste and scrap and reusing materials. And to address GHG emissions, strategies include minimizing commuting and transportation impacts, and setting up a carbon offset program. For water scarcity, we're developing water conservation strategies, investing in technologies to reduce water usage and recycle wastewater.

Conducting annual risk assessments of suppliers and developing contingency plans, along with fostering strong supplier relationships, are key for a sustainable supply chain. Energy use will be optimized further by investing in green energy sources and ensuring a diverse mix of renewables.

By rethinking our production and consumption habits, we can minimize waste in all its forms — time, energy, and material — and increase reusing and recycling. One of our goals is to streamline our processes through dynamic collaboration and innovative products, while supporting our customers to do the same.

In 2024, we continued reducing the impact of the emissions linked to our printing powders by investing even more in recycling, rejuvenating, and downcycling powder waste, further reducing the use of virgin powder. We kicked off an internal project at HQ to invest in state-of-the-art powder handling infrastructure. This will allow us to reuse powder more efficiently and improve process control, leading to an expected annual reduction in CO_2e of 40 tonnes.

RapidFit, one of our subsidiaries, has embraced circularity in their business model, with evidence of reducing, reusing, and recycling everywhere you look. They place high importance on resource efficiency, reusing up to 80% of the materials internally or giving them a new life through recycling. On top of that, they gladly accept any parts or materials their customers no longer need and do all they can to reuse or recycle them responsibly, further reducing waste.

In our Polish production facility, we recently took up a significant environmental challenge in our production process: wastewater management. We aim to invest in a new circulation system, designed to reduce water consumption and significantly enhance efficiency. This closed-loop system continuously recycles water between the smoothing machines and the circulation system, separating solids through a centrifuge and reintroducing clean water into the process. Thanks to this innovation, we could save over 400,000 liters of water annually in the future.

At ACTech, we eliminate sand waste by partnering with a brick factory. Instead of discarding used sand, we supply it as a raw material for brick and cement production, ensuring no sand is wasted. As a result, we repurposed 4,000 tonnes of sand in 2024.

We continued collaborating with our partners to rejuvenate used PA 12 powder. Using the rejuvenated powder in our processes in 2024 saved us 169 tonnes of CO_2 compared to the emissions related to virgin powder. We're also continuing to invest in PA 11, a bio-sourced powder from castor beans. This explains our choice for castor beans as the cover photo of this year's report.

castor plant

6

Social

Corporate culture

Anti-harassment workplaces

Workforce composition

Compensation, training, and development

Employee well-being

Compliance and data protection

Information security and privacy

Safe and healthy workspaces

Corporate social responsibility

At Materialise, we believe that a strong corporate culture is not only a cornerstone of our success but also a fundamental part of our strategy. Our company values serve as the guiding principles for all our actions and are periodically reviewed to align with our strategy. These values foster a positive and inclusive work environment where employees feel appreciated and empowered.

To keep our values alive and inspire sustainable behaviors, we've implemented a range of initiatives.

These include:

- Outlining our expectations, in terms of responsibilities and behaviors, with our leadership framework, while the LEAD program equips leaders with the tools and knowledge to effectively embody our values and guide their team

- Prioritizing feedback initiatives, encouraging open and honest communication between colleagues, and actively seeking input from employees at all levels

- Embracing a 'consent decision-making' technique that empowers employees to actively participate in decisions that impact their work, fostering a sense of ownership and responsibility

- Committing to upholding the highest quality standards across all our operations. These standards guide our work and ensure that we consistently deliver exceptional products and services to our customers.

We measure how our employees perceive us via our annual employee engagement survey. It also helps us identify areas where we can further improve our efforts in fostering a value-driven culture.

Materialise prohibits harassment based on race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status, or any other characteristic protected by law in any form — whether physical or verbal and whether committed by supervisors, nonsupervisory personnel, or non-employees.

Harassment may include, but is not limited to, offensive sexual flirtations, unwanted sexual advances or propositions, verbal abuse, sexually or racially degrading words, or displays in the workplace of sexually suggestive or racially degrading objects or pictures. Where harassment or discrimination is uncovered, prompt corrective action is taken, which may include disciplinary action by Materialise, up to and including termination of employment.

In addition to the anonymous hotline connected to our Code of Conduct and Ethics, free, confidential counseling and support is also available to all our worldwide employees. At our HQ in Belgium, this is provided through our internal Confidential and Prevention Advisors as well as the external company IDEWE. In our USA office, there is an Employee Assistance Program (EAP) available 24/7 provided by ComPsych, and since 2021, a similar EAP was rolled out to our remaining offices via Pulso Europe.
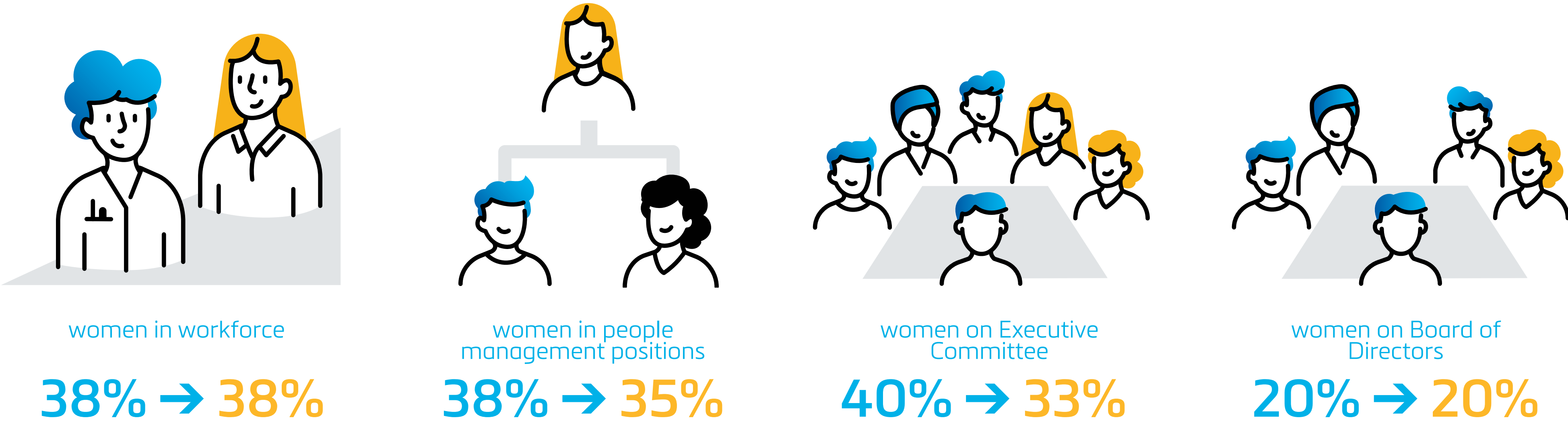
With more than 2,500 employees across 21 countries worldwide, Materialise embraces differences, respects all people equally, and believes that a diverse workforce is crucial to our business success. As outlined in our Code of Conduct, we're committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law.

This is ingrained in our anti-discrimination hiring policy, which we've applied since 2021. We do not participate in any form of forced or compulsory labor, including within our supply chains. Employees have the right and are free to join trade unions. Employees must comply with all applicable labor and employment laws relevant to their jobs and are aware that a failure to do so can result in civil and criminal liability, and termination of employment. In 2024, only one complaint was filed to our anonymous hotline, but we found no infringement of our Code of Conduct.

Looking on a worldwide basis, at the end of 2024, our 2,500+ employees represented over 57 different nationalities. Blue-collar workers represented 20% of our worldwide workforce. Women represented about 38% of our workforce and 35% of our management. Approximately 8% of employees work in a part-time working regime.

