



ORAC

Sustainability
statements — 2024

Enterprise information

Orac holding NV
Biekorfstraat 32 – 8400 Ostend
Belgium

VAT: BE 0466.437.960

www.Oracdecor.com

Assurance

This set of sustainability statements has not been reviewed by an assurance provider

Contact

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Introduction





The Good Side of Walls

At Orac, we have been working on durable design for many years. We design walls not only with aesthetics in mind but with a profound commitment to sustainability, social responsibility and innovation. “The Good Side of Walls” are our three guiding principles in our ESG strategy. They are enablers of positive change, designed to be good for the planet, good for people and good for the communities.

For us, sustainability is not just a goal, it’s woven in our daily operations. Every decision, from ideation to production, is guided by our commitment to a better industry. We do not follow trends; we seek to lead. Through strategic choices, innovation and collaboration, we strive to inspire and drive meaningful transformation. We know that alone we are but a drop in the ocean yet we never underestimate the ripples we create.

We believe synthetic materials are essential for a sustainable future, playing a crucial role in industries like healthcare and construction.

At Orac, we maximize their potential by repurposing materials into durable products and collaborating with partners to enhance sustainability. Increasing recycled content is a challenge, but through innovation and strong

industry partnerships, we are pushing material circularity forward.

We continuously integrate more recycled and organic raw materials into our Duropolymer and Purotouch products, working closely with suppliers and research centers to advance sustainability. Our main challenges today are finding sources and partners to increase the percentage of recycled materials. Through relentless innovation in our in-house lab and strategic collaboration, we strive to overcome circularity challenges.

Since 2021, we have conducted a sustainability assessment, integrating findings into our annual sustainability report. In 2024, we proudly completed our first voluntary CSRD disclosure. Sustainability is embedded in our culture and through open communication, we drive positive change and inspire collective action.

“ At Orac, we maximize their potential by repurposing materials into durable products and collaborating with partners to enhance sustainability.

Our impact extends far beyond materials. We are actively reducing our energy consumption, analysing the entire customer journey to identify opportunities for environmental improvements and continuously refining our approach to minimise our footprint. At the same time, we recognize that sustainability is not just about environmental stewardship, it is about people. Last year, we welcomed over 50 new Oracians from 12 different nationalities, fostering a culture of growth, development and diversity.

Beyond our walls, we embrace a responsibility to society. Through our long-term partnership with the King Baudouin Foundation, we have established The Good Side of Walls Fund, a structured philanthropic commitment that allows us to create a lasting impact on communities. This is not charity; it is an investment in a better world.

At Orac, we are not waiting for change. We are creating it. Together, with our people, our partners and our customers, we are shaping a future where design is not only beautiful but profoundly responsible. Let's do this together!



CEO Orac

Our founder

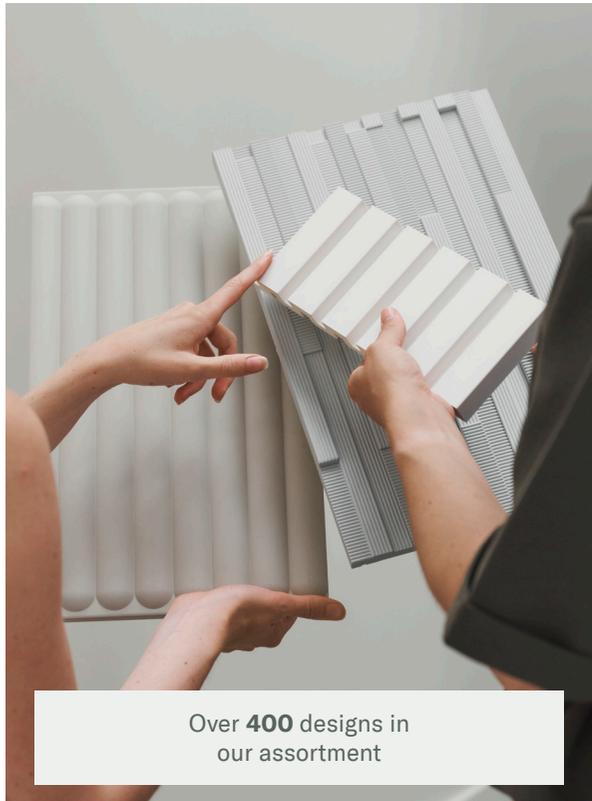
In 1970, at just 24 years old, Guy Taillieu founded Orac (the Ostend Research and Applications Company) driven by his passion for business, innovation and understanding customer needs. The early years were challenging, but his perseverance led him to the interior decoration industry, where Orac's advanced technology found an ideal market.

Guy understood that true success was not just about innovation; it was about people. His leadership shaped Orac's core values: loyalty, passion and inspiration. Values that continue to define Orac today. His vision and dedication laid the foundation for Orac's enduring success.





10 sales offices
across Europe

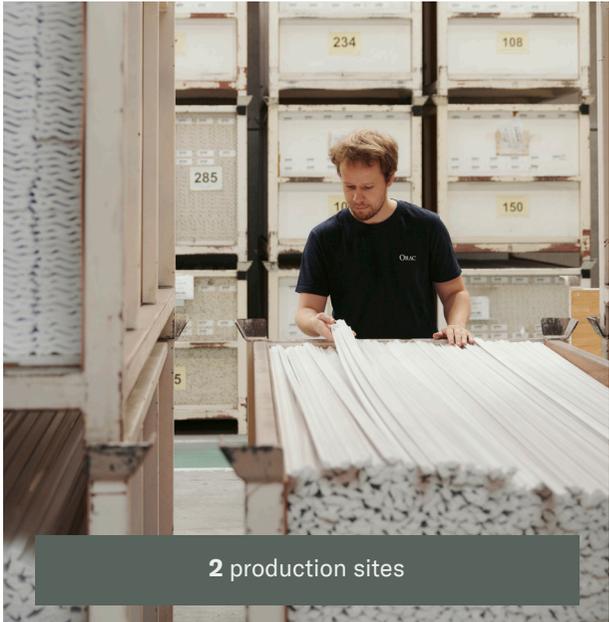


Over **400** designs in
our assortment

310 proud oracians



We export to over
85 countries

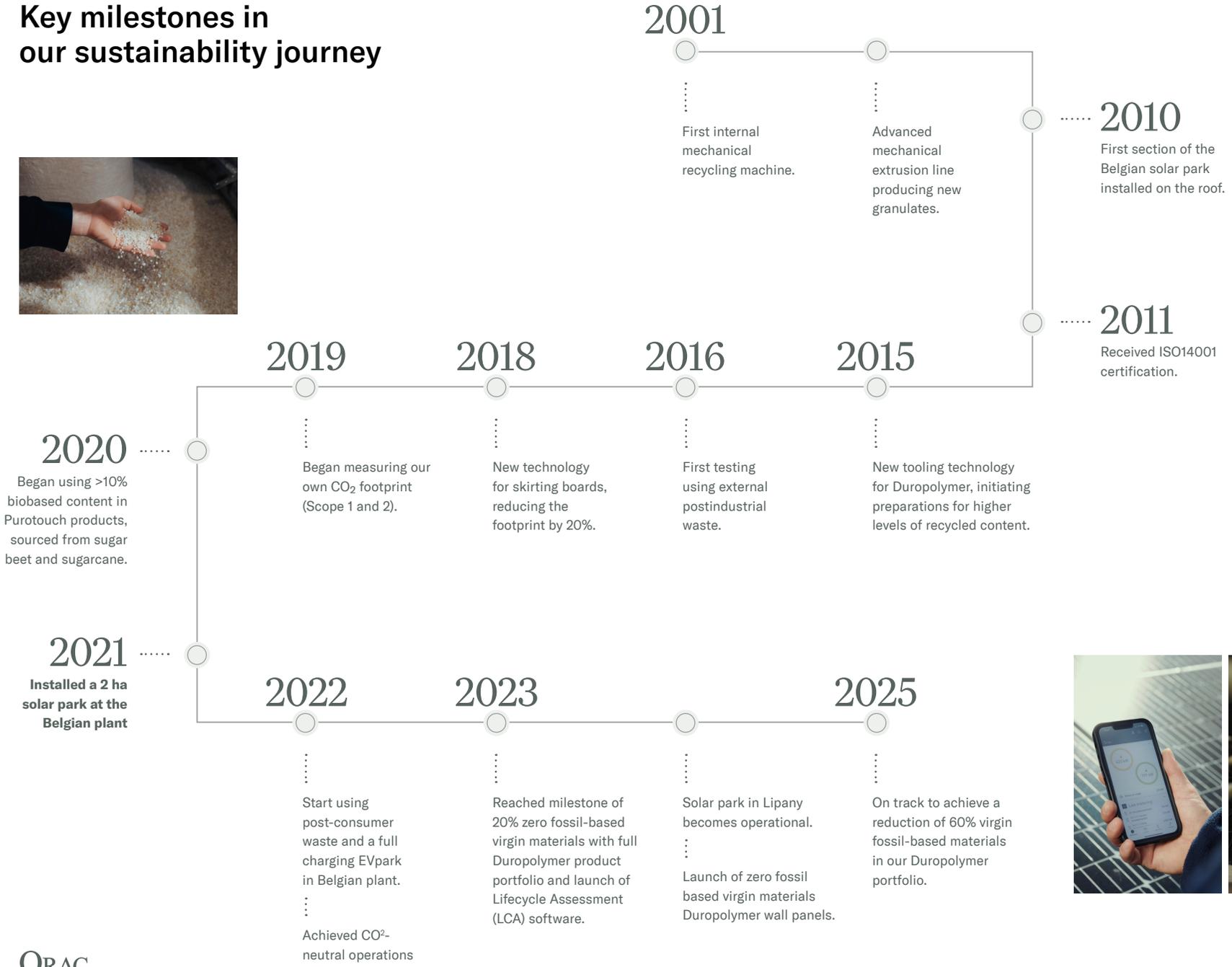


2 production sites



1% of our E-commerce sales to philanthropy

Key milestones in our sustainability journey



Our three guiding principles Our goal is to be...



Good for planet

We're committed to using our resources as an organization to combat climate change. Our commitment to carbon positivity by 2050 and 0% fossil-based virgin materials by 2045 is both ambitious and necessary. These efforts require innovations at scale.



Good for people

At Orac, we believe that behind every great wall is a team of even greater people. Therefore, we cultivate a workplace where passion thrives, innovation is routine and every individual is valued. Making Orac not just a place to work, but a place to grow and belong.



Good for community

At the core of Orac's identity is the belief that everyone deserves an equal opportunity in life. This principle has guided our hands and hearts with a passion for giving back. We are involved in over 10+ philanthropy projects each year, each chosen with the intention of bridging inequalities and nurturing potential.

At Orac, we breathe life into walls while ensuring we breathe longevity into our planet. We try to meet today's needs without borrowing from tomorrow's reserves. We have three guiding principles to make sure we keep track on our sustainable journey.

“

A commitment
carved in walls

Material topics ESRS

Embracing ‘The Good Side of Walls’ strategy has always been a source of pride for us. In 2023, we conducted our first CSRD analysis and double materiality assessment. This year, we continue our journey with purpose and responsibility. We have once again identified our impacts on the environment and society through an impact materiality assessment. We have also assessed the sustainability-related risks and opportunities that affect us through a financial materiality assessment. The outcome is aggregated by ESRS topic, highlighting that E1, E5, S1 and G1 are our most material sustainability priorities. Corporate philanthropy, though not categorized under ESRS, remains deeply embedded in our company culture. We actively support initiatives that bridge inequalities and nurture potential.

3 Goals		ESRS topics	KPI's	Status 2024
	Good for planet	E1 Climate change	<ul style="list-style-type: none"> ① Reduce Scope 1 and 2 emissions by 42% by 2030, using 2018 as the base year ② A plan to reduce Scope 3 emissions will be set in an upcoming reporting cycle 	<p>Achieved</p> <p>Ongoing</p>
		E5 Circular economy	<ul style="list-style-type: none"> ① Decrease the use of virgin fossil-based materials in our Duropolymer products to 40% by 2030 ② Decrease the use of virgin fossil-based materials in our (Rigid) Purotouch products to 88% by 2030 ③ Increase the % recycled materials in our cardboard packaging to 90% by 2030 ④ We aim to achieve zero Purotouch incineration by 2027 ⑤ We aim to eliminate zero non-sorted waste landfilling entirely by 2030 	<p>73%</p> <p>90%</p> <p>81%</p> <p>121 tons</p> <p>60 tons</p>
	Good for people	S1 Own employees	<ul style="list-style-type: none"> ① No serious injuries or life-threatening incidents ② Employee engagement survey – target participation rate above 80% ③ Employee engagement score > 70% 	<p>0</p> <p>To start in 2025</p> <p>To start in 2025</p>
	Good for community	Corporate philanthropy	<ul style="list-style-type: none"> ① Contribute 1% of our e-commerce sales to support those in need 	<p>Achieved</p>
	Governance	G1 Business conduct	<ul style="list-style-type: none"> ① Establish a strong corporate culture and provide frequent training on integrity and corporate values ② A supplier code of conduct established in 2025 and expected to be rolled out in 2026 	<p>Achieved</p> <p>Ongoing</p>



“We believe our defossilisation* strategy will make the most significant contribution to our planet.”

Miguel Knockaert, Group Director R&D,
Engineering and Sustainability

* For us, defossilisation refers to the process of reducing or eliminating the use of fossil-based virgin materials.



Good for planet

We have a very clear goal: to achieve carbon positivity in all three scopes by 2050. We are taking a step-by-step approach to achieve this:

1 Reducing scope 1 and 2 emissions



We have reduced emissions by 66%. Therefore, we achieved the Paris agreement goal of -42% in 2022, 8 years ahead of schedule.



We have implemented an energy monitoring system to track our electricity, heat and water consumption.



We have installed solar panels at our production plants in Belgium and Slovakia, providing a sustainable energy source for our operations. Currently, 100% of the electricity used in our facilities is sourced from renewables, with 35% generated by our own solar panels and the remainder procured from the grid.

2 Compensation



The second step is to offset emissions we have not yet eliminated in Scope 1 and 2. We offset 596 tons of CO₂ through the Protection of Colombia's Indigenous Matavén Forest Reserve project, aligning with the UN Sustainability Goals and our commitment to environmental responsibility. [For more information, click here.](#)

We compensate for our business travel by planting trees in France in collaboration with GoForest [For our impact dashboard, click here.](#)

3 Reducing scope 3 emissions



The third step is to assess our full value chain. We use LCA software to measure key environmental impacts of our products, focusing on climate change and fossil fuel reduction.

