



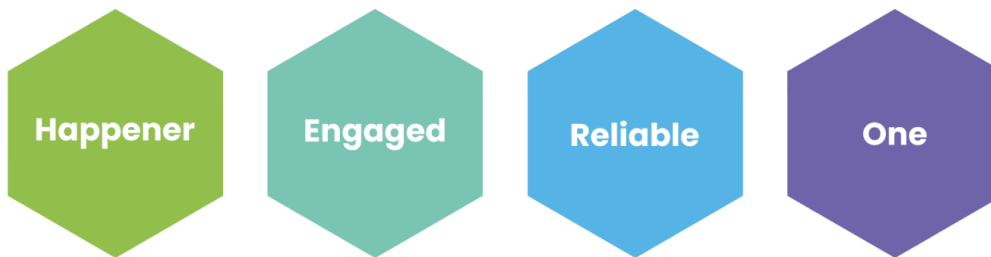
Carbon and energy policy

VMA is committed to implementing a carbon and energy policy in accordance with its mission and all applicable requirements and expectations, both from our customers and other stakeholders, as well as from the intended standards and applicable laws and regulations. VMA's carbon and energy policy applies to all of its sites and processes.

The carbon and energy policy within VMA is an integral part of the general company policy, which is based on four core values and applies to:

- Sustainability
- Environment
- Quality
- Safety

Our four core values are the HERO values



Happener

"We never let a chance pass by to make change happen, to make a difference. Our attitude is « Yes, and », not « Yes, but »."

Engaged

"We do the utmost for clients, partners, people, and planet: we fight for them."

Reliable

"We have high principles and live up to them: we say what we do and we do what we say."

One

"We act as one team as we know that synergies lead to high levels of excellence. We are simply stronger together."

Due to the nature of our profession, we are involved in a number of sustainable construction projects in Belgium and the electrification of the automotive sector. With our team of experts at VMANAGER, we also ensure that existing buildings are made more energy-efficient.

This policy:

- complies with the objectives of the VMA organisation within the CFE Group
- provides a framework for achieving our reduction targets for scope 1, 2 and 3 with ambitious but achievable measures, both in terms of energy reduction and more sustainable forms of energy



Responsibilities

The **management**¹ ensures that the carbon and energy policy and the associated objectives are known and that the carbon management system is applied throughout the organization.

The **management** also ensures that the management system continues to meet the requirements of the customers and other stakeholders, the intended standards and applicable laws and regulations.

To this end, the **management** will assess the effectiveness and suitability of the carbon and energy management system with regard to its carbon and energy policy and determine its further strategy during the annual management review. Management undertakes to provide all necessary resources to achieve this.

The **hierarchical line** is expected to propagate this carbon and energy policy throughout the organization, to supervise the application of the carbon management system and to direct and guide their employees in this and to actively contribute to the continuous improvement of the carbon management system and compliance with laws and regulations.

All VMA employees have the responsibility to actively promote the policy and to actively participate in the continuous improvement of our carbon management system and the achievement of the objectives that apply to them.

The management is committed to:

- ensuring that information is available and that all necessary resources to achieve the objectives are available
- complying with legal requirements for energy saving, renewable energy and CO₂ reduction
- strive for continuous improvement in energy and CO₂ performance
- strive for continuous improvement in the energy and CO₂ management system
- ensure that the carbon and energy policy and objectives are established and implemented
- ensure that this policy and underlying objectives are part of the strategic direction of the organisation
- ensure that the requirements of the energy and CO₂ management system are integrated into the organisation's business processes
- ensure that the action plan is implemented
- ensure that the necessary resources for the energy and CO₂ management system are available
- ensure that the energy and CO₂ management system achieves the intended results
- promoting continuous improvement of energy and CO₂ performance and the CO₂ management system;

¹ Management = Exco supported by the CO2PL Management Team



- managing and supporting the identified key persons in order to make the energy and CO2 management system more effective and to improve CO2 and energy performance.

Short-term energy and CO2 reduction targets (2027)

Objective 1: Make a shift towards less carbon-intense energy sources²

Carbon reduction	Unit	Target	% (RY2024)	Currently	% (RY2024)
Absolute	tCO2e	-556	-15	-191	-5,1
Scope 1	tCO2e	-389	-15	-194	-7,5
Scope 2	tCO2e	-28	-10	+53	+18,7
Scope 3	tCO2e	-125	-15	-50	-6
Relative	tCO2e/M€	-5,7	-24,1	-1,6	-9,1

Objective 2: Cap our need for energy³

Primary energy reduction	Unit	Target	% (RY2024)	Currently	% (RY2024)
Absolute	MWh	+3058	+21,2	+299	+2,1
Relative	kWh/M€	0	0	-1,5	-2,2

Objective 3: Raise our internal energy awareness

Sint-Martens-Latem, januari 2026

Namens leden EXCO en Regional Managers



P. Matton

² For both scope 1, scope 2 and scope 3 related emissions

³ Energy meaning primary energy in this case