Materialise's gender diversity worldwide

2023 2024

women in workforce

38% → 38%

women in people management positions

38% → 35%

women on Executive Committee

40% → 33%

women on Board of Directors

20% → 20%

Materialise has a formalized wage band system to ensure 'equal pay for equal work.' The system conforms to national legal standards and is regularly benchmarked against industry standards. This system is fully in place in our operations worldwide. Furthermore, based on local needs, more than 70% of our worldwide employees also benefit from additional medical insurance and retirement provisions.
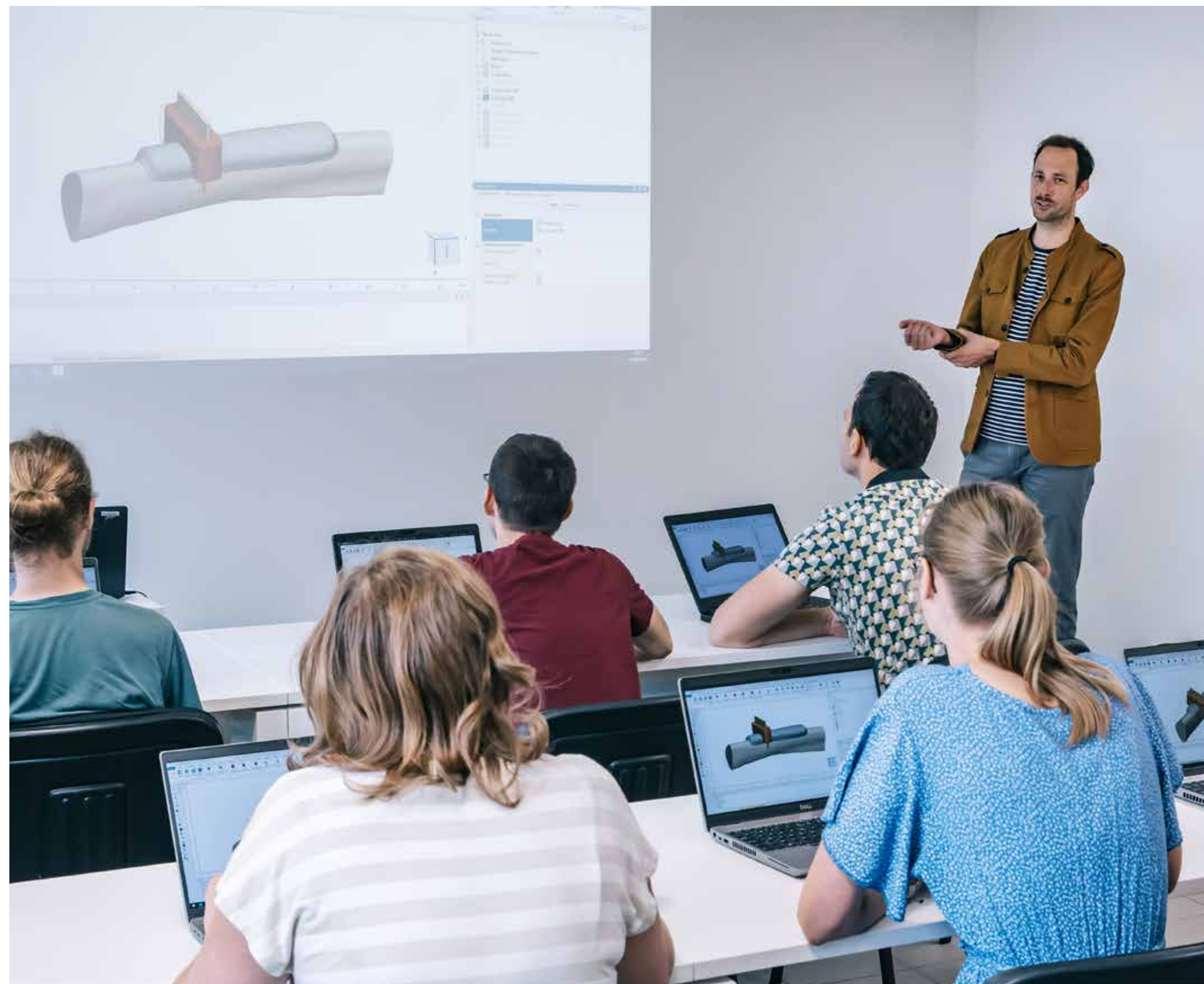
The progress of our people is essential for their development, as well as beneficial for our customers and the company's continued success. To ensure that all employees have the opportunity to shape their careers, grow, and develop, we have a formal performance evaluation system, with a continuous feedback mechanism during the year and a comprehensive training program accessible online, including in-person events.

In 2024, we continued to prioritize employee growth and development, offering a diverse range of learning initiatives tailored to individual needs and preferences, including:

- Launching HeRo Learning, a centralized platform designed to aggregate all our learning opportunities — from formal training and mentoring programs to leadership development and online content library resources. HeRo Learning leverages employee profiles to provide personalized learning recommendations, ensuring everyone can easily find the resources they need to change and grow.

- Championing a coaching culture and recognizing its transformative power. We continue training our managers in coaching skills to effectively support their teams. And all our innovators can access personalized one-on-one coaching via CoachHub. We've also expanded our coaching programs to include dedicated career coaching and new leadership coaching tracks.

- Broadening access to high-quality learning materials and online content libraries to empower our people in their development. While LinkedIn Learning remains a popular choice, with a 98% activation rate, we've also expanded our offerings to include platforms like Udemy and KodeKloud, ensuring we cater to the diverse learning styles and needs of our employees.

- Continuing our successful Career Connect event to provide easy access to internal learning and growth opportunities, share internal mobility success stories, and highlight current internal vacancies. These events aim to boost visibility for development initiatives and foster a growth mindset among our employees.

We want to create a better and healthier world with an energized, motivated, and happy workforce. That's why we offer a variety of programs to help employees live healthy lives, focusing on three areas: physical, mental, and social well-being.

Our physical initiatives include no-smoking policies, flu shots, a variety of exercise classes, and bike leasing programs. Not to mention larger, more team-based activities that are sporty in nature, such as the Brussels Ekiden Run and our annual soccer tournament. In addition, we keep our employees fueled with fresh fruit deliveries and hydrated with kitchens that include fresh drinking water, tea, and coffee.

For mental well-being, we have an employee assistance program (EAP), a user-friendly platform that connects professionals with employees who need support with maintaining, improving, or restoring mental resilience.

For social well-being, we're fully committed to a hybrid work policy, enabling employees for whom homeworking is possible to continue to choose the best ways to work, organize, collaborate, and balance their personal and professional lives. Working remotely blurs the boundary between our employees' personal and professional lives and can heighten the feeling of isolation.

Therefore, our employees can work 60% from home and 40% at the office to reduce risks of social isolation. We also reinforce a healthy work-life balance with our "Right to disconnect" policy. Employees have the right to be contactable only during their official work hours.

CONNECT FOR LIFE

We recognize the importance of fostering strong connections within the community. So, to support one of our key values, Materialise organized "Connect for Life," a week-long initiative leading up to the Wings for Life run. This program aimed to bring employees together, encourage mutual support, and promote a positive and engaging environment.

Connect for Life offered a diverse range of activities designed to cater to various interests and promote well-being. These included local sports initiatives and ergonomic sessions, among other events. Furthermore, the initiative was tied to charitable giving, with employee donations directly supporting the Wings for Life Foundation and its vital mission. Local HR representatives and office managers disseminated information regarding regional activities, while a centralized agenda was available for events taking place at our HQ.

As a company with strong ethics and a solid governance structure, we take compliance with all applicable laws and regulations in the countries in which we operate very seriously. This includes data protection and privacy regulations in multiple jurisdictions, such as the Health Insurance Portability and Accountability Act (HIPAA) and the Health Information Technology for Economic and Clinical Health Act of 2009.

Additionally, we're subject to data privacy and cybersecurity laws such as the California Consumer Privacy Act (CCPA), as amended and expanded by the California Privacy Rights Act (CPRA). At the European Union level, we comply with the General Data Protection Regulation (GDPR) and regulations on financial reporting controls, such as Sarbanes-Oxley. Moreover, we are preparing our sustainability reporting to align with the recently adopted EU Corporate Sustainability Reporting Directive (CSRD).