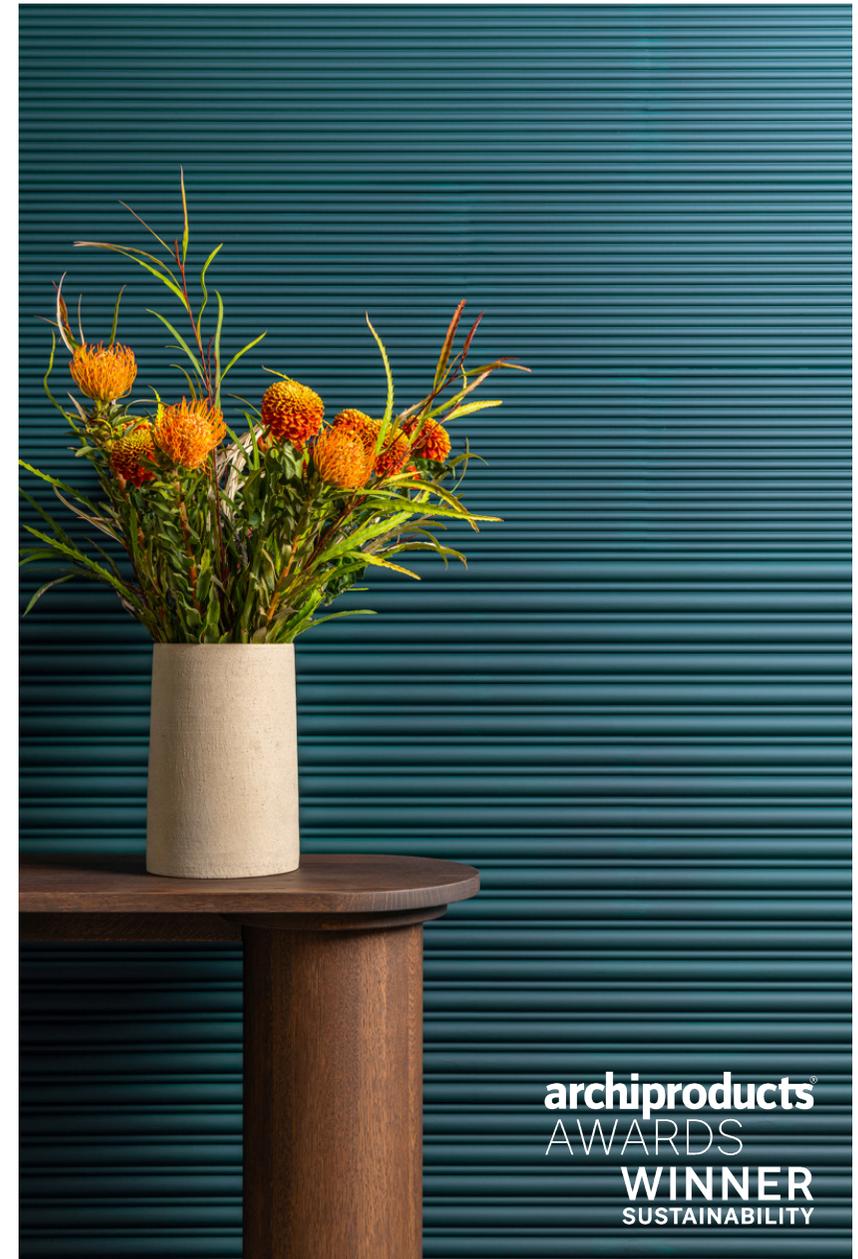
We already have a strong understanding of our Scope 3 footprint, but some categories require further research. As a result, we will set our targets in one of the next reporting cycles.

Flute leads the way

In 2024, we launched a pioneering collection of 3D wall panels in Duropolymer, made entirely from recycled and biobased materials — 100% free of fossil-based virgin resources. This wasn't just a step forward in product development; it marked a new standard in how we approach sustainability in design.

Among these breakthrough panels, Flute stood out — and the design world agreed. It was awarded the Archiproducts Sustainability Award, a prestigious recognition for innovation with impact.

While Flute brought the spotlight, every product in this collection shares the same DNA: timeless aesthetics, low environmental footprint, and a bold





Good for planet



Pollution and

At Orac, we have declared war on waste. We are committed to achieving zero landfilling by 2030. We follow Lansink's Ladder, prioritizing waste avoidance, reuse and recycling before disposal. We strictly monitor hazardous waste in compliance with EU regulations.



Air

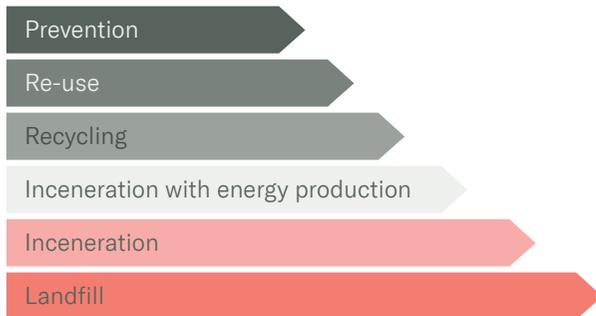
We have set stringent standards to ensure emissions across all operations remain very low; less than 10% of the norm. We proudly carry an A+ label across our products, reflecting our commitment to air quality.



Water

Orac has reduced wastewater impact by improving its treatment processes. 97% of the water used in production is recovered, recycled and reintegrated into the next cycle. Our water purification systems ensure that almost no water is wasted during production.

Our water consumption is considered minimal; significantly lower than what is typically required for sanitary processes.





Good for people

Our team

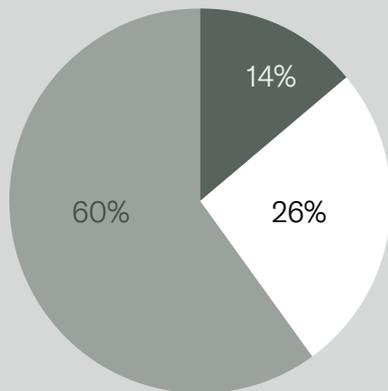
At Orac, we believe that every great wall has a team of even greater people behind it. Without our incredible workforce, we call ourselves Oracians, Orac simply wouldn't exist. It is only logical that we strive to make our company the best possible place to work.

More than just a workplace, Orac should be a place to grow, innovate and belong.

By age

Oracians' age:

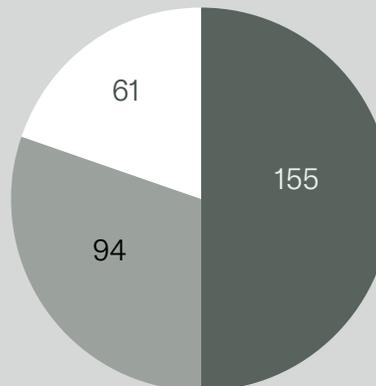
- <30
- 30 - 50
- >50



By location

Oracians in:

- Slovakia
- Belgium
- Other locations



Our employee value proposition

Personal growth:

We foster a culture of continuous development through exciting challenges, hands-on coaching and personal growth.

Freedom & responsibility:

We promote workplace autonomy, encouraging decision-making, initiative and creativity. Responsibility ensures accountability, meeting expectations and understanding the impact on the team and organization.

Proud Oracian:

We want Oracians to take pride in their work and the impact they create. After all, what could be more meaningful than shaping beautiful interiors?



Good for people

Team values

Live and work with passion: Our team members bring enthusiasm and pride to their work daily. They are dedicated to shaping the future and celebrate every victory as a step toward our collective vision.

Inspire and be inspired: We believe in the power of transformation. We foster an environment where curiosity sparks innovation and new ideas are embraced.

Be loyal: At Orac, loyalty is mutual. We believe in building the future together and approach every interaction with integrity and respect.

What we do to increase employee engagement & workplace culture

- We conducted an Employee Engagement Survey in the last years.
- We have set targets for 2025. To enhance well-being, happiness and satisfaction, we aim for an Employee Survey participation rate above 80% and an Employee Engagement score exceeding 70%.
- Leadership Diversity Training was conducted in January 2024, alongside team training at the Ostend HUB.

Our health & safety initiatives

- We have a Workplace Accident Prevention Policy aligned with ISO 45001 standards.
- We encourage near-miss reporting to drive continuous safety improvements.
- 80% of employees are covered by a Safety Management System.
- Clear target: We go for **zero workplace accidents**. We approach this target pro-active through Incident investigation and action implementation.

How we prevent discrimination & harassment

- Employees can report concerns through their local trust representative, HR partners, worker councils or anonymous channels.
- We have implemented a whistleblower system to report workplace misconduct.





Good for community



Community projects

Koninklijk Werk IBIS Oostende (Belgium):

A specialized local maritime school providing housing, education and psychosocial support for children and youngsters in need.

LISA Oostende (Belgium):

An educational scholarship program for young people providing both financial support and an experienced 'buddy' or coach for young students who may not be able to find access to higher education without this additional support.

Spojená Škola Lipany (Slovakia):

A school providing education to children with special needs in Lipany.

MyMachine (Belgium & Slovakia):

An educational program that focuses on creativity, entrepreneurship, STEM and 21st-century skills by bridging all educational levels from primary to higher education to build 'dream machines'.

OZ Onkomamky (Slovakia):

A Slovakian foundation supporting women diagnosed with cancer.



Good for community



King Baudouin
Foundation

Working together for a better society

Philanthropy

In 2024, Orac has set up a corporate fund “The Good Side Of Walls” in partnership with the King Baudouin Foundation to leverage and valorize our philanthropic engagement. As from 2025, 1% of all our e-commerce sales will be invested in educational and social projects and programs that are relevant to the communities where we are active and the people we work with. We have chosen this approach as we are truly convinced this is the best possible way to invest in the human capital and thus the future of our local communities.



Compensation

We offset 596 tons of CO₂ from our Scope 1 and 2 emissions through the Protection of Colombia’s Indigenous Matavén Forest Reserve project. This aligns with all the UN Sustainability Goals and our commitment to environmental responsibility. [For more information, click here.](#)

We also offset emissions from business travel by planting trees in France, in collaboration with GoForest [Click here for our dashboard.](#)

Sustainability Statements



General disclosures

| ESRS-2



General disclosures | ESRS-2

BP-1 – General basis for preparation of the sustainability statement

Consolidation

The sustainability statements have been prepared on a consolidated basis for our European activities on the level of Orac holding NV. Given the specific circumstances we had to consider our affiliated company in Russia as a part of our downstream value chain.

All subsidiary undertakings are included in the consolidation for sustainability reporting, with the exception of our minority interest in Argile, which has been excluded.

We refer to our location map for an overview of our geographical footprint.

Period

This sustainability statement relates the 12 months period ended per 31/12/2024.

Applicable standard

The Consolidated Sustainability Statements of Orac Group have been prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) and related European Sustainability Reporting Standards (ESRS).

Value chain

The information in this sustainability statement is extended to include information on the material impacts, risks and opportunities connected through Orac's direct and indirect business relationships in the upstream and/or downstream value chain. E.g. by using our Life Cycle Assessment-software we are able to identify all impact categories throughout our entire value chain.

Omission of specific pieces of information

We did omit pieces of information corresponding to intellectual property, know-how (e.g consumption in kg of raw materials) or the results of innovation. Results might be aggregated in order not to disclose any sensitive information but still be transparent on our progress.

Assurance

No external assurance provider has reviewed our sustainability statement, except for the outcome of the DMA, for which no red flags were identified.



General disclosures | ESRS-2

BP-2 – disclosures in relation to specific circumstances

Time horizons

The short-term time horizon for data in the sustainability statement follows the financial statement (current year). Mid-term (between one and five years) and long-term (more than five years) horizons are aligned with the definitions under the double materiality assessment and reflects Orac's decision and planning horizons.

Value chain estimation

We have performed an analysis of our suppliers to cover the material upstream and downstream impacts. Our years of business and stakeholders understanding has resulted in drafting our value chain map.

Information on value chain estimates and sources of uncertainty are disclosed in the accounting policy section (e.g. GHG-Emissions), as it relates to specific material sustainability topics and/or indicators.

Key accounting estimates and judgements

Orac uses estimates for the reporting of selected data points if data is not readily available or as part of the methodology of calculating the required data points. The estimates and judgements are reviewed on an ongoing basis based on experience, the development of ESRS, and a number of other factors. Changes in estimates will be recognised in the period in which the estimate in question is revised.

In addition, Orac makes judgements when applying the accounting policies. Below are the estimates and judgements which Management considers significant to the preparation of this sustainability statement:

- GHG emissions Scope 1-2-3 (E1)

The accounting policies are described in each of the specific sections of the sustainability statement.



General disclosures | ESRS-2

GOV-1 – The role of the administrative, management and supervisory bodies

The Board of Directors

Our Board of Directors is comprised of experienced professionals who bring a diverse range of expertise and perspectives to the table. The independent board members play a crucial role in ensuring effective corporate governance and providing unbiased oversight of the company's operations and strategy.

The board's gender diversity is calculated as an average ratio of female to male board members and is for Orac a ratio of 1:4.

The percentage of independent board members is 60%.

Sustainability expertise

The Board of Directors brings a diverse range of expertise across key domains essential to our sustainability strategy. This includes deep knowledge in environmental and social governance (ESG), sustainable business practices, workforce well-being and inclusion, climate change mitigation and adaptation, circular economy principles, ethical business conduct, and responsible supply chain management. Their collective experience ensures that our organization remains committed to long-term sustainability goals, integrating innovative solutions to drive positive environmental and social impact while maintaining strong corporate governance.

Composition of the board

Board Member	Gender	Owner /Independent	Executive
Laurence Taillieu	F	Owner	Yes
Yves Taillieu	M	Owner	Yes
Jos Deslee	M	Independent – Chairman of the board	No
Peter Grypdonck	M	Independent	No
Robbert Van Goethem	M	Independent	No

General disclosures | ESRS-2

GOV-1 – The role of the administrative, management and supervisory bodies

Roles

Our sustainability strategy and due diligence is at the heart of our decision-making (see infographic)

A robust governance structure ensures timely and direct execution of our workstreams that drive the achievement of our set of targets for 2030 and beyond. We have set up regular sustainability networking calls for all employees involved in sustainability projects and workstreams in the organization to ensure company-wide alignment on all levels. On top of this, Orac continued to offer the company-wide sustainability training program available to all employees, educating them on how to think and act sustainably, enabling them to become sustainability ambassadors, and encouraging everyone to make personal and professional commitments to contribute to a cleaner planet.

We also continued with sustainability training for our customers and partners with the objective of informing, engaging, and inspiring our entire team and all costumers we interact with on a daily basis, around the globe.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies

Information and review

Sustainability is a key focus at all levels (see infographic) , from the Board of Directors to management and operations. This ensures the necessary information sharing, resources, expertise, and leadership to engage with both internal and external stakeholders and drive continuous improvement.

Our sustainability agenda and performance is reviewed by the Board of Directors.

The Board and leadership regularly discuss sustainability goals, including the impacts, risks, and opportunities identified during our DMA. Workstreams execute our strategy on daily basis.

Related to QESH (Quality, Environment, Safety, Health) there is a yearly review with the executive management team of the safety and health system.

Yearly/
Quarterly

Board of Directors

The Board is responsible for the company’s strategy and organization, including financial and non-financial reporting. This comprises identifying and enforcing both statutory and internal disclosure rules on ESG matters, particularly where ESG risks may affect the Company’s performance.

Leadership team

The Company’s Leadership is responsible for the execution of the company’s sustainability strategy

Sustainability workstreams

The Sustainability Councils provides strategic leadership and execution support, and drives the implementation of Orac’s sustainability strategy, including our 2050 Net Zero Roadmap, ensuring focus and alignment. We have several workstreams:

Sustainable procurement

Governance

Circular design

Energy

People, Culture and well-being

Stakeholders

Our decision making is induced by our stakeholders

Monthly

Daily



General disclosures | ESRS-2

GOV-3 – Integration of sustainability-related performance in incentive schemes

Incentive schemes

For privacy reasons and to maintain confidentiality, we do not disclose specific details of our Leadership Team regarding remuneration in our financial statements. However for some of the leadership members there are targets set to lead sustainability story into Orac, create a roadmap, and increasing the sustainable materials share in our products.

