

Turning visions into projects

LYBOVER

Sustainability report 2024

sustainable | responsible | respectful

About this sustainability report

This report offers our clients, employees, technology partners, suppliers and other stakeholders a clear view of how we work and the steps we're taking towards greater sustainability. It highlights our climate-conscious and socially responsible approach to business, with a focus on key initiatives from 2024.

Sustainability is at the heart of Lybover. That's why we've chosen to report voluntarily, taking inspiration from the CSRD Directive and the simplified VSME guidelines. This helps us stay ahead of future expectations and strengthen the role of sustainability across our operations.

This report contains non-financial information for all companies within the Lybover group.
Our headquarters is located at Oude Kassei 16, 8791 Waregem, Belgium.

→ COMPANIES OVERVIEW P56

Questions, suggestions or feedback on this report?
sustainability@lybover.be

Find out more about Lybover
lybover.be

CSR expertise and guidance
slidingdoors.be

Publication date
30/06/2025

Reporting period
1 January 2024–31 December 2024

Foreword from our CEOs

> "With determination and craftsmanship, we tackle the most complex industrial challenges to help shape a sustainable, responsible and respectful future for all."



Lybover's first Sustainability Report marks an important milestone in our evolution towards an impactful future. Sustainability is deeply embedded in everything we do and is built on three pillars: **'sustainable solutions', 'responsible operations' and 'respectful relations'.** Together, they serve as our compass in shaping both our actions and ambitions.

We believe that our achievements not only make a difference today, but also help build the society of tomorrow. This forward-looking approach is captured in our 'sustainable solutions' pillar: we deliver tailored, **sustainable solutions** that meet our clients' unique needs while creating a positive impact on people and the planet. We do this by combining innovative technologies, bespoke engineering and smart efficiency.

'Responsible operations' runs through every part of our business. From engineering and production to installation and service, we evaluate each step against strict environmental standards and ethical guidelines. Transparency and innovation drive our efforts to put **'responsible operations'** into practice, both within our organisation and in the implementation of our projects.

But for us, sustainability goes beyond processes and technology. Through 'respectful relations', we place people at the heart of everything we do. We actively invest in attracting, developing and retaining talent, and building **sustainable relationships** with customers, suppliers and the wider community – always grounded in mutual trust and shared values.

At Lybover, we strive every day to **achieve maximum impact with minimal footprint.** We design safe, future-ready installations that offer long-term performance while consciously reducing our environmental impact. By increasing our positive 'handprint' and minimising our environmental footprint, we want to bring about a positive change.

Our ambition goes beyond meeting expectations – we want to exceed them. With determination and craftsmanship, we take on even the most complex industrial challenges to help create **a sustainable, responsible and respectful future for all.**

Hans and Filip Boels
CEOs, Lybover

Content

01
About Lybover



02
Our strategy



03
Our partners



04
Our impact



05
KPI table



About Lybover

Lybover’s DNA 6

Our vision and mission 7

Our values and competencies 8

Lybover in numbers 9

Our locations 10

Our approach 11

How we create value 15



Lybover's DNA

Engineering excellence since 1985

What's in a name? In the case of Lybover: the names of our founders. Lybover is derived from Luc and Yvette Boels-Vermeulen. Despite our international presence and growing team, Lybover has proudly remained a family business. Today, sons Hans and Filip Boels set the course as CEOs.

From the very beginning, we've asked ourselves the same question: **'How can we take the greatest care of our customers while delivering the highest quality?'** The answer lies in our unique combination of advanced technology and agile project management. Four business units, supported by Production, Installation, Service and Shared Services, pool their expertise to tackle even the most complex challenges. Each with their own specialisation, but all 100% Lybover.

1985

The start of the Lybover story

Luc Boels starts as an agent for Keller Lufttechnik GmbH in the Benelux. In 1993, the French subsidiary (Keller France) is acquired. The focus is on industrial dust extraction (AIR).

1995-1997

First expansion

Hafibo Assembly is founded in 1995, followed by Hafibo Construction in 1997 – laying the foundations for METAL.

2005

The origins of BULK

Lybover becomes an agent for Maschinenfabrik Gustav Eirich GmbH & Co KG.

2009

The acquisition of BULK. ID

The acquisition of BULK. ID in 2009 marks the start of Lybover RECYCLING.

2014

Growth continues

Motogroup (BULK) is acquired. Meanwhile, Luksal (AIR) is launched in the United Kingdom.

2017

Centralising installation activities

All assembly activities are brought together under a single umbrella: INSTALLATION.

2018

Introducing the Lybover group structure

All the expertise needed to make your engineering project a success is brought together under one roof.

TODAY…

... our expert divisions provide answers to your complex challenges.

Each with their own specialisation – all 100% Lybover.



Turning visions into projects

Our vision

At Lybover, we believe in the power of technology and agile project management **to design and build smart, sustainable solutions.** Not just for the sake of it, but because we're convinced that every client deserves an approach that truly works. Everything we build contributes to a future where efficiency, innovation and sustainability go hand in hand. Our promise is simple. We don't deliver one-size-fits-all solutions – we deliver well-considered solutions that make a difference.