We have a dedicated data protection officer and compliance function at Materialise. And we also continuously monitor and assess our relevant, existing, and newly developed systems, implementing the findings and adapting where needed. At the same time, we also take into account the relevant privacy regulations in order to strive for full compliance.

We understand the need for confidentiality and privacy, integrity, and the availability of information, regardless of its source and form. That's why we're committed to assessing our information security and privacy risks and addressing them appropriately.

In 2023, we achieved ISO 27001 certification for our medical online services and successfully renewed our TISAX label for our automotive activities. While in 2024, we followed up on this by extending our ISO 27001 certification scope and obtaining ISO 27701 certification for privacy management. In 2025, we'll continue to build upon this foundation by rolling out an updated product security policy and set up a 24/7 security operations center to ensure we meet or exceed our customers' cybersecurity expectations.

Information security and privacy are built into everything we do and are prioritized with four layers of our information security roadmap:

1. Secure products and services

2. Secure data

3. Secure infrastructure

4. Incident readiness

We willingly comply with applicable laws and regulations and support compliance where possible. At the same time, we also provide the proof customers need via certifications, external audits, and customer audits.

For more information, please see our Management Systems Policy or visit our Corporate Trust page.
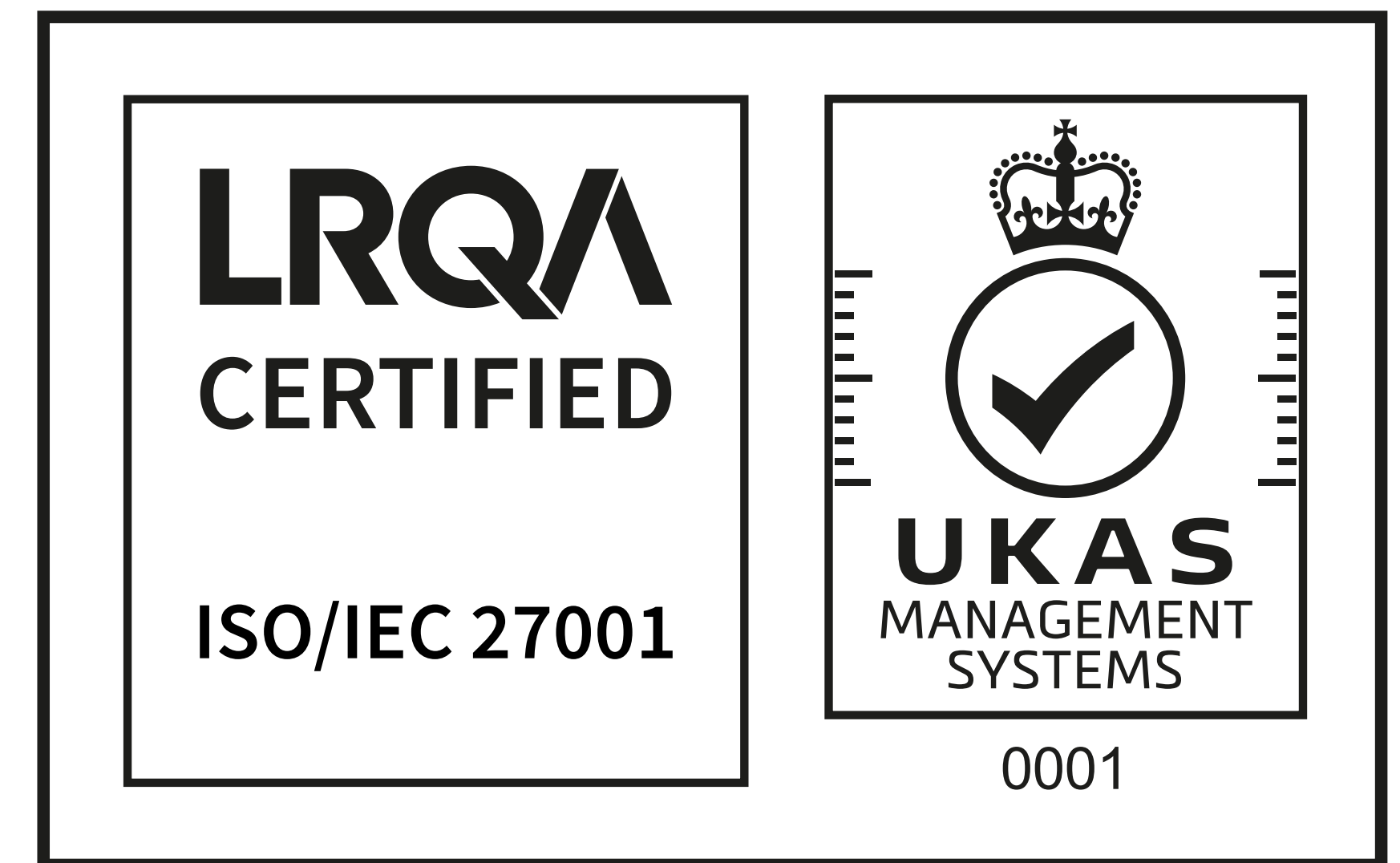
Maintaining and expanding our occupational health and safety management system (OHSMS) is crucial for ensuring the well-being of our employees and the overall productivity of our company. Our production activities — which involve the use of 3D printers and other potentially hazardous machinery, as well as working with chemicals — necessitate stringent safety protocols to reduce risks. An effective OHSMS enables us to systematically identify, assess, and control hazards, thereby reducing the likelihood of workplace accidents and injuries. By prioritizing health and safety, we not only comply with legal and regulatory requirements but also foster a safe working environment that boosts employee morale and enhances operational efficiency.

Awareness and training are essential elements of our OHSMS that equip employees with the knowledge and skills to handle emergencies and perform their tasks safely. Regular training sessions, emergency planning, and first aid readiness are vital to prepare our staff to respond effectively to any incidents that may arise. Additionally, with a growing number of employees commuting by bicycle, it's important to extend awareness and support initiatives toward accident prevention during their commute.

The inherent safety of our facilities, production processes, and equipment is a continuous focus, with regular maintenance and updates to meet the latest safety standards. Furthermore, the availability and proper use of personal protective equipment (PPE) is a critical component of our OHSMS. Ensuring that employees have access to and are trained in the correct use of PPE can significantly lower the risk of exposure to harmful substances and mechanical hazards.

By expanding our OHSMS, we can ensure that all employees are well-informed about potential hazards both in the workplace and during their commute, fostering a culture of safety where employees feel valued and protected. Ultimately, a robust OHSMS is integral to our company's sustainable growth and reputation as a responsible and caring employer.

POLAND FLOODING

In September 2024, Storm Boris hit Central and Eastern Europe. Heavy rains overwhelmed the mountainous regions of southern Poland and led to floods in low-lying areas. Wroclaw was directly affected by the storm. Concerned about the safety of our employees, their families, and the wider community, our Polish team took a hands-on approach in helping one another — even though our facility is located just 5 km from Wroclaw on higher ground and was fortunate to be safe from the storm.