These targets are reviewed and updated if needed on a yearly basis. The incentive is approved by the remuneration committee which is chaired by the chairman of the Board Jos Deslee.

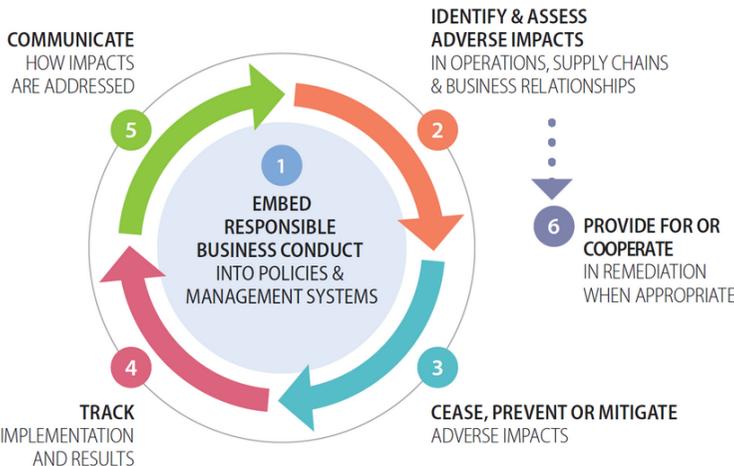
GOV-4 – Statement on due diligence

Due diligence and the value chain

Due diligence is an on-going practice that responds to and may trigger changes in the Orac’s strategy, business model, activities, business relationships, operating, sourcing and selling contexts. This process is described in the international instruments of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

It is important to set up a process to identify, prevent, mitigate and account for how we address actual and potential adverse impacts related to corporate governance, climate change, circular economy, human rights, the environment, bribery and consumers not just within our own operations, but extending across our entire value chain and business relationships. This is what is meant with due diligence. This process consists out of 6 steps, which are visualized in our infograph.

The table provides a mapping to where in our sustainability statements we provide information about our due diligence process, including how we apply the main aspects and steps of our due diligence process.



Core elements of due diligence	Section	Page
A. Embedding due diligence in governance, strategy and business model	Governance	6-7
	Strategy	11-13
	Impact, risk and opportunity management	7
B. Engaging with affected stakeholders in all key steps of the due diligence	Interests and views of stakeholders	15-16,21
C. Identifying and assessing adverse impacts	Double materiality assessment	21-23
D. Tracking actions to address those adverse impacts	Climate change	30
	Circular economy	40
	Own workforce	53
	Business conduct	66
E. Tracking the effectiveness of these efforts and communicating about them	Climate change	30
	Circular economy	40
	Own workforce	53
	Business conduct	66

General disclosures | ESRS-2

GOV-5 – Risk management and internal controls over sustainability reporting

Scope

We have implemented an internal control systems across our organization to identify and reduce risks related to the sustainability reporting. This includes developing policies, defining metrics and setting of targets, establishing procedures for taking actions. We regularly review and adjust our sustainability governance processes and controls to keep them effective.

Risk and mitigation

By safeguarding our sustainability governance structure those charged with governance are convinced that all data and reports are timely available and the DMA-process monitored.

In order to mitigate the risk of misstatement we want to ensure that for each data point the applicable assertion(s) of completeness, existence / occurrence, valuation/ measurement are validated.





General disclosures | ESRS-2

SBM-1 – Strategy, business model and value chain

Strategy disclosures

There is no significant change in products and/or services offered during this reporting period. Orac offers architectural elements in high-quality such as cornices, skirting boards, 3D wall panels, and decorative elements.

Orac delivers its products across the globe to decoshops, wholesalers, installers, painters or end-consumers. For the headcount by geographical area we refer to the own workforce section (ESRS-S1).

Our purpose

Our purpose is to enrich people's lives by helping them get more out of their interiors, creating happier place to live in.

Our Value chain

Distributors, including retailers and decoration shops, play a crucial role in bringing our products to consumers. Additionally, professionals such as architects, designers, and installers contribute significantly by integrating our solutions into their projects, ensuring both aesthetic and functional excellence while generating economic opportunities.

Our ecosystem

We have built a vast ecosystem where numerous stakeholders, from industry professionals to end consumers, create value through our products and services.

Our global presence

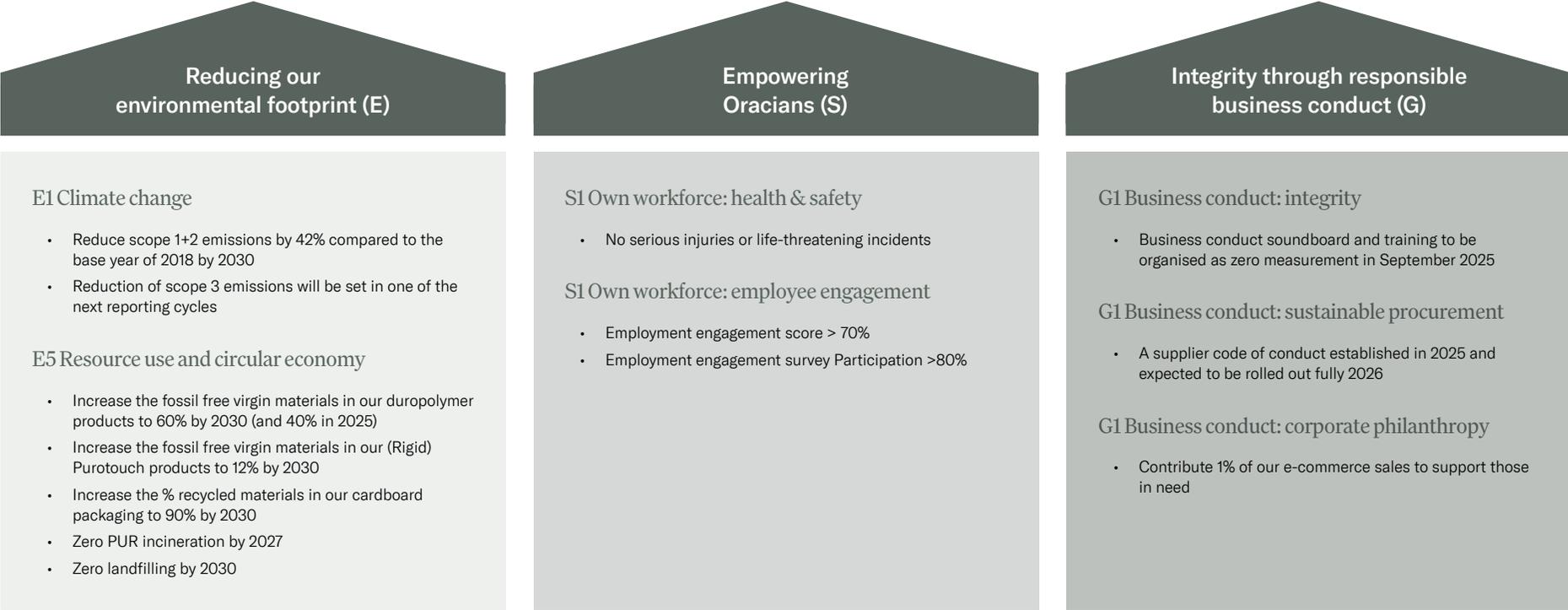
With presence in more than 85 countries, we have established a strong international footprint, enabling us to bring our vision to divers markets worldwide.

SBM-1 – Strategy, business model and value chain



Due diligence in the value chain

Data driven R&D (LCA) | Investments and engineering of next generation production technologies | Foster a healthy and safe corporate culture



The wellbeing and the participation of our Oracians is embedded in our Orac values. We go for Zero Accidents. Our commitment to make Orac not just a place to work, but a place to grow, innovate, and belong, reflects our core values that are the heart of everything we do. We strive to reduce the risk level of our team in a process of continuous improvement and this on a legal base. We also continuously reduce the environmental impact on our planet and measure this in a full life cycle assessment (LCA). We go for CO₂ reduction and promote defossilation of our materials

SBM-1 – Strategy, business model and value chain

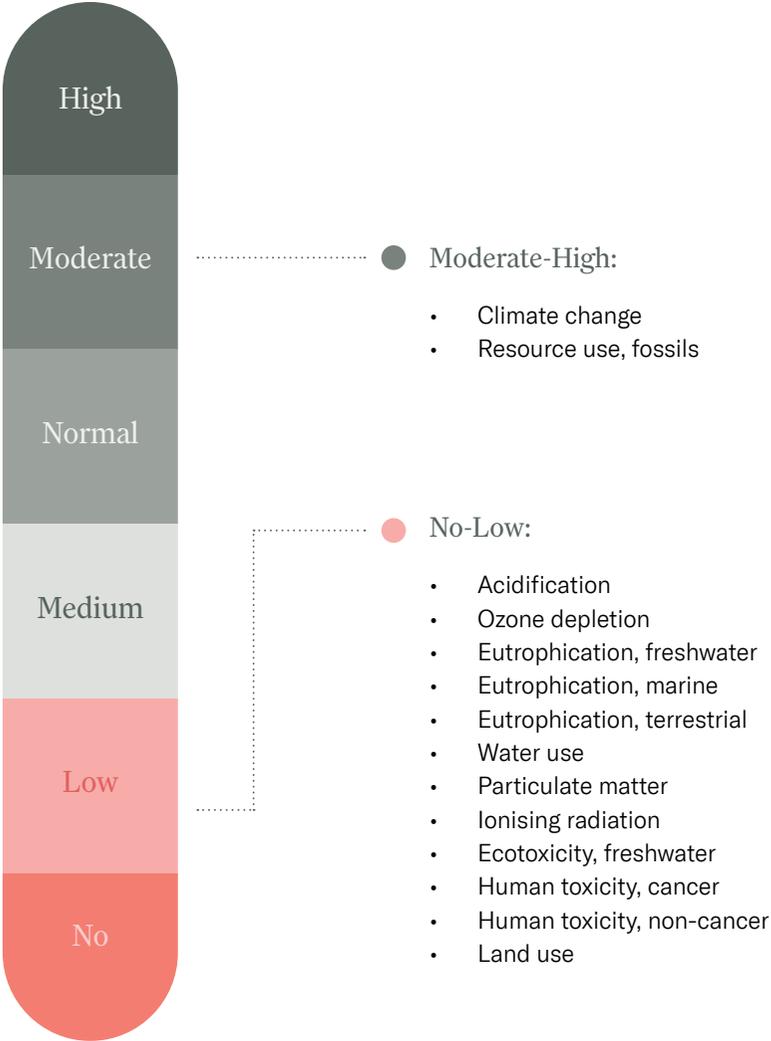
Holistic approach to Life Cycle Assessment (LCA) in sustainability

As part of our commitment to sustainability, we have adopted a holistic approach to Life Cycle Assessments (LCA's), ensuring a comprehensive understanding of the environmental impact of our entire value chain. By conducting a rigorous due diligence process, we have quantified key sustainability metrics, including carbon footprint, resource depletion and other environmental factors. Through this assessment, we are able to identify, measure, and mitigate our environmental impact across all impact categories.

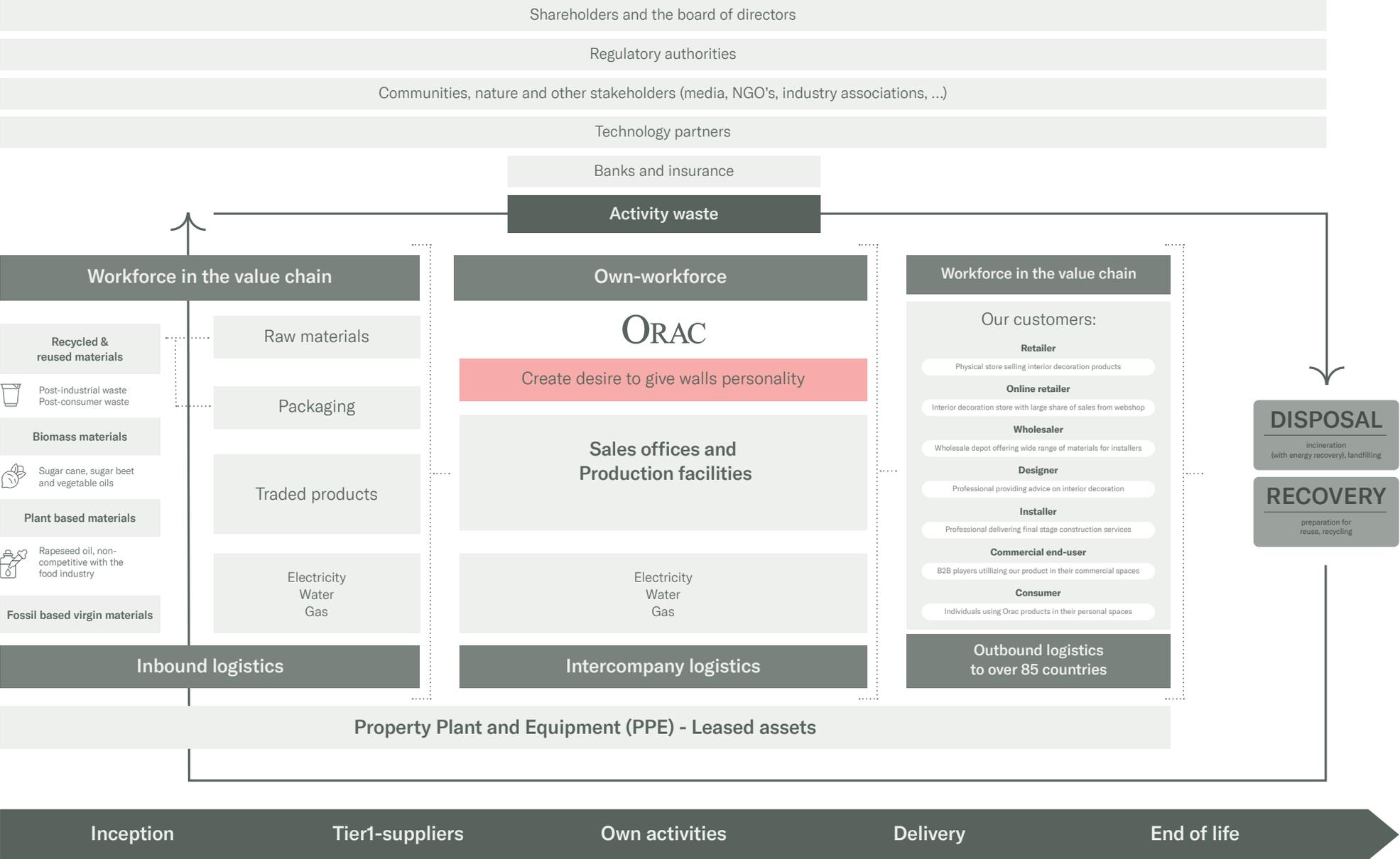
Significant impacts

The Life Cycle Assessment (LCA) of our architectural elements indicates a significant environmental impact, particularly in the categories of climate change and resource use of fossils. These findings confirm our strategy (related to climate change and circular economy) to mitigate these negative impacts.

By integrating these LCA insights into our decision-making, we ensure that sustainability is embedded in every stage of our operations and value chain. This allows us to develop simulated strategies to reduce emissions, optimize resource efficiency, and drive continuous environmental improvements. Through transparent reporting and proactive mitigation efforts, we remain committed to minimizing our environmental footprint while fostering a more sustainable future for our stakeholders and the planet.



SBM-1 – Strategy, business model and value chain



General disclosures

| ESRS-2

SBM-2 – Interests and views of stakeholders

Stakeholder engagement

Engaging openly with stakeholders and establishing ways to increase transparency and disclosure has long been central to our approach. Our stakeholders are those people or organizations who affect or are affected by our operations, including our employees, consumers, technology partners and suppliers and their workers, customers, investors, media, governments, financial institutions, and NGOs. Orac participates in a variety of industry associations, multistakeholder organizations, and non-profit initiatives. Through these memberships, we work closely with leading companies from different sectors to develop sustainable business approaches and debate social and environmental topics. We use collaborations and partnerships to build leverage for systemic change in our industry, such as for efforts to mitigate the carbon footprint in our industry's supply chain, to strengthen circular product designs, and to raise social and environmental standards in our supply chain.

Employees

How did we engage?

- Regular internal communication campaigns
- Regular surveys and webinars
- Periodic performance and development reviews
- Collective action for employees
- Safety trainings
- Diversified Soundboard

Key topics covered?

- The Oracian culture
- Employee and management performance, staff welfare and benefits
- Sustainability and regeneration
- Health and safety
- Training and development
- Anti-competitive business practices, bribery, corruption, discrimination, and harassment in the workplace

What did we do?

- We engaged in 2023 through our annual survey and followed up the evolution
- Promoted a culture of inclusion of people
- Continued to raise awareness to stand and speak up, via internal reporting channels for non-compliance concerns and questions.
- A Diversity training for the leadership has been organised in January 2024
- Country team trainings in the Oostende HUB

What will we do?

- A safety first culture remains our priority
- Measure our employee engagement

Customers and consumers

How did we engage?

- Brand and sustainability campaigns
- Key customer opinions
- Site visits in Oostende and Lipany
- Communicate over our Sustainability (socials, sustainability report, email campaigns)
- Interaction via social media channels
- Net Promotor Scores

Key topics covered?

- Connecting brand sustainability plans with key customer opinions
- Company performance and strategy
- Sustainability performance and strategy
- Circular design and carbon reductions
- Water and air pollution
- Climate change

What did we do?

- Held a stakeholder engagement initiative with key customers opinions and the feedback was used to refine our strategy
- Engaged consumers and partners to amplify a dialogue around circular economy and carbon reduction

What will we do?

We continue to engage with our customer engagement in order to identify and validate related impacts, risks and opportunities for potential material topics

Technology partners and suppliers

How did we engage?

- Periodic supplier meetings
- Innovation workshops
- Annual conferences
- Periodic site visits

Key topics covered?

- Advancing circular design systems at scale through 4R's (Research-Reduce-Reuse-Recycle)
- Non-edible biomass
- Waste management
- Carbon reduction
- Child labor
- Life-cycle assessments (LCAs)

What did we do?

- We are focusing particularly on bringing transparency and clarity to the whole supply chain by developing life-cycle assessments (LCAs). We are working to develop an internal LCA tool to easily assess our materials and products and to make sure we are considering all different sustainability drivers.
- We have introduced sustainable materials into a range of architectural elements.

It is this understanding of our impact at every level that enables us to design a roadmap to what really matters

What will we do?

- Have workshops with our key suppliers on a joint sustainability roadmap

SBM-2 – Interests and views of stakeholders

Local communities	Industry associations	Academia and the science community	Financial institutions
<p>How did we engage?</p> <ul style="list-style-type: none"> • Job fairs for local communities • Local Community and neighborhood events. • Corporate philanthropy <p>Key topics covered?</p> <ul style="list-style-type: none"> • Pollution • Economic opportunities for passionate people and Fair working conditions • Wellbeing <p>What did we do?</p> <ul style="list-style-type: none"> • Job fairs (or opportunities) in our two main manufacturing facilities in Belgium and Slovakia led to the onboarding of new Oracians. • We maintained a strong relation with our close neighbours <p>What will we do?</p> <p>Through our innovative approach to business, corporate philanthropy and public private partnerships, we are working to reach the communities most in need to ensure everyone has a healthy and valuable future</p>	<p>How did we engage?</p> <ul style="list-style-type: none"> • Development initiatives • Regular forums and panel events • Annual conferences • Regular communication campaigns <p>Key topics covered?</p> <ul style="list-style-type: none"> • Corporate climate action • Safeguarding natural resources • Employee health and well-being <p>What did we do?</p> <ul style="list-style-type: none"> • Continued to work with Esencia for Sustainable Development on corporate climate action • Provided ongoing support to “Flanders’ Chamber of Commerce and Industry” in calling for strong action by policymakers to safeguard natural resources and nurture circular economy. <p>What will we do?</p> <p>Escencia and the Flanders’ Chamber of Commerce and Industry will remain our two most important industry associations</p>	<p>How did we engage?</p> <ul style="list-style-type: none"> • Joint workshop with Academic non-profit organisations <p>Key topics covered?</p> <ul style="list-style-type: none"> • Transforming architectural elements through science and collaboration • Present and future construction challenges • Sustainable materials and carbon reduction • Design optimizations through 4R’s (Research-Reduce-Reuse-Recycle) <p>What did we do?</p> <ul style="list-style-type: none"> • Joint workshop with Academic non-profit organisations <p>What will we do?</p> <p>Continue to inspire and share innovative solutions</p>	<p>How did we engage?</p> <ul style="list-style-type: none"> • Relationship management meeting • Attend conferences <p>Key topics covered?</p> <ul style="list-style-type: none"> • ESG-financing • CRSD-compliance • Roadmap to the smart-grid for energy consumption <p>What did we do?</p> <ul style="list-style-type: none"> • We have different meetings with our relationship management of banks and insurance companies throughout the year. They continued to offer ORAC close advice and insights in the latest financial ESG-matters. <p>What will we do?</p> <p>We will further nurture our strong relationships with the financial institutions.</p>

General disclosures | ESRS-2

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

Strategy disclosures

The impacts, risks and opportunities are categorised in own operations (OO) or within our value chain (VC). It is also indicated whether the impacts are positive or negative.

E1 Climate change

	Material impact or risk	Time horizon	Description
Climate change mitigation			
Positive Impact (OO)	Innovative product offering	Short- and medium-term	Impact through the performance of LCA's and the development of products with minimal environmental and climate impact
Negative Impact (VC)	GHG emissions (incl. Transport) from our value chain	Short- and medium-term	The majority of our carbon footprint can be found in our value chain. Emissions have a negative impact on global warming
Risk (OO)	Economic viability	Long - and medium-term	Risk of more sustainable alternatives to current Wall decorations that are not economically feasible
Risk / Positive impact (OO)	Potential GHG-tax	Long - and medium-term	By making carbon emissions more costly, it incentivizes businesses and individuals to adopt greener practices and technologies

(OO) Own operations (VC) Value chain

General disclosures | ESRS-2

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

E5 Resource use and circular economy

	Material impact or risk	Time horizon	Description
Resource inflows, including resource use			
Positive Impact (OO)	Innovative product offering	Short- and medium-term	Impact through the performance measured through LCA's and the development of products with minimal environmental impact (virgin material usage)
Negative Impact (VC)	Use of virgin materials in our supply chain.	Short- and medium-term	Virgin materials that are synthetics, processed, and transported. Extraction of these materials can have adverse environmental impacts.
Negative Impact (VC)	Availability of circular (non-virgin) materials and complex supply chains	Short- and medium-term	An increased demand for circular raw materials coupled with inelastic supply chains would require rapid maturation of sustainable raw materials (e.g. reuse and recycling of materials for main components and use of low-emission materials).
Risk (OO)	CAPEX increase	Short- and medium-term	The adaption of new technologies and recipe changes might impact our need for a diversified tooling and PPE (Plant Property Equipment).
Risk / Positive impact (OO)	Availability of circular (non-virgin) materials and complex supply chains	Short-term	In the short term we observe a higher cost for circular materials as compared to virgin materials

(OO) Own operations (VC) Value chain

General disclosures | ESRS-2

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

S1 Own Workforce			
	Material impact or risk	Time horizon	Description
Our employee value proposition			
Negative Impact (OO)	Expectation gap related to professional development (white-collars)	Short- and medium-term	All employees (white-collars) have regular development conversations to support their professional growth and mitigate any expectation gap.
Negative Impact (OO)	Insufficient professional development (blue-collars)	Short- and medium-term	We observe a need for blue collar professional development conversations to enable career progression.
Positive Impact (OO)	Diversity resulting in innovative product offering	Short- and medium-term	We advocate equal opportunities irrespective of racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin. We believe Diversity in our organisation results in a wider view on things.
Opportunity (OO)	Internal Training	Short-term	We hire for potential. Meaning that recruiting is not a merely exclusive to experienced candidates. We believe we can leverage each (new) Oracians strengths to the next level.
Risk (OO)	Availability of talent and craftsmanship	Short-term	Risk of the need for more external resources due to our fast growth of the business. With the aim to bridge the period until we have the right potential.
Corporate Culture			
Positive Impact (OO)	Professional development	Short-term	Opportunity to acknowledge each (individual) persons contribution to the the success of to company.
Working Conditions			
Negative Impact (OO)	Working conditions in manufacturing operations and offices.	Short-term	We provide a safe and fair working environment for our employees. Physical and mental well-being are essential components of overall health. Maintaining physical safety is a priority for Orac. On the other hand we want to focus also on emotional health, resilience, and the ability to cope with stress.

(OO) Own operations (VC) Value chain

General disclosures | ESRS-2

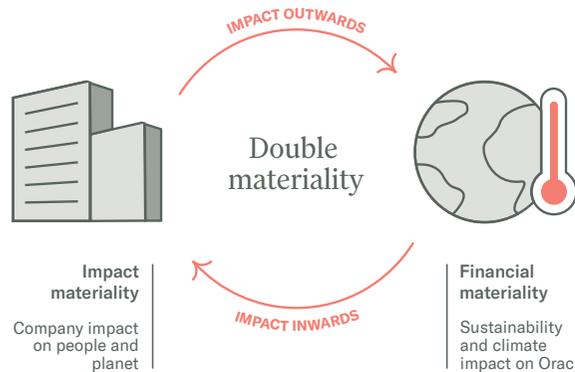
SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

G1 Business conduct			
	Material impact or risk	Time horizon	Description
Corporate culture			
Negative Impact (OO)	Lack of a healthy corporate culture and governance driving the company towards the strategic goals	Short- and medium-term	Oracians are Loyal, inspire and get inspired and live and work with passion. These core values will result in the execution of our corporate strategy within the corporate governance framework
Prevention and detection of corruption and bribery			
Risk / Negative impact (OO)	Protection of whistleblowers through anti-retaliation policies and procedures.	Short-term	Orac Protects whistleblowers through anti-retaliation policies and procedures. The protection of whistleblowers encourages and enables all stakeholders to speak up
Management of relationships with suppliers			
Risk / Negative impact (OO)	Good management of suppliers, ensuring compliance with our expectations	Short-term	Implementing a supplier code of conduct can ensure to mitigate (and eliminate) adverse effects with our partners

(OO) Own operations (VC) Value chain

General disclosures | ESRS-2

IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities



Process

The analysis was carried out from a double-impact materiality (actual/potential and positive/negative impacts) perspective as well as from a financial materiality perspective (risk and opportunities), each of which was assessed both qualitatively and quantitatively. This has ultimately led us to form a two-dimensional double materiality matrix and a list of material topics, which forms the basis for reviewing our sustainability strategy.

Throughout 2023, Orac conducted a first materiality analysis to confirm non-financial topics relevant to our stakeholders. For FY2024 we did revisit the process. Additional information such as sector impacts, peer reviews, in combination with existing material topics already identified, were the starting point for the actualised 2024 DMA.

Value chain analysis

We assessed our value chain impacts and risks for most topics, primarily focusing on both up and downstream activities and own operations. The Value chain assessments were based on internal knowledge, LCA's and the due diligence of our first-tier top suppliers.

ESG topics

To determine which topics will be included in the stakeholder engagement, Orac started from a long list of potentially material ESG topics provided in ESRS 1. This long list of topics has been narrowed down to a short list of ESG topics based on insights from the value chain analysis, peer analysis, sector analysis, relevant legislation, and desktop research.

We have retained:

- ESRS E1** - Climate change
- ESRS E2** - Pollution
- ESRS E3** - Water and marine resources
- ESRS E5** - Circular economy
- ESRS G1** - Business conduct
- ESRS S1** - Own employees
- ESRS S4** - End consumers

Certain topics have been excluded from consideration due to their limited relevance or impact on Orac and its stakeholders. We have excluded:

- ESRS E4** - Biodiversity and ecosystems
- ESRS S2** - Workers in the value chain
- ESRS S3** - Affected communities

Thresholds

We have set materiality thresholds at a "crucial" level, meaning that impacts and risks rated as "crucial" are considered material as a topic. We believe focusing our resources on the highest impact, Risk and Opportunities will make a difference.

Stakeholder determination & engagement

In a series of workshops, soundboards, questionnaires with internal and external stakeholders, including responsible experts and management, we identified and validated related impacts, risks and opportunities for these topics. For specific stakeholders we considered a valid proxy (e.g. the CCO as a proxy for our customers). Through their continuous dialogue with our key stakeholders, they have a good overview of the interests and views of stakeholders.

General disclosures | ESRS-2

IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities

Impact materiality

Actual impacts

We have applied the ESRS methodology and we used the three criteria to score the severity of our actual impacts:

Scale: how great the impact is on e.g. people, the environment and the communities (i.e., the carbon emissions in our value chain);

Scope: how widespread the impact is (i.e., number of individuals affected or the extent of the environmental damage);

Irremediable character: the extent to which the impact can be remediated (e.g., through compensation or restitution; whether the people affected can be restored to their exercise of the right in question). The latter only applies for negative impacts.

Potential impacts

We also took into account at the dimension of likelihood defined as how likely the impact is to happen.

Financial materiality

Risks and opportunities

When assessing risks and opportunities, we looked at how big the financial impact could be based on different financial factors (like taxes, EBITDA, CAPEX, and OPEX), and how likely it is to happen.

We used scenarios based to assess these risks. Financial impacts were rated as low, medium, or high, and likelihood was also rated as low, medium, or high for short-, mid-, or long-term time frames. We partially modeled these risks and also included qualitative assessments because assigning exact monetary values to sustainability risks can be complex.