Initially, our Polish office had planned to launch a fundraising campaign dedicated to supporting local animal shelters as part of 2024's Sustainability Day activities. However, after Storm Boris impacted Wroclaw, the funds raised were redirected to assist those affected by the floods together with collections of essential items. This change in focus highlighted our company's resilience, flexibility, and unity.
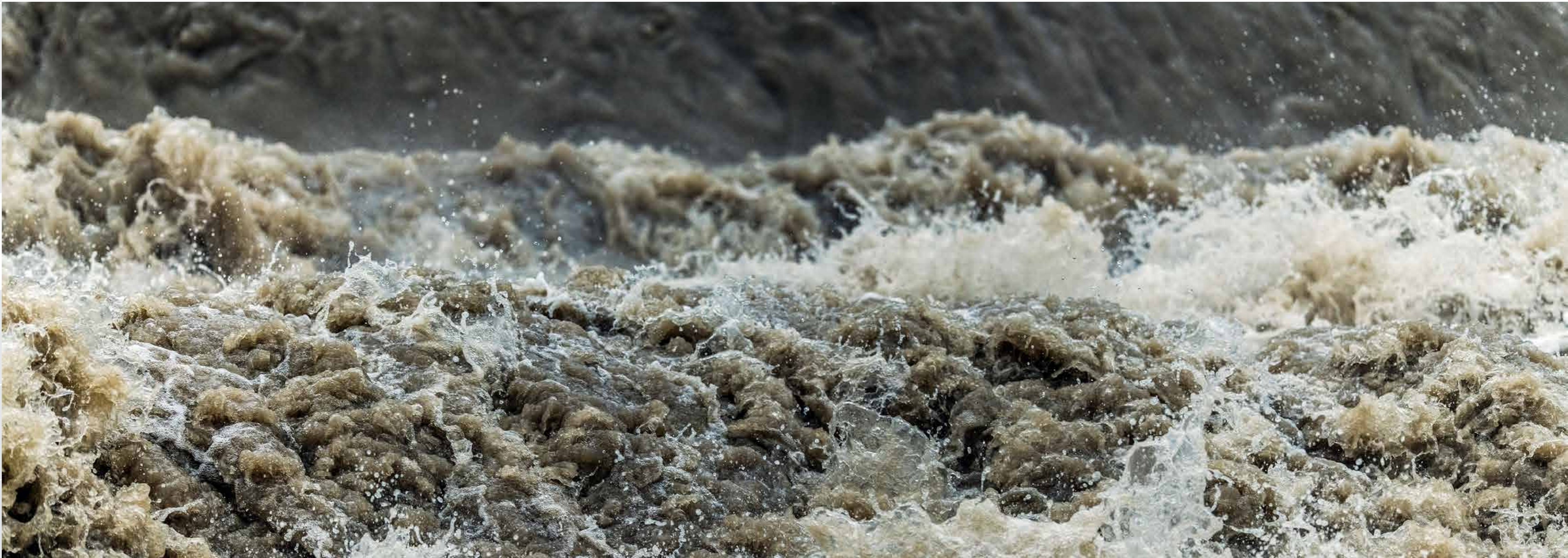
UKRAINE SOLIDARITY

In the face of the ongoing conflict in Ukraine, Materialise remains steadfast in its commitment to supporting over 300 colleagues in Ukraine and contributing to the broader relief efforts. A Solidarity Taskforce was set up in 2022: a group designed to coordinate and streamline any fundraising initiatives organized by our employees to support our Ukrainian colleagues and their families. A variety of actions have followed its formation:

Medical support, donations, and volunteering initiatives
Materialise has been actively engaged in providing medical assistance since the beginning of the conflict. In 2023, staff at Materialise Medical initiated a project to assist doctors in treating injured patients with orthopaedic and CMF surgeries, resulting in the successful treatment of approximately 557 injured people.

In 2024, medical instruments and implants were donated by Materialise Paris and Materialise Brazil to help the victims of the war. Furthermore, collaborations with medical centers and regional hospitals have facilitated the distribution of specific instruments and materials collected by colleagues from various offices.

Ukraine Charity Week
Ukrainian colleagues organized their third annual Charity Week at Materialise Ukraine. A tradition that started in 2022, the event aims to support our colleagues currently mobilized and fighting for Ukraine.

This year's highlights included:

- An online marketplace where employees could buy and sell various goods and services, including handcrafted items

- A charity collection where children's items, pet food, and other objects were either donated to charitable foundations or sold, with the proceeds going to the Ukrainian resistance

- Educational workshops for employees, such as "waste sorting and recycling," "prosthetics and inclusion," "meeting with colleague-defenders," and "AI direction"

- A bake sale at Materialise HQ to raise additional funds

Charity Week remains a vital event. Not only does it support our mobilized colleagues, but it also strengthens the bond within our Ukrainian office. This uplifting initiative showcases our Ukrainian colleagues' resilience and positivity, which is truly inspiring.

COMPUTERS FOR SIGN

For over ten years, the team in the USA has been dedicated to making a positive impact through charity. In 2013, we officially launched the Computers for SIGN donation program with our corporate charity, SIGN. The first auction raised $137 by auctioning eight computers, four monitors, and a printer. Though small, this was the beginning of a meaningful tradition.

In 2024, team USA successfully raised $2,384, auctioning 40 computers and three monitors. In total, hundreds of computers have gained a second life through this program. Annually, about a third of our equipment was replaced — ranging from eight computers in 2013 to 40 in 2024.

PEATLAND RESTORATION

In 2024, we continued our collaboration with the Ukrainian Society for the Protection of Birds (USPB) and Natuurpunt in Belgium to prepare a rewetting project of a vast area that is part of the Drevlyanskyi Nature Reserve in Ukraine. This project will be executed in 2025 and aims to increase the water level in that area, with the rewetted peat minimizing the release of CO_2e emissions. By maintaining a high water level, additional CO_2e will be sequestered year after year.

Moreover, the rewetting of this particular area will also benefit biodiversity in this bird reserve of international importance. In January 2024, Fried Vancraen, the chairman of the Board, visited our facilities in Kyiv and met with the former director of the USPB, Oleg Dudkin, who sadly passed away over summer.

SUSTAINABILITY WEEK

We're using our sustainability roadmap to keep track of the goals that we want to achieve. The initiatives and progress we've carried out are communicated regularly to our employees via our yearly Sustainability Day. This is a global internal event that focuses on company-wide, local, and individual actions all our employees could take to encourage more sustainable behavior, as well as informing them about the achievements we managed to accomplish thanks to their support.

This year's event took place over a week, with videos released daily to inform and inspire our employees, topped with specific actions organized in our different offices around the globe.

The offices that organized specific activities are as follows:

- The **Brazilian team** made a positive environmental impact by planting fruit trees to offset their paper usage and went plogging to clean up local areas

- **Our Japanese colleagues** developed a business game as a teambuilding activity, to explore how to better integrate sustainability into our customer journey, products, and services. Now, we have rolled out this business game worldwide, and every team at the company can play it!

- **The Malaysian team** hosted an open mic on sustainability as part of their series, set up an initiative to sell and exchange second-hand items, and focused on behavioral changes such as recycling and digital cleanup

- **The Ukrainian office** focused on saving utilities and organized a book collection for the office library

- **In the USA**, they participated in 'The Greening of Detroit' initiative by planting trees

- **The Czech team** maintained flowerbeds, trees, and bushes as part of their eco-team activities and enjoyed a tasting event featuring the harvest from last year's efforts

- **In Belgium**, we organized a breakfast for employees and set up an info booth on sustainable commuting, offering the possibility to trial bikes. The week was framed in a larger initiative, 'Shift your mobility,' which measured employees' home-work commutes. During that period, we saw a drop of 44% in car kilometers in favor of movements by bike or public transport.

7

Governance

Responsible business conduct

Partnerships

BUSINESS CONDUCT

The Materialise Code of Conduct and Ethics was created to provide guidelines so that Materialise adheres to the highest business ethics and standards. This Code of Conduct and Ethics applies to all Materialise directors, officers, consultants, and other employees — and it has been incorporated into our training program to ensure that all employees have read and understand what is expected.

Our Code of Conduct and Ethics supports all Ten Principles of the UN Global Compact (UNGC) and is available publicly on our website: **Governance Documents | Materialise NV.**

In line with applicable legislation, Materialise has also implemented a whistleblowing mechanism, with guaranteed protection against retaliation for any individual making use of this mechanism to report any concerns.

TRUST

We consider it essential to be transparent about the security, quality, environmental, social, and corporate impact of all our products and services. That's why we've three pillars of trust: impact, information security, and quality.