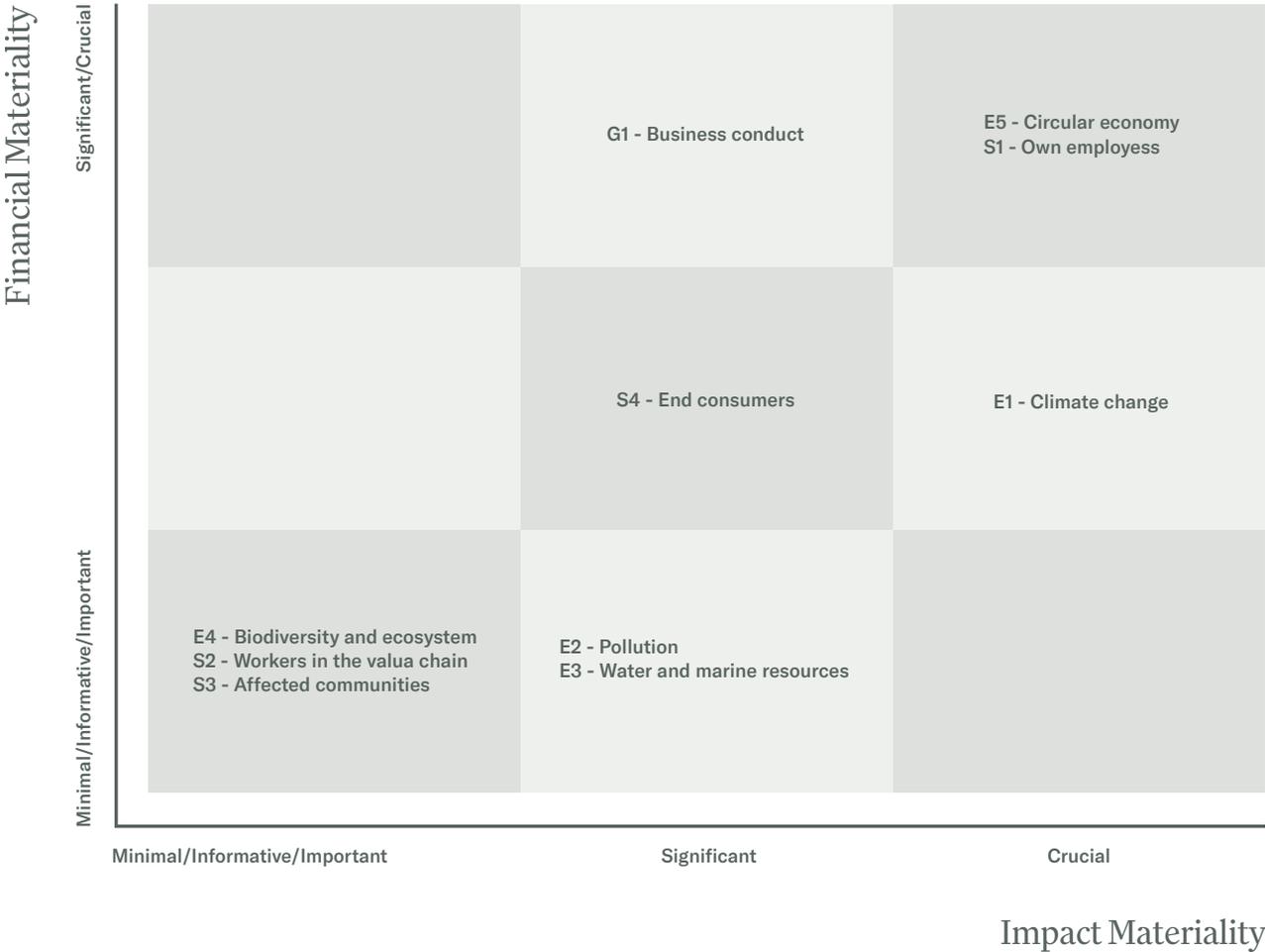


General disclosures | ESRS-2

IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities

Outcome

We have identified our impacts on the environment and society (impact materiality assessment) as well as the sustainability-related risks that we are exposed to (financial materiality assessment). The outcome is aggregated per ESRS topic, showing that E1, E5, S1 and G1 are our most material sustainability matters.





Climate change

| ESRS-E1

Our vision

We will decarbonise by:

- **Energy efficiency** – Upgrading own operations with efficient and sustainable technologies using renewable energy sources
- **Technology innovation** – Reducing scope 3 emissions driven by LCA data analysis and smart sustainable materials
- **Circularity** – Continuous technological innovation within our ECO-design strategy
- **Logistics** – Challenging our transport partners towards carbon-neutral transport
- **Sustainable procurement** – Onboarding our partners and procurement teams in our sustainability strategy

Climate change | ESRS-E1

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

E1 Climate change

	Material impact or risk	Time horizon	Description
Climate change mitigation			
Positive Impact (OO)	Innovative product offering	Short- and medium-term	Impact through the performance of LCA's and the development of products with minimal environmental and climate impact
Negative Impact (VC)	GHG emissions (incl. Transport) from our value chain	Short- and medium-term	The majority of our carbon footprint can be found in our value chain. Emmissions have a negative impact on global warming
Risk (OO)	Economic viability	Long - and medium-term	Risk of more sustainable alternatives to current Wall decorations that are not economically feasible
Risk / Positive impact (OO)	Potential GHG-tax	Long - and medium-term	By making carbon emissions more costly, it incentivizes businesses and individuals to adopt greener practices and technologies

(OO) Own operations (VC) Value chain

E1-1 – Transition plan for climate change mitigation

Paris Agreement

Orac is subject to the EU Paris-aligned benchmarks. The objective of this transition plan is to enable an understanding of Orac's past, current, and future mitigation efforts to ensure that its strategy and business model are compatible with the transition to a sustainable economy, and with the limiting of global warming to 2 °C (preferably 1,5 °C) in line with the Paris Agreement and with the objective of achieving climate neutrality by 2050.

CAPEX

A limited amount of CAPEX is expected by 2030 . These funds will mainly go in extending the capabilities of the current production facilities to cope with more complex recipe formulations and diversified raw materials.

Locked-in GHG emissions

The locked-in GHG emissions are neglectable for the products of Orac.

Orac's transition plan for climate change mitigation

Our transition plan is structured around 4 main enablers driven by a cross-functional efforts from our Engineering, R&D, Logistics and Procurement teams.

2018

2050

- 1 Energy efficiency** – we are enhancing the Orac factories and offices to reduce energy consumption and lower Scope 1 and 2 GHG emissions. This includes optimizing production processes, upgrading machinery towards higher energy efficiency, implementing solar panels. Additionally, we are researching to reduce natural gas consumption and transitioning company cars to electric vehicles.
- 2 Technology Innovation** – Orac's most advanced production technologies are and will be designed to run with a wide variety of non-fossil based materials. We focus also on reducing the density of our products in combination with improved product performance.
- 3 Circularity** – We analyse and use our detailed LCA data to simulate potential improvements. Based on the outcomes we (re-)prioritize our roadmap both on direct raw material choices as on our packaging.
- 4 Logistics** – As we reduce emissions through energy efficiency, technology innovation, and circularity, the proportion of our logistics footprint will become more significant as of 2030. To address this, we are partnering with top-tier logistics companies that have action plans to achieve carbon neutrality by 2050. This is primarily driven by the adoption of alternative fuels in ground operations, such as electric vehicles and hydrogen-powered transport.

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

Physical risks

Climate scenario analysis and resilience

In 2024, a climate scenario analysis was conducted to evaluate physical climate-related risks across Orac's global operations footprint.

Orac has not identified any significant climate-related physical risks in its own operations based on this assessment.

Identification of climate-related hazards:

After a considering high-emission climate scenarios (in the long (2050), mid term (2030) , no material climate-related hazards were identified that would significantly impact the Orac's operations and in its value chain.

Orac assessed its assets and business activities for potential exposure and sensitivity to climate-related hazards (see table) . The results of this assessment indicate that the company's assets and business activities are not exposed to significant physical risks from climate-related events, including extreme weather or other environmental factors, under current and anticipated conditions.

The potential impact of storms, heavy precipitation is the most likely to happen but we consider any material impact as remote.

Transitional risks

While stricter policies, such as potential GHG taxes, may increase costs, they also present an opportunity by encouraging greener practices.

Risk (Own operations) related to economic viability: There is a risk that more sustainable alternatives to current wall decorations may not be economically feasible.

Risk / Positive impact (Own operations) related to a Potential GHG tax: By making carbon emissions more costly, such regulations could incentivize businesses and individuals to adopt greener practices and technologies.

The decarbonization strategy of Orac will reduce the GHG emissions intensity and reducing the above stated physical and transitional risks.

Classification of climate-related hazards, cf. the TCFD classification and the EU taxonomy's Climate Delegated Act

Classification of climate-related hazards	Temperature-related	Wind-related	Water-related	Solid mass-related
Chronic	Changing temperature (air, freshwater, marine water)	Changing wind patterns	Changing precipitation patterns and types (rain, hail, snow/ice)	Coastal erosion
	Heat stress	-	Precipitation or hydrological variability	Soil degradation
	Temperature variability	-	Ocean acidification	Soil erosion
	Permafrost thawing	-	Saline intrusion	Solifluction
Acute	Heat wave	Cyclones, hurricanes, typhoons	Drought	Avalanche
	Cold wave/frost	Storms (including blizzards, dust, and sandstorms)	Heavy precipitation (rain, hail, snow/ice)	Landslide
	Wildfire	Tornado	Flood (coastal, fluvial, pluvial, ground water)	Subsidence
	-	-	Glacial lake outburst	-

Climate change | ESRS-E1

E1-2 – Policies related to climate change mitigation and adaptation

Our policies

Orac has implemented a sustainability policy to address the sustainability challenges related to climate change. The purpose of our this policy is to ensure that technological competitiveness is combined with reaching sustainability targets, especially those related to decarbonization.

E1-3 – Actions and resources in relation to climate change policies

Actions

In 2024, Orac's actions related to climate change mitigation and adaptation were focused around the following themes:

- **Sustainable procurement** - Orac prioritized the procurement of recycled and sustainable sourced materials, ensuring that our supply chain aligns with environmental best practices. We actively engage with suppliers to promote responsible sourcing, reduce waste, and improve the circularity of materials used in our production processes. Engaging with our logistic partners is also part of this process. In 2024 we have implemented multimodal transport for international shipments to the United Kingdom via shortsea shipping.
- **R&D** - We assessed the lifecycle impact (LCA's) of our architectural elements to further enhance sustainability across our operations and value chain. Furthermore, we collaborated with industry experts and academic institutions to explore cutting edge techniques to integrate materials with a significant lower environmental footprint into our products and manufacturing processes.
- **Engineering** - our engineering efforts are focused on (i) circularity: we establish production technologies which are designed to run with a variety of non-virgin materials ; we design products that can be designed at the end-of-life stage. (ii) energy efficiency: we invested in advanced engineering solutions to reduce energy consumption, and lower our carbon footprint.

We will continue with similar actions in the next years.

E1-4 – Targets related to climate change mitigation and adaptation

Targets related to climate change mitigation:

We have aligned our targets with the Paris Green deal. Together with all of our stakeholders we aim to limit global warming to well below 2°C (preferably 1,5°C).

Our ultimate goal is to reduce all our carbon emissions with at least 90% in 2050.

Scope 1+2

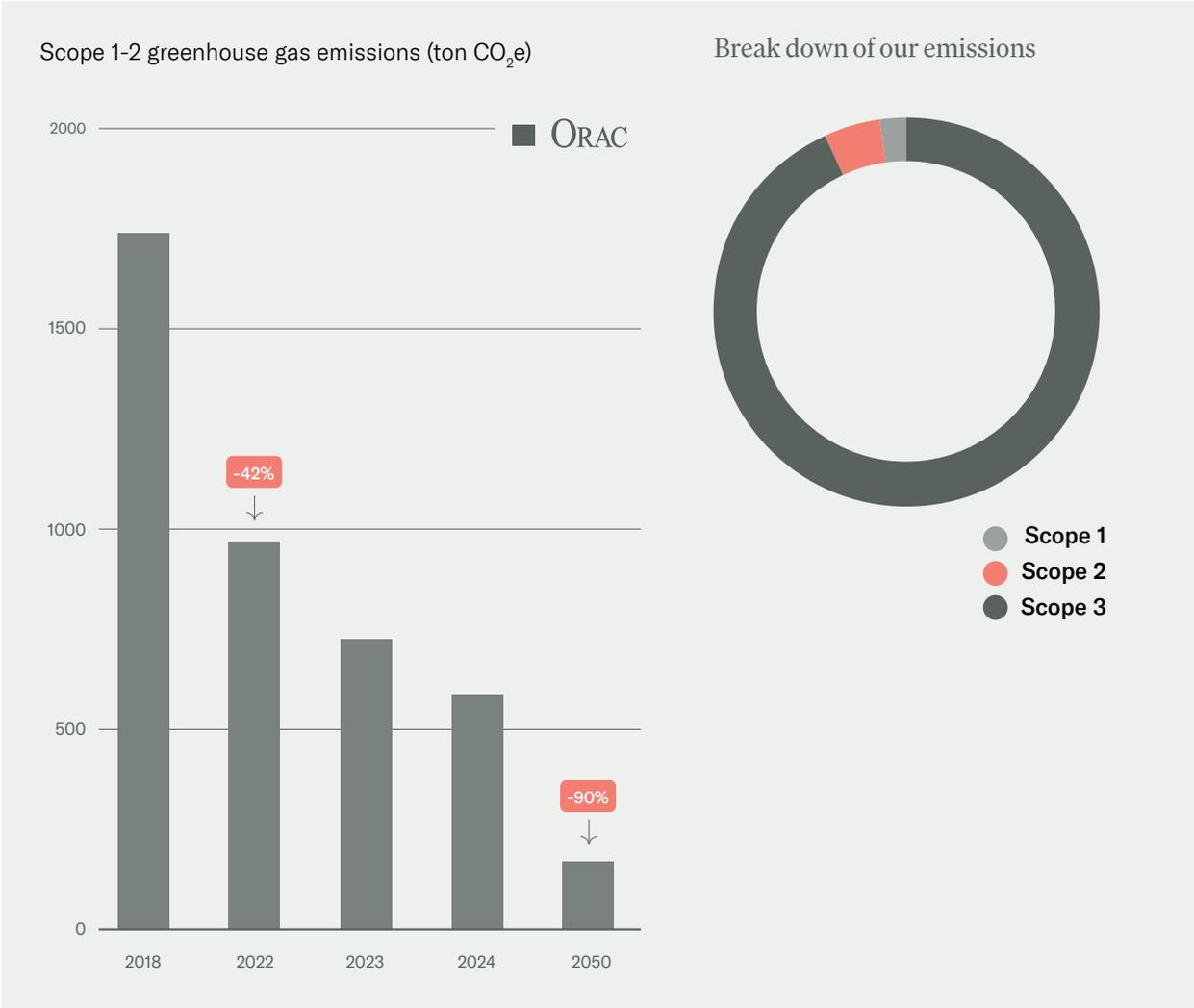
We have aligned our scope 1+2 with the Paris Green deal stating that our emissions need be reduced by 42% compared to our base year of 2018 by 2030.

As of the end of 2024, we have achieved a 66% reduction in CO₂ emissions from architectural element production compared to the baseline. Thanks to Orac's decarbonization efforts within our own operations, we reached our 2030 target as early as 2022.

Scope 3

We already have a strong understanding of our Scope 3 footprint. However, some categories still require further research. As a result, we will not set targets this year.

The final base year will be determined in 2025, and we will set our targets in one of the next reporting cycles. From 2025 onwards, we will begin reporting our progress and, where relevant, intensity values.



E1-5 – Energy consumption and mix

Energy consumption and mix

We provide an understanding of Orac's total energy

consumption in absolute value, exposure gas-related activities, and the share of renewable energy in its overall energy mix. We note that 100% of our purchased energy. is from renewable sources.

We are proud that our excess solar generated power is injected to the grid!

Accounting policies

Energy consumption is calculated as total energy consumed. Reported energy consumptions per source are based on invoices or on own meter readings for solar generation and injection.

We have included our two main production facilities (Belgium and Slovakia) in this overview. We consider the consumption of sales offices as immaterial.

	2024
(1) Fuel consumption from coal and coal products (MWh)	-
(2) Fuel consumption from crude oil and petroleum products (MWh)	-
(3) Fuel consumption from natural gas (MWh)	1,082
(4) Fuel consumption from other non-renewable sources (MWh)	-
(5) Consumption from nuclear products (MWh)	-
(6) Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources (MWh)	-
(7) Total non-renewable energy consumption (MWh) (calculated as the sum of lines 1 to 6)	1,082
Share of non-renewable sources in total energy consumption (%)	19%
(8) Fuel consumption for renewable sources (including biomass, biogas, nonfossil fuel waste, renewable hydrogen, etc.) (MWh)	-
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	3,678
(10) The consumption of self-generated non-fuel renewable energy (MWh)	1,022
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	4,700
Share of renewable sources in total energy consumption (%)	81%
Total energy consumption (MWh) (calculated as the sum of lines 7 and 11)	5,782
(12) Total injection into to the grid(MWh)	628
Total solar Generated power at Orac facilities (calculated as the sum of lines 10 and 12)	1,650

Climate change | ESRS-E1

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Targets related to climate change mitigation:

This disclosure requirement aims to provide insights into an Orac's greenhouse gas (GHG) emissions:

- **Scope 1** – Direct emissions from its own operations.
- **Scope 2** – Indirect emissions from purchased or acquired energy
- **Scope 3** – Indirect emissions from its value chain (upstream and downstream).
- **Total GHG emissions** – A complete overview of emissions to track progress towards reduction targets.

A refined decarbonization plan will be provided in a next reporting cycle.

	Retrospective			Milestone and target years	
	Base Year	Comparative	2024	2030	annual % target / Base year
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions (tCO ₂ eq)	2018	659	425	382	58% (Scope 1 & 2 combined)
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	-	0%	0%	-	-
Scope 2 GHG emissions					
0					
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	-	-	987	-	-
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	2018	1069	171	620	58% (Scope 1 & 2 combined)
Significant scope 3 GHG emissions					
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	-	-	8,168	-	-
Purchased goods and services	-	-	7,130	-	-
Upstream transportation and distribution	-	-	241	-	-
Waste generated in operations	-	-	324	-	-
Business traveling	-	-	120	-	-
Employee commuting	-	-	TBD	-	-
Downstream transportation	-	-	TBD	-	-
End-of-life treatment of sold products	-	-	353	-	-
Total GHG emissions					
Total GHG emissions (locationbased) (tCO ₂ e)	-	-	9,580	-	-
Total GHG emissions (marketbased) (tCO ₂ eq)	-	-	8,764	-	-

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Accounting policies

The GHG Protocol provides a standardized framework for measuring and managing greenhouse gas (GHG) emissions. It classifies emissions into three scopes:

Scope 1 (Direct Emissions): Emissions from sources owned or controlled by a company, such as fuel combustion in company-owned vehicles, boilers, or industrial processes.

- Scope 1 emissions are calculated based on consumption, or emission factors determined by meter readings, invoices.

Scope 2 (Indirect Energy Emissions): Emissions from purchased electricity, steam, heating, and cooling that the company consumes but does not generate.

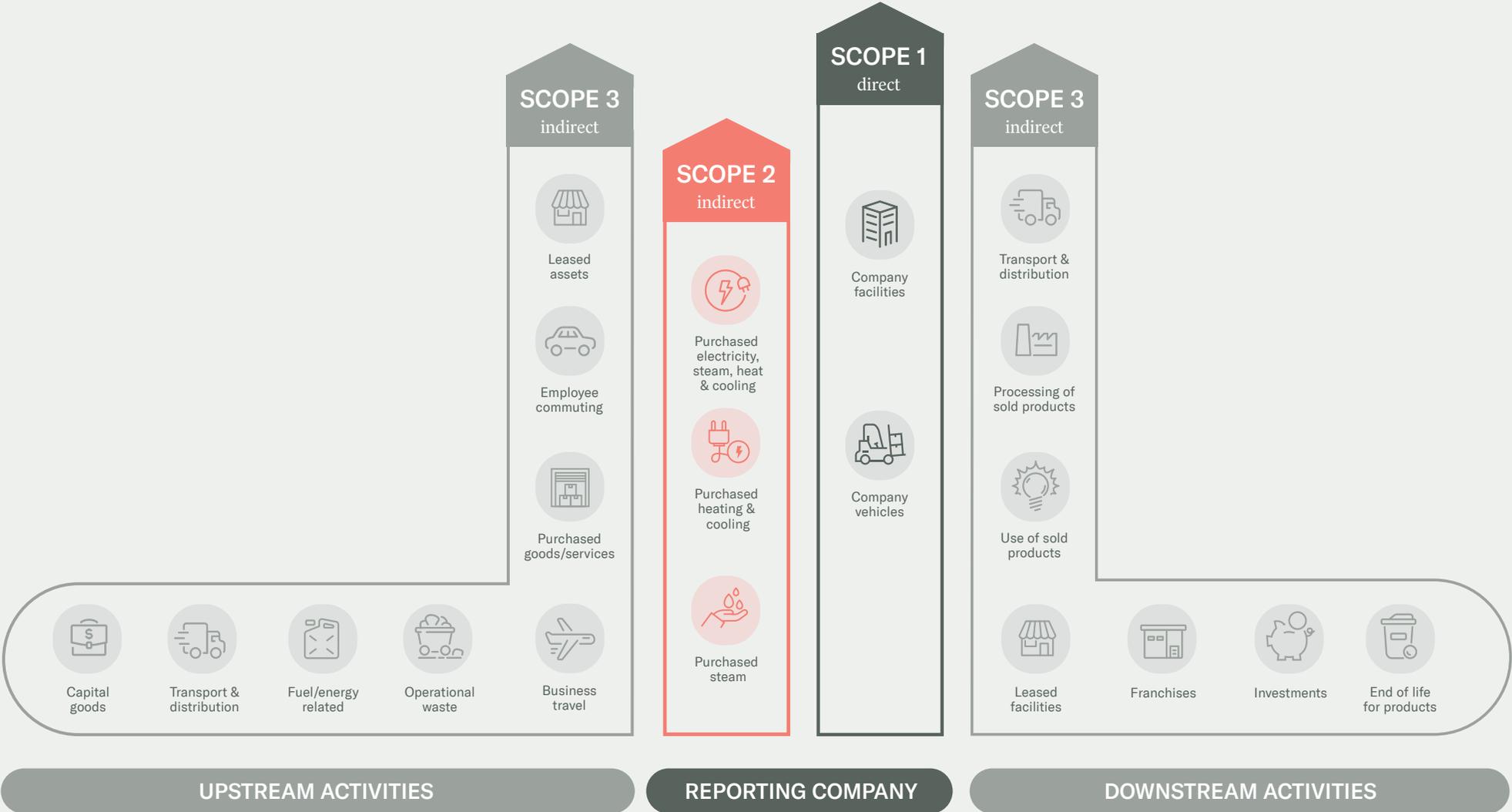
- Scope 2 emissions can be location- or market-based.

Market-based emission are calculated as the sum of electricity consumption (kWh) times the electricity emission factor (kg/kWh) for each facility.

Location-based emissions refer to greenhouse gas (GHG) emissions calculated using the average emissions intensity of the grid electricity in a specific geographic area. This approach takes into account the regional or national energy mix, reflecting how electricity is generated in a particular location (e.g., coal, gas, nuclear, hydro, renewables). Location-based emissions are published by the AIB (Association of Issuing Bodies) for Belgium and Slovakia. We have used the most recent data which is of the year 2023.



The GHG Protocol



E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Scope 3 (Other Indirect Emissions): Emissions from activities not owned or directly controlled by the company but related to the value chain of Orac. This includes for example supplier emissions, business travel, employee commuting, waste disposal, and logistics.

- Calculation of Scope 3 emissions:
Our Scope 3 emissions are calculated using a combination of technology emissions (Orac and external) and company-specific emissions.

Orac technologies

We have 5 types of Orac technologies. The technology-related emissions are determined using the formula:

$(\text{Product Mass in KG}) \times (\text{Product Emission Factor})$.

In order to calculate our carbon footprint (or equivalent) we have made use of the software Quadrant* (by Enperas).

*The backbone of the LCA model used by our LCA QUADRANT tool is based on EN 15804 +A2: 2019, ISO standards 14040, 14044, and 14025, and all national European complements and methods.

External technologies

We have 2 type of externally sourced technologies which are related to glues and fillers.

Additionally, we include company-specific emissions such as business travel, and other indirect activities within our value chain.

By combining these factors, we ensure a comprehensive and accurate assessment of our Scope 3 footprint.

We note that we have not include any downstream transport emissions.

These will be include in one of the next reporting cycle.



Climate change | ESRS-E1

E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Financial effects

In the sustainability report, the financial effects of climate change initiatives, including carbon reduction efforts across our value chain, are currently not precisely quantifiable. However, it is anticipated that these measures will lead to additional investments in the short to medium term. These investments are attributed to investments in low-carbon technologies, energy efficiency improvements, and implementing strategies to reduce emissions throughout the value chain, as well as potential compliance with evolving climate-related regulations. While these initiatives are expected to increase operational expenditures initially, they are designed to mitigate climate-related risks, reduce the carbon footprint of our operations and supply chain, and align with global climate goals, enhancing long-term resilience and sustainability goals. Which will yield value for the company and all our stakeholders.



Resource use and circular economy | ESRS-E5



Our vision

By offering innovative products we aim to support the decarbonization of our processes and our entire value chain and also the defossilisation of our products.

Resource use and circular economy | ESR5-5

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

E5 Resource use and circular economy

	Material impact or risk	Time horizon	Description
Resource inflows, including resource use			
Positive Impact (OO)	Innovative product offering	Short- and medium-term	Impact through the performance measured through LCA's and the development of products with minimal environmental impact (virgin material usage)
Negative Impact (VC)	Use of virgin materials in our supply chain.	Short- and medium-term	Almost all resources used in our supply chain (raw materials), are virgin materials that are synthetics, processed, and transported. Extraction of these materials can have adverse environmental impacts.
Negative Impact (VC)	Availability of circular (non-virgin) materials and complex supply chains	Short- and medium-term	An increased demand for circular raw materials coupled with inelastic supply chains would require rapid maturation of sustainable raw materials (e.g. reuse and recycling of materials for main components and use of low-emission materials).
Risk (OO)	CAPEX increase	Short- and medium-term	The adaption of new technologies and recipe changes might impact our need for a diversified tooling and PPE (Plant Property Equipment).
Risk / Positive impact (OO)	Availability of circular (non-virgin) materials and complex supply chains	Short-term	In the short term we observe a higher cost for circular materials as compared to virgin materials

(OO) Own operations (VC) Value chain

E5-1 – Policies related to resource use and circular economy

Our policies

Orac has implemented a sustainability policy to address the sustainability challenges related to resource use and circular economy. These policies focus on reducing environmental impact, promoting circularity, and ensuring responsible sourcing practices.

Identification and assessment of IRO’s

We address the identification, assessment, management, and remediation of material impacts, risks, and opportunities related to resource use and circular economy through the following approaches

(i) Life Cycle Assessment (LCA): We conduct Life Cycle Assessments to evaluate the environmental impact of our materials and processes, ensuring data-driven decision-making to reduce resource consumption and improve circularity.

(ii) Supplier due diligence and questionnaires: We utilize (recurring) supplier questionnaires to map the total impact of supplied materials, including production location, any certification, and sustainability practices, allowing us to assess and mitigate risks in our supply chain.

Remediation

We remediate its material impacts, risks and opportunities related to resource use and circular economy by sustainable procurement and waste reduction:

Sustainable procurement

Sustainable procurement at Orac, this means the following

- Prioritize the procurement of the following sourcing
 - Recycled and reused materials
 - Biomass materials
 - Plant-based materials
- Recurring questionnaire to map the total impact of the supplied materials (including their production location and potential certification)
- Collaborate with suppliers who demonstrate strong environmental practices and provide transparent sourcing information in their value chain.
- Provide ongoing training to employees to make a cost-benefit analysis and taking the most important sustainability factors into consideration.
- Implementation of a supplier code of conduct in 2026

Waste reduction

Lansink’s Ladder, commonly referred to as the waste hierarchy, serves as a valuable framework for managing waste sustainably.

At Orac, our top priority is waste avoidance through prevention and reuse. Following this, we emphasize recovery, starting with recycling efforts (such as transforming waste into regrain) and then progressing to high-quality energy recovery. Disposal, including incineration and landfill, remains the least desirable option, which we strive to minimize as much as possible.

In our design processes, we prioritize creating solutions that align with the principles of a circular economy.

We focus on:

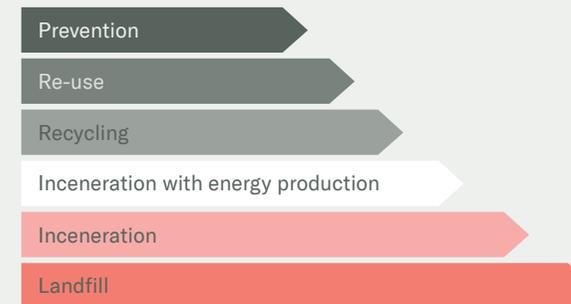
Prevention

- We are designing lower density products (which meet market expectations) by continuously improving our foaming technologies. We also focus on reducing scrap rates in our production processes.
- Reduction of of hazardous waste, waterwaste and emissions

Reuse: our products are repairable (e.g. Repaint or filling of minor dents)

Recycle: By using a single polymer composition in all of our own produced products, we eliminate the need for complex sorting processes typically required in recycling. With our products, the recycling process becomes more streamlined, as materials can be easily identified and separated, minimizing waste and reducing the demand for new raw materials.