To ensure we have a lasting impact, environmental, social, and corporate governance is ingrained in everything we do. Sustainability is how we think, feel, and act as a collective and is a key element of our mission and shared vision to create a better, healthier, and more sustainable world.

To achieve our vision, we've applied common policy principles to act as core features of our corporate management system. These principles encompass quality management, environmental management, information security and privacy management, and other aspects of our business.

Finally, industries expect AM to drive growth, and healthcare providers expect personalization to make a difference in their operations. We show the way through practical applications that impact people and planet, making a real difference in the world and allowing our customers to build future solutions based on quality, reliability, and repeatability.
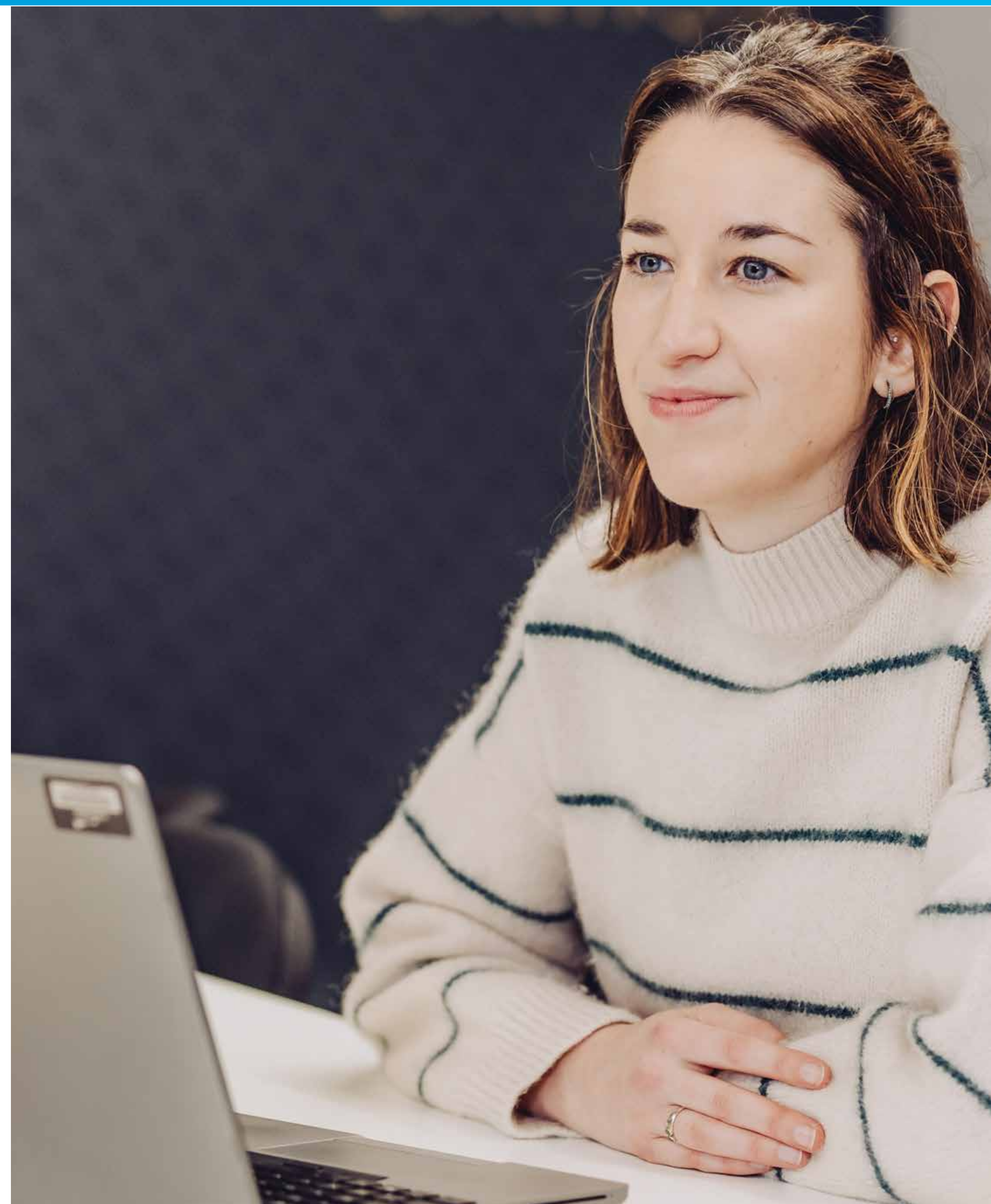
QUALITY MANAGEMENT

For 3D printing to live up to its full potential and transform businesses and lives, three elements need to align: quality, reliability, and repeatability. This means we're continuously improving ourselves, enabling every employee and manager at Materialise to make a commitment to guaranteeing quality in compliance with regulatory requirements.
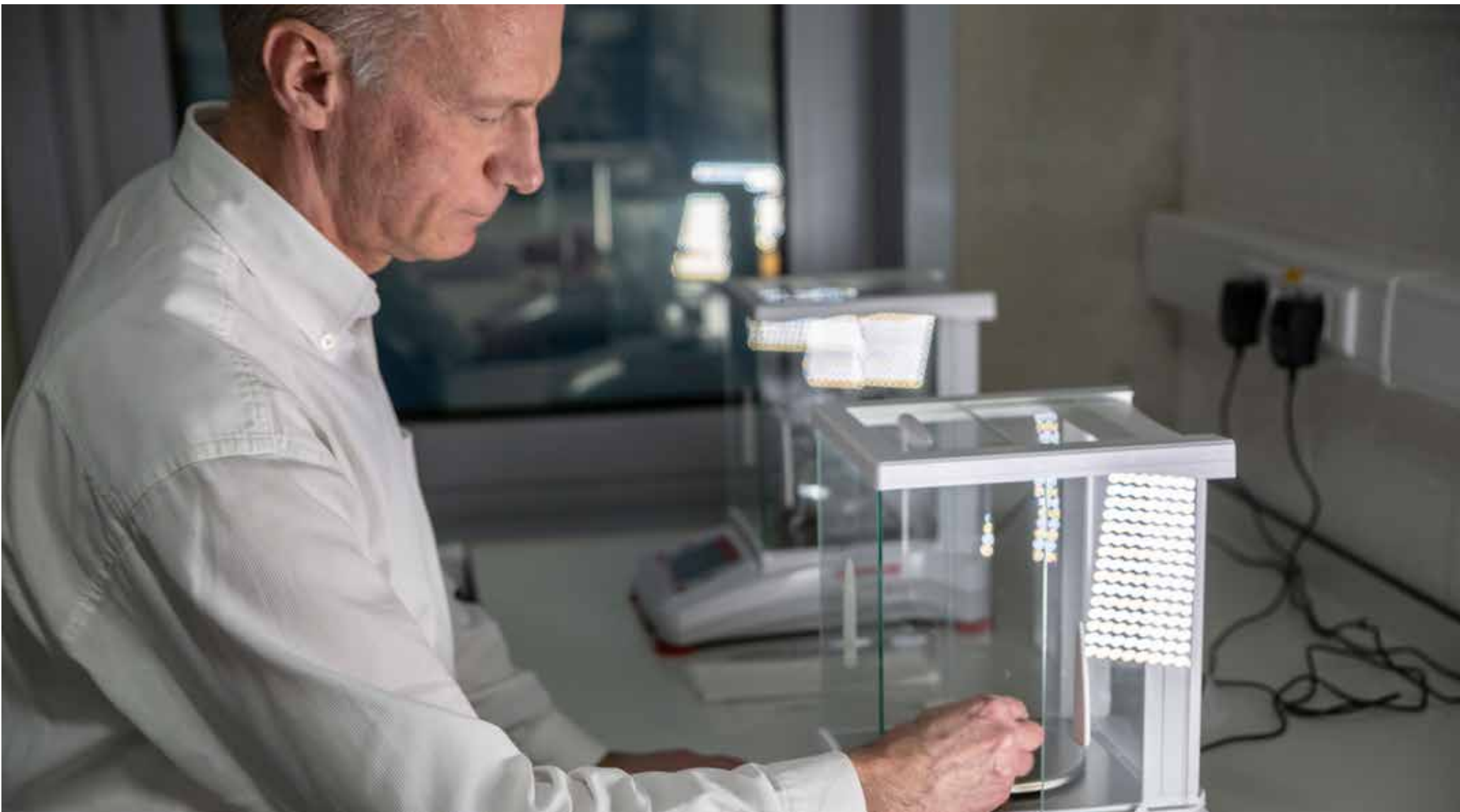
We provide the backbone for 3D printing technology, and by implementing the Materialise Management Systems Policy, we're able to deliver high-value products, services, and knowledge to our customers in our three main areas of expertise: manufacturing, software, and medical.