Transitioning away from fossil based virgin materials



The policy prioritizes the procurement of recycled and fossil free virgin materials sourced materials. Targets have been set for increasing non-virgin material use for but not limited to:

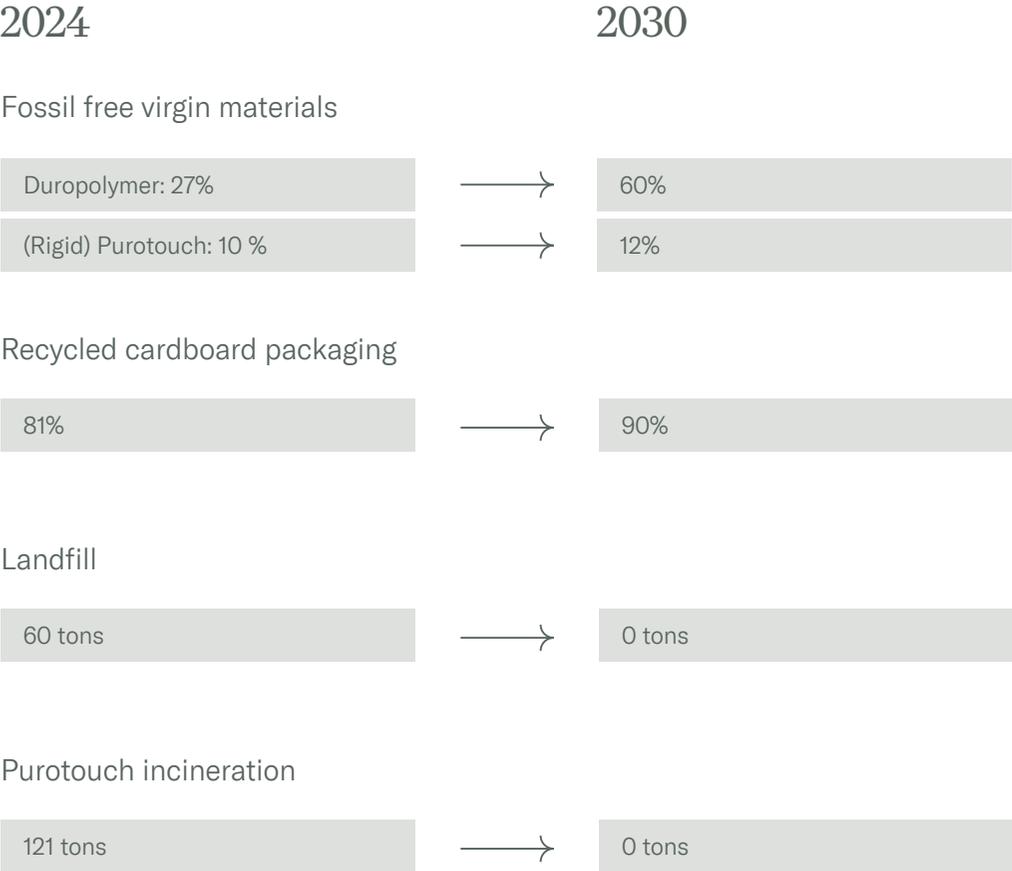
- Raw materials: Purotouch and Duropolymer synthetics
- Cardboard Packaging
- Wood

The largest impact is related to our raw materials and cardboard packaging.

Resource use and circular economy | ESRS-5

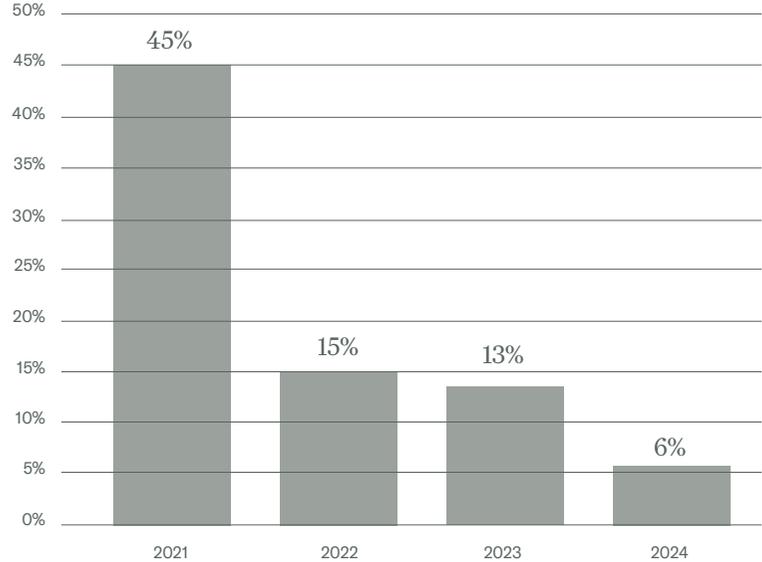
E5-2 – Actions and resources in relation to resource use and circular economy

E5-3 - Targets related to resource use and circular economy



Landfilling

We are proud of the significant progress we have made since 2021 in reducing the percentage of waste sent to landfills. Through dedicated efforts and continuous improvements in our waste management practices, we have successfully minimized our environmental impact. Looking ahead, we are fully committed to achieving zero landfill waste by 2030, setting an ambitious goal to further advance our sustainability initiatives and contribute to a circular economy.



E5-4 – Resource inflows

Introduction

We disclose a description of Orac's material resource inflows:

- **Fossil based virgin materials**
- **Fossil free virgin materials**
 - Plant-Based materials (like rapeseed oil, monitored & ISCC PLUS certified*(mass balancing))
 - Bio based like sugarcane and sugar beet
- **Recycled and reused components**
 - Post-industrial waste
 - Post-consumer waste
- **Cardboard Packaging**

We do not take into account our own internal recovered scrap since this is part of our own operations

*Orac has been recertified in 2025

Methodology

The table depicts the consumption of fossil free virgin materials as % of total consumption in our own operations. For the resource inflow we have reconciled this with our inventory movements (including goods receipt and consumption).

Due to confidentiality reasons we do not disclose any absolute value of a weight metric.



Our beautiful architectural elements are made from **synthetic materials**.
 Our goal is to **eliminate fossil-based virgin materials by 2045**.



Resource use and circular economy | ESR5-5

E5-5 - Resource outflows

How does Orac contribute to the circular economy

At the heart of Orac's sustainability ethos is a clear, compelling vision: to achieve a significant reduction of virgin fossil-origin polymers. This vision is not just aspirational but actionable, guided by a deep understanding of the ecological footprint associated with traditional synthetic material production. Our defossilization strategy is a bold commitment to innovation, circular economy and environmental responsibility.

Expected durability of our product

Orac products have very limited aging effect and deliver a constant performance without suffering degradation. Repainting or small repairs are prolonging the life of our products. Thus Orac architectural elements are highly durable and long-lasting.

Currently we do not observe any difference between Orac and the industry average lifetime depending on its use.



E5-5 - Resource outflows

Waste generated in 2024

Hazardous Waste			
tons of waste	NO	YES	TOTAL
Reuse	1	0	1
Recycling	133	0	134
Other recovery	1	-	1
Incineration - No energy recovery	-	-	-
Incineration - with energy recovery	158	0	158
Landfilling	15	46	60
Other disposal	28	0	28
Total Waste	337	46	383
Non-Recycled Waste	202	46	248
Non-Recycled Waste %	60%	100%	65%

Accounting policies

Scope: We focussed on the waste generated by our two manufacturing plants

Total amount of waste generated represents the sum of all substances and objects discarded, excluding internally recycled materials and those classified as by-products.

Waste data is primarily based on gate/supplier weightings and invoices. Where this is unavailable, estimates are based on volume and best available knowledge. Reused waste is the waste sent for reuse, referring to materials used for their original purpose.

Reused waste is the waste sent for reuse, referring to materials used for their original purpose.

Recycled waste Any recovery operation by which waste materials are reprocessed into products, materials or substances whether for the original or other purposes. It includes the reprocessing of materials but does not include energy recovery and the reprocessing.

Other Recovered waste is the sum of waste sent to other recovery operations that are neither reuse or recycling, in alignment with the EU Waste Framework Directive. For Orac this relates the lubricants or oils.

Incinerated waste is the amount of waste sent to incineration referring to the combustion/burning of waste.

Landfilled waste is the waste sent to landfill.

Other disposal waste is the sum of waste sent to other disposal operations. The Majority is related to water waste.

Non-recycled waste is the sum of total amount of waste minus the reused waste and the recycled waste. The percentage of non-recycled waste is calculated as the amount of non-recycled waste divided by total waste.

Hazardous waste is the sum of waste which displays one or more of the hazardous properties listed in Annex III of Directive 2008/98/EC of the European Parliament and of the Council (17) on waste.

Resource use and circular economy

| ESRS-5

E5-6 – Anticipated financial effects from resource use and circular economy-related risks and opportunities

Financial effects

The anticipated financial effects related to material resource use and circular economy initiatives are currently uncertain but are expected to involve higher costs in the short to medium term. Investments may be required to transition to sustainable materials, improve resource efficiency, and adopt circular practices. These efforts aim to mitigate risks such as resource scarcity and regulatory compliance while leveraging opportunities to reduce waste and create value from circular solutions. While initially increasing expenditures, these measures are intended to enhance long-term competitiveness and align with our sustainability goals.



Own workforce | ESRS-S1

A young man in a dark blue t-shirt and shorts is standing in a factory, holding a large roll of material. The roll is illuminated from within, showing the text "The GOOD side of WALLS" in white, serif font. The background shows stacks of materials and industrial equipment.

The GOOD side of WALLS

Our vision

We are proud Oracians by building high performing teams with growth mindset.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

S1 Own workforce			
	Material impact or risk	Time horizon	Description
Our employee value proposition			
Negative Impact (OO)	Expectation gap related to professional development (white-collars)	Short- and medium-term	All employees (white-collars) have regular development conversations to support their professional growth and mitigate any expectation gap.
Negative Impact (OO)	Insufficient professional development (blue-collars)	Short- and medium-term	We observe a need for blue collar professional development conversations to enable career progression.
Positive Impact (OO)	Diversity resulting in innovative product offering	Short- and medium-term	We advocate equal opportunities irrespective of racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin. We believe Diversity in our organisation results in a wider view on things.
Opportunity (OO)	Internal Training	Short-term	We hire for potential. Meaning that recruiting is not a merely exclusive to experienced candidates. We believe we can leverage each (new) Oracians strengths to the next level.
Risk (OO)	Availability of talent and craftsmanship	Short-term	Risk of the need for more external resources due to our fast growth of the business. With the aim to bridge the period until we have the right potential.
Corporate Culture			
Positive Impact (OO)	Professional development	Short-term	Opportunity to acknowledge each (individual) person's contribution to the success of the company.
Working Conditions			
Negative Impact (OO)	Working conditions in manufacturing operations and offices.	Short-term	We provide a safe and fair working environment for our employees. Physical and mental well-being are essential components of overall health. Maintaining physical safety is a priority for Orac. On the other hand we want to focus also on emotional health, resilience, and the ability to cope with stress.

Own workforce | ESRS-S1

S1-1 – Policies Related to own workforce

Our approach and policies

We see human rights as fundamental principles for protecting people's dignity and ensuring freedom and respect both in our own operations, in the companies we work with, and in the communities we are part of. Our commitment to upholding human rights, including labour rights and local communities' rights, is outlined in our sustainability commitment, stakeholder engagement policy, and code of conduct.

International guidelines

We respect key international human and labour rights standards included in the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Our policy on human rights explicitly highlights our dedication to ensuring freedom of association, the right to collective bargaining, elimination of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in employment and occupation, among other critical issues. In our work with human rights, we are guided by the authoritative global frameworks, UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.



The ILO states :

- 1 Freedom of association and the effective recognition of the right to collective bargaining
- 2 The elimination of all forms of forced or compulsory labour
- 3 The effective abolition of child labour
- 4 The elimination of discrimination in respect of employment and occupation
- 3 A safe and healthy working environment.

Our human rights policy states in relation to its own workforce explicitly address trafficking in human beings, forced labour or compulsory labour and child labour

Own workforce | ESRS-S1

S1-1 – Policies Related to own workforce

Our approach and policies

Safe workplace

Workplace accident prevention policy

We have established a policy for quality, health, safety, and environment (QHSE), setting the standards for how we protect and ensure the well-being of our employees and the sustainability of our operations. The policy does not cover all our employees and facilities, with accountability lying with our Head of QHSE. We aim to incorporate quality, health, safety, and environment in all our decisions and actions, and we have implemented workplace accident prevention procedures to ensure the safety and well-being of all our employees. Our aim is to improve on a continuously way.

We comply with various ISO standards to maintain a robust management system that aligns with international best practices. We strive to work 100% conform with local and international norms and legislations.

For the **Belgian** Facility: ISO 14001 (environmental management system) , and 45001 (occupational health and safety management system).

For the **Slovakian** Facility: we aim to be 45001 compliant by the end of 2025.

For our **sales offices**: we have specific guidelines for the offices.

Specific policies

In our code of conduct we address specific policies aimed at the elimination of discrimination, including harassment, promoting equal opportunities and other ways to advance diversity and inclusion.

The following grounds for discrimination are specifically covered in the policy: racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin.

This policy is also valid during hiring process.

Orac has no specific policy commitments related to inclusion or positive action for people from groups at particular risk of vulnerability in its own workforce. The code of conduct urges to speak up and ensure discrimination is prevented, mitigated and acted upon once detected, as well as to advance diversity and inclusion in general.



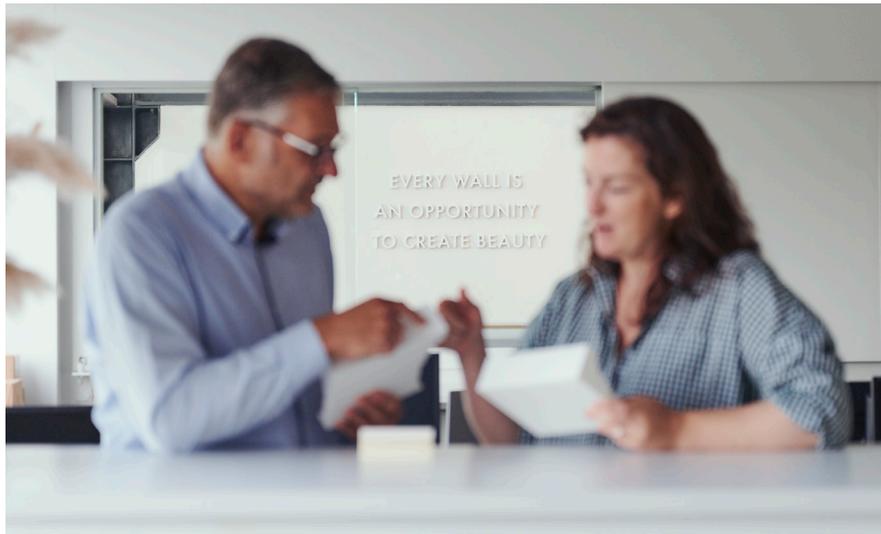
Own workforce | ESRS-S1

S1-2 – Engaging with our own workforce

We are committed to creating a culture where everyone feels psychologically and physically safe to voice important matters. This includes encouragement to speak up, including to colleagues in higher hierarchical positions.

In order to support this we have collective moments where this is shared and on an individual level:

These include alternative channels for employees to voice their opinions, such as our HR business partners, a whistleblower report, worker councils, and personal development dialogues.



S1-3 – Remediation and channels to raise concerns

If an employee believes they have experienced bullying, discrimination, or harassment, they are strongly encouraged to seek support.

Employees may also file an official report with their local HR business partner, reach out to their local trust person, or use the whistleblower system.

We regularly communicate these options to our employees through:

- **Code of conduct:** During the onboarding of new Oracians and regular company wide information updates.
- **Ad-hoc internal information campaigns:** Designed to raise awareness and provide clear guidance.

Own workforce | ESRS-S1

S1-4 – Taking action on material impacts

We identified three domains of action:

Our Employee value proposition

We believe that actively building our employee value proposition will Strengthen the positive impacts we have identified.

Personal growth

For white collar workers we will further develop and implement a Leadership Track, offering training and coaching in key leadership competencies relevant to Oracians in various levels contributing to the creation of high-performing teams.

For Blue collar workers: We will support the further deployment of HPM (Human Performance Management) among the blue collar workers in 2025.

Freedom & responsibility

Freedom in the workplace means having the autonomy to make decisions, take initiative, and explore creative solutions without unnecessary restrictions. It fosters innovation, adaptability, and personal growth.