Delivering quality services and solutions requires a deep understanding of our customers' needs, together with careful planning, organization, and monitoring to ensure we keep meeting those needs. Over the years, Materialise has continuously improved its quality management system, and we're proud of the certifications that are proof of our efforts.

We value quality management principles according to ISO 9001:2015, with a strong focus on customer satisfaction and continuous improvement. On a regular basis, we perform customer surveys or customer journey workshops to receive customer input. This triggers and enables us to constantly improve the entire organization.

LRQA CERTIFIED ISO 9001

As providers of high-quality prototypes, production tools, and cutting-edge software, we've already enjoyed a long collaboration with the aerospace industry. Since adopting specific aerospace industry standards, we've received EASA Part 21G and EN9100:2016 certification. This allows authorized delivery of airworthy AM end-use parts.

SYSTEM CERTIFICATION EN 9100 SGS

Materialise touches individual lives with our medical devices, and every resulting story is personalized. Each step in designing and manufacturing personalized medical devices and medical device software follows the regulatory-focused quality management system for medical devices compliant with ISO 13485:2016 to ensure safe and effective products.

TÜV SÜD ISO 13485

Specifically, at our ACTech facilities, in addition to our ISO 9001:2015 certification, we are both a DNV-approved manufacturer of iron castings for ships and offshore, and an EN 15085-2 CL1 certified producer of parts for rail vehicles.

TÜV SÜD ISO 9001

ENVIRONMENTAL MANAGEMENT

As a 3D printing company with industrial and medical production facilities, we have a responsibility toward the environment around us, and we're moving closer to a sustainable future with our environmental management system (EMS).

Our EMS allows us to understand, address, and minimize our ecological footprint. With this policy at our HQ in Belgium, in our ACTech operations in Germany, and at our Polish and Czech facilities, plus our ISO 14001:2015 certificates, we're making a commitment to protect the environment.

LRQA
CERTIFIED
ISO 14001

Furthermore, we're committed to complying with European environmental legislation, regulations, and customer-specific requirements in all of our operations, processes, and services. We understand the environmental impact our production causes, which we're trying to minimize and address by committing to:

TÜV
SÜD
ISO 14001

- Reduce waste through recycling and first-time-right production

- Reduce raw material usage

- Use water and energy efficiently

- Minimize the use of harmful solvents

- Encourage environmentally friendly commuting

- Become climate neutral by 2030

However, we aim to do even more. We remain committed to continual improvement, and each year, we set relevant targets and measure, review, and report our performance.

YEARLY SUPPLIER EVALUATION

In 2025, we will launch a new sustainability assessment process for our key suppliers integrated into our existing supplier monitoring. This initiative is driven by the objective to address environmental, social, and governance (ESG) factors as a critical aspect of our supplier relationships.

The initial focus will be on key suppliers selected based on their expenditure and strategic relevance, predominantly comprising raw material suppliers. The assessment will evaluate these suppliers against specific ESG criteria to ensure alignment with our sustainability goals.

The assessment criteria cover a broad range of sustainability aspects. On environmental sustainability, suppliers are evaluated on their net-zero emissions targets, GHG emissions data publication, engagement with their own suppliers on sustainability, ISO14001 certification, business travel policies, and use of renewable electricity.

Social sustainability criteria include assessing the suppliers' risks related to working conditions, diversity, equity, and inclusion initiatives, health and well-being programs, and CSR contributions.

Governance criteria examine the existence of a code of conduct, transparency in ownership and governance structures, support for corporate governance schemes, and public disclosure of sustainability data.

This comprehensive assessment will be conducted for the first time in 2025, forming part of our annual supplier evaluations led by the procurement team, with data collection managed by the sustainability team. Following the assessments, we plan to collaborate with our suppliers to develop action plans for continuous improvement in their sustainability practices.

LEADING MINDS

We started Q1 2024 with the intention of bringing our partners, suppliers, and customers together to increase AM's sustainability and adoption rate. This led to the Materialise Leading Minds Forum, held on April 17th and 18th, at our HQ in Leuven. By invitation only, this closed meeting featured sector-specific tracks, keynotes, breakout discussions, and roundtables, focusing on themes relevant to our audiences and encouraging active participation.

We look back at an enriching forum where, together with our partners, we elaborated on the transformative role our technology can play across diverse sectors.

Sustainability was included in the track that was organized together with original equipment manufacturers (OEMs), and we discussed the sustainability hotspots in AM, the priorities we should work on, and the opportunities for collaboration regarding sustainability. The main takeaways were that we should focus on increasing the adoption of renewable energy and sustainable practices and applications.

> " Participating in the Leading Minds Forum was an invaluable experience. Materialise brought together representatives from across the industry to brainstorm collaborative efforts to foster sustainability.
>
> It was inspiring to be part of such a dynamic and forward-thinking event, with Materialise as the driving force behind this initiative.
>
> - Björn Hannappel, Head of Sustainability, EOS

At Formnext 2024, a new consortium of leading 3D printing companies was announced to address the most pressing challenges that manufacturers face in adopting and scaling 3D printing technology for industrial use. Named 'Leading Minds,' this collaboration grew from our initial forum in April, as we understood early on that working together across the industry was the main way forward.

In the **press release**, the consortium outlined its collective commitment to reshaping the future of manufacturing through the transformative power of 3D printing. Furthermore, the consortium aims to address pressing challenges faced by manufacturers today, such as enhancing production efficiency, reducing waste, and enabling faster, more responsive supply chains. By concentrating on these efforts, Leading Minds will help create a more adaptable, sustainable, and versatile manufacturing ecosystem.

AMGTA

We further strengthened our partnership with the Additive Manufacturer Green Trade Association (AMGTA) in 2024, recognizing their pivotal role as a catalyst for sustainability in additive manufacturing. Our alignment with the AMGTA's agenda on sustainability, partnerships, industry collaboration, and transparency is paramount. We're honored to have received two awards in 2024: the Excellence in AM Sustainability Award and the Sustainability Reporting Award. These accolades underscore our unwavering commitment to advancing sustainability in AM.

> At AMGTA, we believe that sustainable practices are essential for the future of additive manufacturing. Our collaboration with Materialise exemplifies the power of partnerships in driving sustainable practices in AM. Their dedication to transparency and innovation sets a benchmark for the industry.
>
> - Sherri Monroe, Executive Director, AMGTA

Partnerships are critical to making a meaningful difference, as significant change can't be made in isolation. As we collaborate with numerous organizations around the world, we'd also like to put our other important partners in the spotlight:

BACA

Recognizing that organizations have a major role to play in addressing the climate crisis, Materialise was among the first to join the Belgian Alliance for Climate Action (BACA). Formed by WWF and The Shift, BACA serves as a platform and support for companies that are serious about their climate ambitions and champions the setting of science-based targets to reduce GHG emissions.

www.belgianallianceforclimateaction.org

EcoVadis

EcoVadis is a universal sustainability ratings provider, creating a global network of more than 100,000 rated companies. We joined the EcoVadis platform in 2017. Our most recent score awarded us a committed badge in October 2024, putting us in the 56th percentile of all companies ranked.

www.ecovadis.com

KU Leuven University

Materialise has a long-standing relationship with KU Leuven University, including collaborating on numerous projects, such as our first carbon footprint assessments. KU Leuven is the largest university in the Benelux region.

www.kuleuven.be

Leuven MindGate

Materialise is a founding member of Leuven MindGate, an organization that facilitates collaboration and innovation between companies, investors, and talent. Their emphasis is on innovations that promote health, tech, and creativity within the Leuven Innovation Region.

www.leuvenmindgate.be

Leuven 2030

Materialise is a supporting member of Leuven 2030, a non-profit organization focused on creating a climate-neutral future for the city of Leuven, Belgium, where our HQ is located. With similar ambitions, we regularly work together, sharing knowledge and serving as sparring partners.

www.leuven2030.be

The Shift

Materialise has been a member of The Shift since 2017. Originally the local chapter of the UN Global Compact, The Shift today is the Belgian meeting point for sustainability. In collaboration with its members and partners, The Shift aims to bring about the transition toward a more sustainable society and economy.

www.theshift.be

SIGN Fracture Care

Our US office's official charity of choice, SIGN, gives the injured poor access to fracture surgery by donating orthopaedic education and implant systems to surgeons in developing countries.

www.signfracturecare.org

SBTi

The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling organizations to set science-based emission reduction targets.

www.sciencebasedtargets.org

Top Empoyers Institute

In January 2024, for the fifth consecutive year, Materialise became one of only 80 companies in Belgium to be awarded 'Top Employer' certification. The Top Employers Institute is considered the global authority on recognizing excellence in people practices.

www.top-employers.com

8

Highlights and future prospects

2024 highlights
2025 objectives

February

Switched to carbon-reduced MJF powder, supplied by HP (resulting in a 49% lower carbon footprint).

January

Awarded Top Employer for Belgium 2024 for the fifth year in a row.
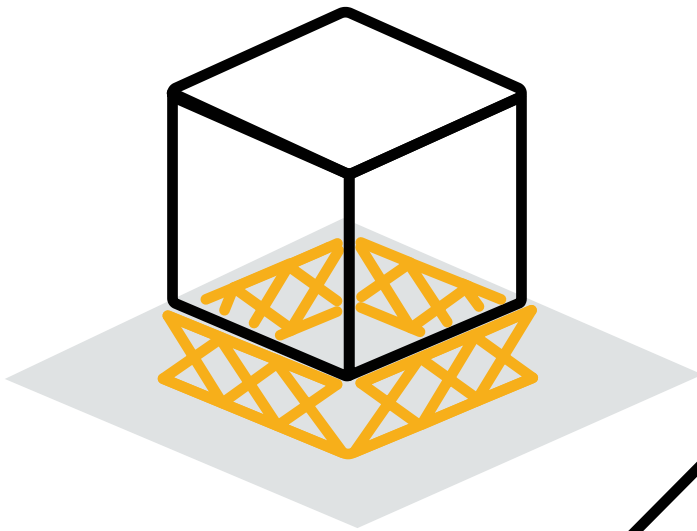
March

Introduced e-Stage for Metal+, a software module that optimizes data and simplifies build preparation processes, making metal AM more economically viable and sustainable than ever before.

Visited the Superhuman's Center in Lviv, Ukraine, supporting their invaluable mission to providing resources and expertise to aid in the rehabilitation and reconstruction of those in need.

April

Launched Mimics Enlight CMF for improved 3D surgical planning and patient care.

Announced partnership with Renishaw to increase the efficiency of metal 3D printing.
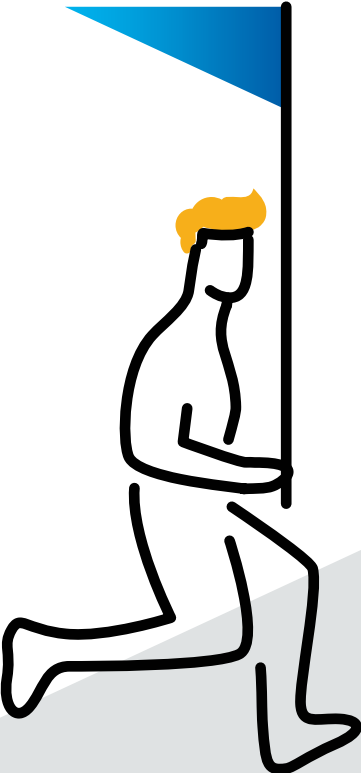
May

Organized Wings for Life run, a global charity event supporting spinal cord injury research, together with Radio Connect, our annual radio marathon that connects Materialise colleagues globally.
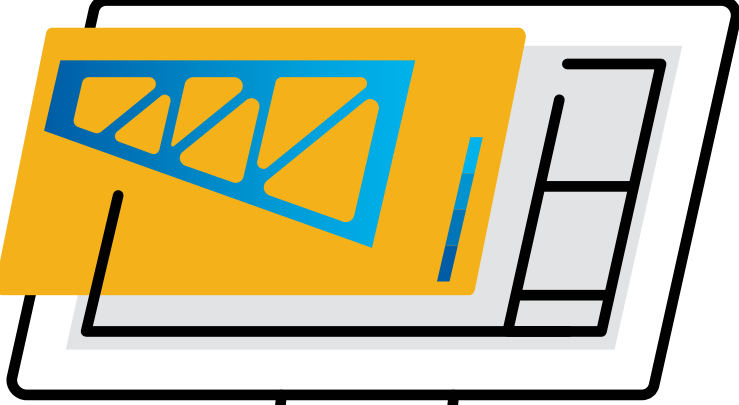
June

Introduced an innovative simulation-based approach to reduce scrap rates in our daily operations in Bremen, Germany.

August

Career Connect was nominated as a finalist for LearnTech's prestigious L&D Award for 'L&D Project of the Year'.
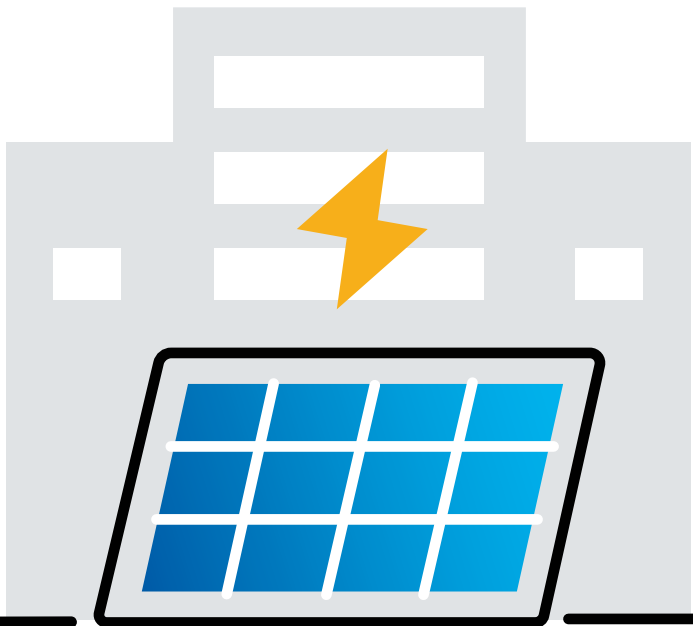
September

Celebrated 20 years of growth and innovation at Materialise Czech Republic, a team that took a massive leap forward in 2024 by installing 100 KWp solar panels, further reducing their environmental footprint.

July

Acquired FEops, a Belgian company specializing in AI-driven simulation technology for structural heart interventions, to provide tailored treatment plans that accommodate the unique needs of each patient.