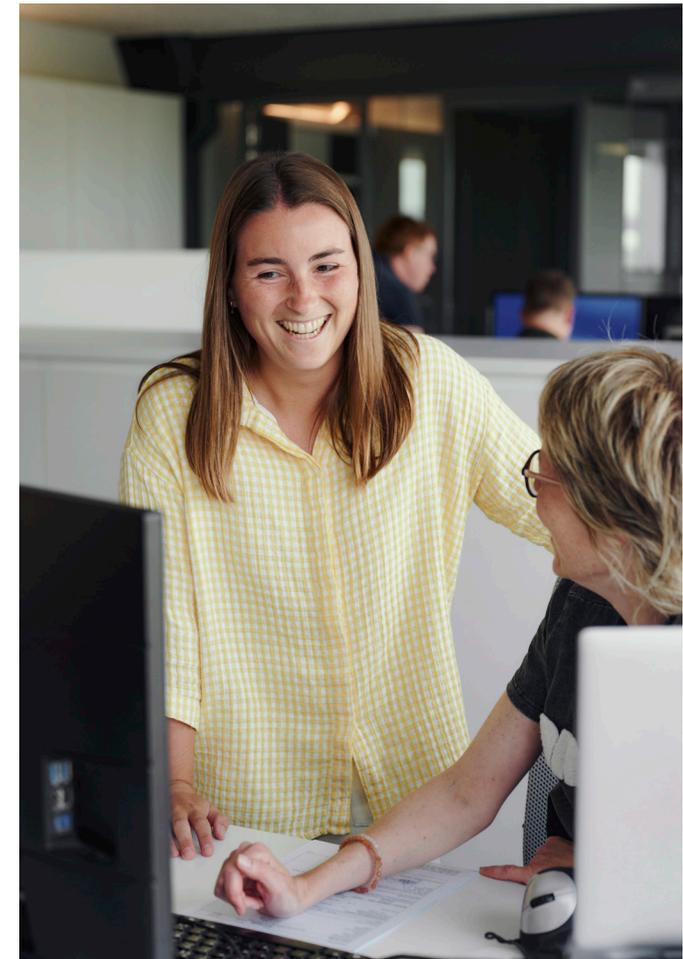
Responsibility is the counterpart that ensures freedom is exercised with accountability. It means owning outcomes, meeting expectations, and understanding the impact of one's actions on the team and organization.

Proud Oracian

We want to foster proud Oracians because we believe, people with pride are more engaged.

Corporate culture

Transparency and feedback is feedback is embedded in our corporate culture. By further fostering this feedback culture each Oracian has the opportunity to acknowledge each (individual) persons contribution to the success of to company.



S1-4 – Taking action on material impacts



Our well-being policy & commitment

A space for growth, innovation and belonging

The well-being and active participation of our Oracians are fundamental to our values. We strive to minimize risk for our team through continuous improvement, always upholding a strong legal foundation. We aim for zero accidents. Our goal is to make Orac not just a workplace, but a space for growth, innovation, and belonging.

More than health & safety

We talk about well-being rather than health & safety. We have 8 strategic pillars to focus on in this strategy: Real safety aspects, infrastructure & building, ergonomics, hygiene, health, psychosocial aspects, unaccepted behavior, internal and external climate.

Risk management: We are continuously monitoring all risks and acting upon them to improve.

Continuous improvements & training

We encourage every Oracian to report every near-miss or “oof, I got lucky here”-incident. Every incident is looked into and analyzed to see where this situation can be improved. We organize frequent trainings to repeat our strategy to infuse this mindset into our Oracians. There is no hierarchy when it comes to this, and everyone is encouraged to approach others about unsafe behaviour.

Own workforce | ESRS-S1

S1-5 – Targets related to own workforce

Engagement survey

In 2025 we will perform an employee engagement survey.

Employee engagement is a key indicator of workplace satisfaction, personal development, diversity & inclusion, mental health, and work-life balance. All of which contribute to sustainable workforce practices.

High engagement scores indicate that employees feel valued, heard, and motivated, which supports long-term value creation for Oracians and Orac.

We set 2 Targets for 2025:

Employment Engagement Score > 70%

Employment Engagement Survey Participation > 80%

The survey will serve as a benchmark, and based on the results, particularly if we observe a zero measurement, we will define targeted actions to address areas of improvement. These actions will guide our efforts beyond 2025, enabling us to create an even more supportive and thriving work environment for all our employees.

Zero accidents

We are pleased to report that our commitment to safety has been a top priority, and we are proud to share that there have been no serious injuries or life-threatening incidents across our operations. We pro-actively work on this objective by investigating the incidents that happened and defining actions to further manage risks.



Own workforce | ESRS-S1

S1-6 – Characteristics of the Undertaking’s Employees

Employee head count by gender	2024				
	Male	Female	Other*	Not reported	Total
Average number of employees (head count) over the FY	177	133	0	0	310

Employee head count in countries where Orac has at least 50 employees representing at least 10% of its total number of employees.	2024			
	Belgium	Slovakia	Other*	Total
Average number of employees (head count) over the FY	94	155	61	310

Information on employees by contract type, broken down by gender (and by headcount)	2024				
	Male	Female	Other*	Not reported	Total
Number of employees	177	133	0	0	310
Number of permanent employees	163	126	0	0	289
Number of temporary employees	14	7	0	0	21
Number of non-guaranteed hours employees	0	0	0	0	0
Number of full-time employees	163	125	0	0	288
Number of part-time employees	14	8	0	0	22

Information on employees by contract type, broken down by region (and by headcount)	2024			
	Belgium	Slovakia	Other	Total
Number of employees	94	155	61	310
Number of permanent employees	90	139	60	289
Number of temporary employees	2	16	3	21
Number of non-guaranteed hours employees	0	0	0	0
Number of full-time employees	74	154	60	288
Number of part-time employees	18	1	3	22

* Gender as specified by the employees themselves.

Own workforce | ESRS-S1

S1-7 – Characteristics of non-employee workers in the undertaking's own workforce

Information on non-employee workers (by headcount)

The total number of non-employees in own workforce is equal to 22.



Own workforce | ESRS-S1

S1-9 – Diversity metrics

Top management by gender	2024				
	Male	Female	Other*	Not reported	Total
Number of employees (head count) at top management level	4	2	0	0	6
Percentage of employees at top management level	67%	33%	0	0	100%

Age of our employees	2024	
	head count	%
<30 years old	44	14%
30 - 50 years old	188	61%
> 50 years old	78	25%
Total	310	

S1-10 – Adequate wages

We comply with all local legislation regarding minimum wages.

S1-11 – Social protection

All of our employees are covered social protection programs by at least through public programs and for some locations and functions through additional benefits offered by Orac.

S1-12 – Persons with disabilities

Due to privacy reasons we do not disclose this topic



Own workforce | ESRS-S1

S1-14 – Health and safety metrics

Safety management system

80% of our own employees is covered by a safety management system.

	BE	SK	Sales offices	Total
Average headcount not covered	-	-	61	61
Average headcount covered	94	155	-	249
Total headcount	94	155	61	310
Head count covered	100%	100%	0%	80%

Fatalities

Number of fatalities in own workforce as result of work-related injuries and work-related ill health : zero

Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites: zero

Incident count and investigation rate

	Count	%
Incident analysed	127	91%
Incident not analysed	12	9%
Total incidents	139	100%

Incident count and investigation rate include all reported safety incidents, regardless of any severity, as well as reported near misses. Our goal is to achieve a minimum investigation rate of 80%.

Accidents

Number of recordable work-related accidents for own workforce is equal to 3 in the current reporting period.

Rate of recordable work-related accidents for own workforce (frequency per 1 000 000 hours worked)

	BE	SK	Sales offices	Total
Work-related accidents for own workforce	2	1	0	3
Frequency level	4,7	13,2	-	-

Work-related ill health

	BE	SK	Sales offices	Total
Number of cases	2	1	0	3
Number of days lost	5	2	0	7



Own workforce | ESRS-S1

S1-15 – Work-life balance

All our employees are entitled to family-related leaves through social policy and (or) collective bargaining agreements.

Percentage of entitled employees that took family-related leave by gender

	2024			
	Male	Female	Other*	Not reported
Percentage of entitled employees that took family-related leave	4,46	3,82	-	-

Own workforce | ESRS-S1

S1-17 – Incidents, complaints and severe human rights impacts

The total number of incidents of discrimination, including harassment, reported in the reporting period

Total	9
Number of complaints filed through channels for people in own workforce to raise concerns	9
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0
Other channels	0



Related to own workforce metrics

Accounting policies

Headcount includes the total number of employees, regardless of full-time or part-time status. Employee data in characteristics of Orac employees is calculated based on all headcounts on the reporting date, broken down by country, gender, contract type and turnover calculations.

Gender data is based on headcount, with no use of estimates. In Orac, employees have the option to choose a gender category that aligns with their identity.

Top management is defined as the Executive Management Team of Orac.

Work-related injuries and **work-related ill health** arise from exposure to hazards at work. Notwithstanding, other types of incidents can occur that are not connected with the work itself.

For example, the following incidents are generally not considered to be work-related, unless otherwise specified in applicable national legislation:

- (a) person in the workforce suffers a heart attack while at work that it is not connected with work;
- (b) person in the workforce driving to or from work is injured in a car accident (when driving is not part of the work and where the transport has not been organised by the undertaking); and
- (c) person in the workforce with epilepsy has a seizure at work that is not connected with work.

Recordable work-related injury or ill health

Work-related injury or ill health that results in any of the following:

- i. death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or
- ii. significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness

Family-related leave include maternity leave, paternity leave, parental leave, and carers' leave that is available under national law or collective agreements. For the purpose of this Standard, these concepts are defined as:

- (a) **maternity leave (also called pregnancy leave):** employment-protected leave of absence for employed women directly around the time of childbirth (or, in some countries, adoption);
- (b) **paternity leave:** leave from work for fathers or, where and in so far as recognised by national law, for equivalent second parents, on the occasion of the birth or adoption of a child for the purposes of providing care;
- (c) **parental leave:** leave from work for parents on the grounds of the birth or adoption of a child to take care of that child, as defined by each Member State; (d) **carers' leave from work:** leave for workers to provide personal care or support to a relative, or a person who lives in the same household, in need of significant care or support for a serious medical reason, as defined by each Member State.

Discrimination: work-related incidents of discrimination on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period. This includes incidents of harassment as a specific form of discrimination.

Good business conduct | ESRS-G1



Our vision

We are dedicated to upholding the highest standards of integrity and accountability in our business operations. Ensuring transparency and ethical conduct is essential to building trust and driving long-term success.

Good business conduct | ESRS-G1

SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model

G1 Business conduct			
	Material impact or risk	Time horizon	Description
Corporate culture			
Negative Impact (OO)	Lack of a healthy corporate culture and governance driving the company towards the strategic goals	Short- and medium-term	Oracians are Loyal, inspire and get inspired and live and work with passion. These core values will result in the execution of our corporate strategy within the corporate governance framework
Prevention and detection of corruption and bribery			
Risk / Negative impact (OO)	Protection of whistleblowers through anti-retaliation policies and procedures.	Short-term	Orac Protects whistleblowers through anti-retaliation policies and procedures. The protection of whistleblowers encourages and enables all stakeholders to speak up
Management of relationships with suppliers			
Risk / Negative impact (OO)	Good management of suppliers, ensuring compliance with our expectations	Short-term	Implementing a supplier code of conduct can ensure to mitigate (and eliminatie) adverse effects with our partners

(OO) Own operations (VC) Value chain

Good business conduct | ESRS-G1

G1-1 – Description of the processes to identify and assess material impacts, risks and opportunities

Good business conduct

At Orac, we encounter financial, technical, commercial, and ethical challenges daily, both as a company and as Oracians. Our Business conduct Policy is embedded in our code of conduct and designed to offering clear guidance to all employees. This policy covers areas such as bribery, facilitation payments, sponsorships and donations, sector contributions, entertainment and conflicts of interest. Oversight is provided by our CFO.

Corporate culture

Oracians are loyal, inspire and get inspired and live and work with passions. These core values will result in the execution of our strategy within the corporate governance framework.

These values are highlighted at least once a year by the leadership of Orac. We believe a healthy corporate culture is embedded in driving the company towards our strategic goals.



Good business conduct | ESRS-G1

G1-2 – Management of relationships with suppliers

Management of relationships with suppliers

We believe in collaborative partnerships, expecting (key) business partners to actively participate in risk assessments, inspections, monitoring, and reporting. Our due diligence has checked their adherence to our social, environmental, and ethical expectations. Our work is based on a systematic and risk-based due diligence process used to assess partners and suppliers.

A first questionnaire was issued in 2024 to our Top tier-1 suppliers (between 25-50 suppliers). The outcomes of these practices were evaluated and no “Vulnerable suppliers” were identified in our value chain.

Vulnerable suppliers includes suppliers that are exposed to significant economic, environmental and/or social risks.

We expect to develop a supplier code of conduct in 2025 and expected to be rolled out fully in 2026. Currently no completion rate target has been set.



Good business conduct | ESRS-G1

G1-3 – Prevention and detection of corruption and bribery

Whistleblower

Since December 2023, the presence of a whistleblower in our company underscores our commitment to robust governance, ensuring transparency and accountability in all operations. This initiative aligns with our sustainability goals by promoting ethical practices and preventing any actions that could harm the environment or society. Ultimately, it strengthens our corporate responsibility and trust with stakeholders, contributing to a more sustainable and ethically sound business model.

Our whistleblower contact point is accessible to both internal and external stakeholders. Our Business conduct policy clearly outlines our commitment to protecting whistleblowers* from any form of retaliation.

The whistleblower case handlers are trained and have regular contact with each other sharing best practices.

*Orac has implemented the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (OJ L 305, 26.11.2019, p. 17).

Prevention and detection of corruption and bribery

Next to the overall guidelines of the code of conduct Orac has monthly financial reviews in place at several financial materiality levels which might detect any deviation caused by corruption or bribery.



Good business conduct | ESRS-G1

G1-4 – Prevention and detection of corruption and bribery

Incidents

No incidents (Whistleblower cases) were reported during this reporting period.

Data point	Unit	
Whistleblower cases		
Substantiated whistleblower cases	Number	0
Cases transferred to the police	Number	0

Soundboard and training

We do not believe in training and participations rates for sake of appearance but in fostering strong leadership and active listening to our people and partners to identify potential risks.

As part of our commitment to good business conduct and integrity, we will conduct a soundboard and training session in September 2025 during our yearly company wide meeting. Any relevant identified topics will be evaluated further by those charged with governance. We formally organize this in different forums (e.g. onboarding of new Oracians, yearly company wide meeting) since 2022.

Accounting policies

The soundboard and training session will be designed to ensure that employees in their different roles responsibilities understand and adhere to Orac’s Code of conduct. This ensures they can apply the principles in their daily work and make ethical decisions in both financial and non-financial matters.





Good business conduct | ESRS-G1

Entity specific

Laws and regulations

At Orac, we are committed to upholding the highest legal, environmental and ethical standards. Compliance with all applicable laws, regulations, and industry standards is a fundamental part of our corporate responsibility and sustainability strategy. We continuously monitor and adapt our policies to meet evolving legal requirements in all the jurisdictions in which we operate

GDPR

As part of our legal obligations and ethical responsibility, Orac is fully committed to complying with the General Data Protection Regulation (GDPR) and ensuring the privacy and security of personal data. We recognize the importance of protecting the personal information of our customers, employees, and business partners.

Corporate philanthropy

As part of our commitment to corporate social responsibility, we pledge to contribute 1% of our e-commerce sales to support those in need.

ORAC