Attained ISO27001 certification for the Software business unit, indicating an effective management of data security risks in accordance with the best practices established.
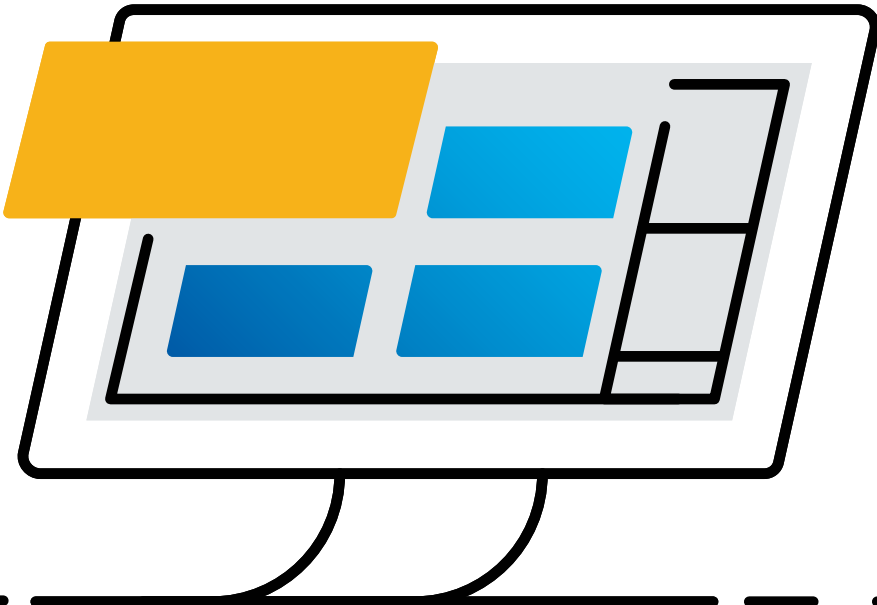
October

Organized our corporate Sustainability Week and put mobility in the spotlight with the 'Shift your Mobility Challenge at HQ': a competition to increase green kilometers, reducing our employees' carbon footprint with every step or pedal.
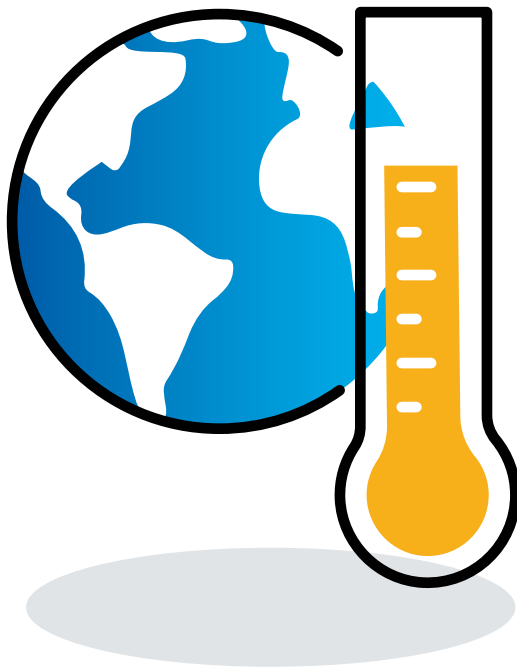
November

Completed our first-ever double materiality assessment for the CSRD.

December

Launched the integrated Mimics Platform to accelerate the adoption of personalized medical care.

In 2025, we'll continue to build on the foundation we laid in the preceding years.

Our objectives include but are not limited to:

- Executing the sustainability program to reach the targets defined in our sustainability roadmap

- Preparing further for the upcoming CSRD compliance by rolling out our sustainability management system

- Developing a roadmap for our offsetting activities to become climate neutral by 2030

- Increasing awareness and ingraining sustainability in our company even further by training people while continuing to integrate sustainability into our products and processes

- Continuing to invest in sustainability research, focusing on the efficiency of our raw material usage

- Renewing our Top Employer certification for Materialise HQ and the Great Place to Work certification awarded to our office in Malaysia

- Conducting our first supplier evaluation on sustainability as part of our yearly supplier evaluation
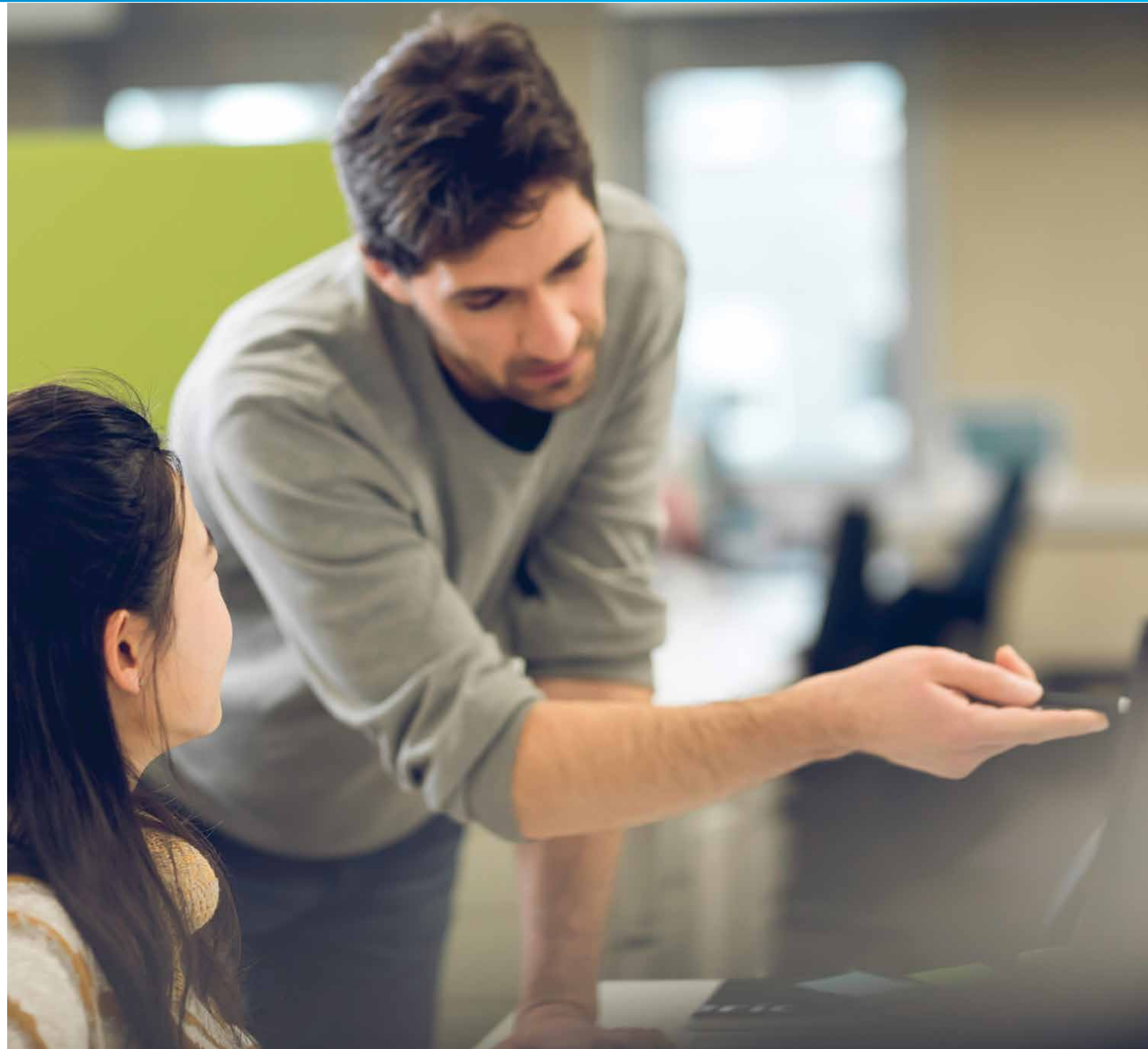
2024 Sustainability Report
Communication on Progress (COP)

For more information, please contact us at:

sustainability@materialise.com

For more information about the intended use of the medical devices

marketed by Materialise, please refer to our **website** and to the instructions for use of our medical devices.

materialise.com

Published: April 2, 2025

materialise

innovators you can count on