Our passionate team strives to be the strategic partner of choice for engineering, construction and maintenance of bespoke installations for air treatment, recycling, bulk handling and high-end process solutions.

Enabling responsible growth in remarkable times

Our mission

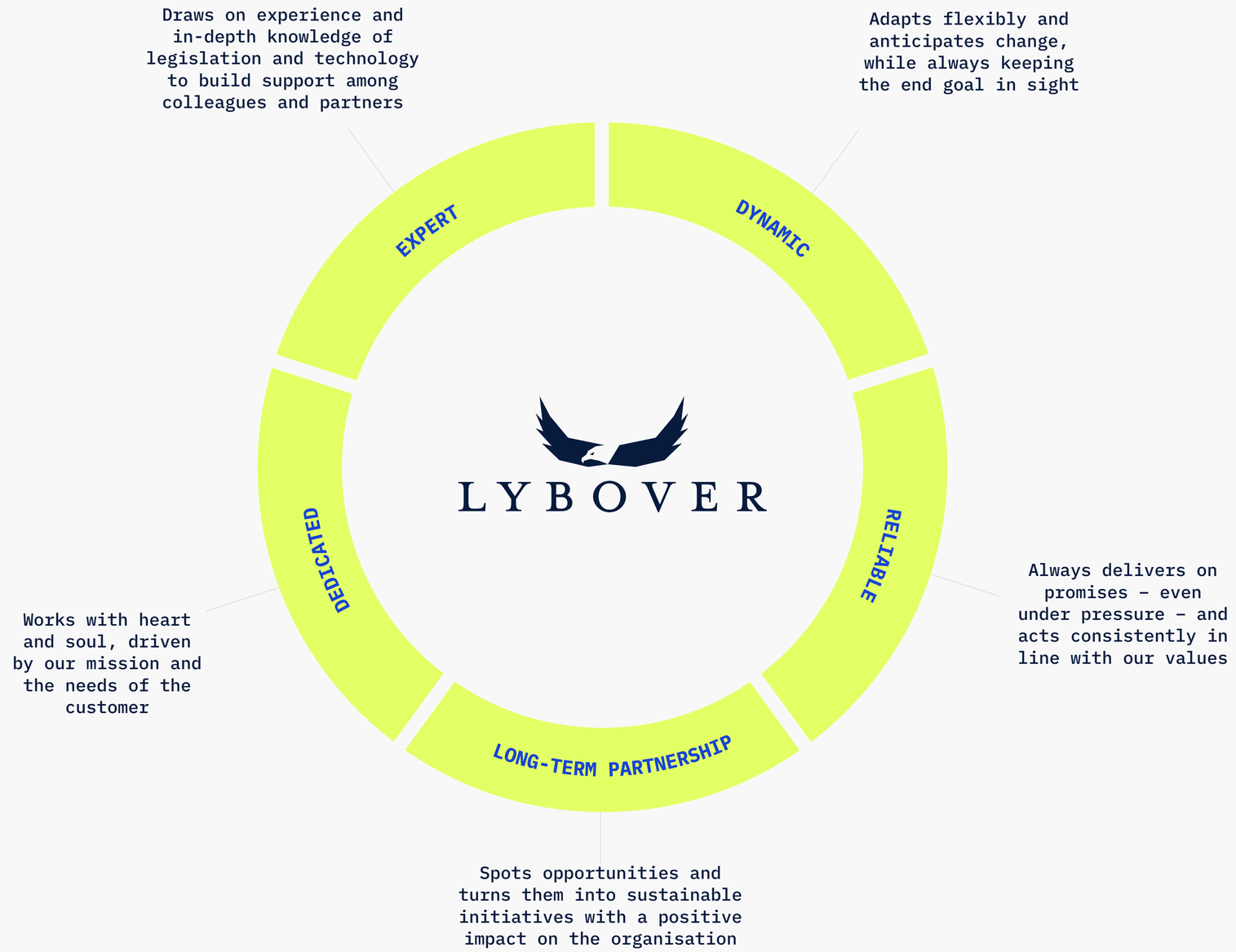
Lybover helps create profitable, healthy and safe production sites by working with clients to design and build innovative, highly reliable installations. In doing so, we support businesses in continuing to operate and grow responsibly and sustainably in Europe – even in challenging times.

By working closely together, we gain a deep understanding of our clients' realities and think proactively with them, right down to process level. **With a broad perspective and complementary expertise, we rethink processes and implement tailor-made solutions.**

Driven by values, defined by action

Our values and competencies

Our values are the foundation of who we are and how we work together. We expect every employee to actively apply and embody them in their role. In this way, our core values are translated into concrete competencies that are visible in our daily work.





A look at our growth and impact

Lybover in numbers

+200
colleagues (permanent and temporary employees)

+5000
projects

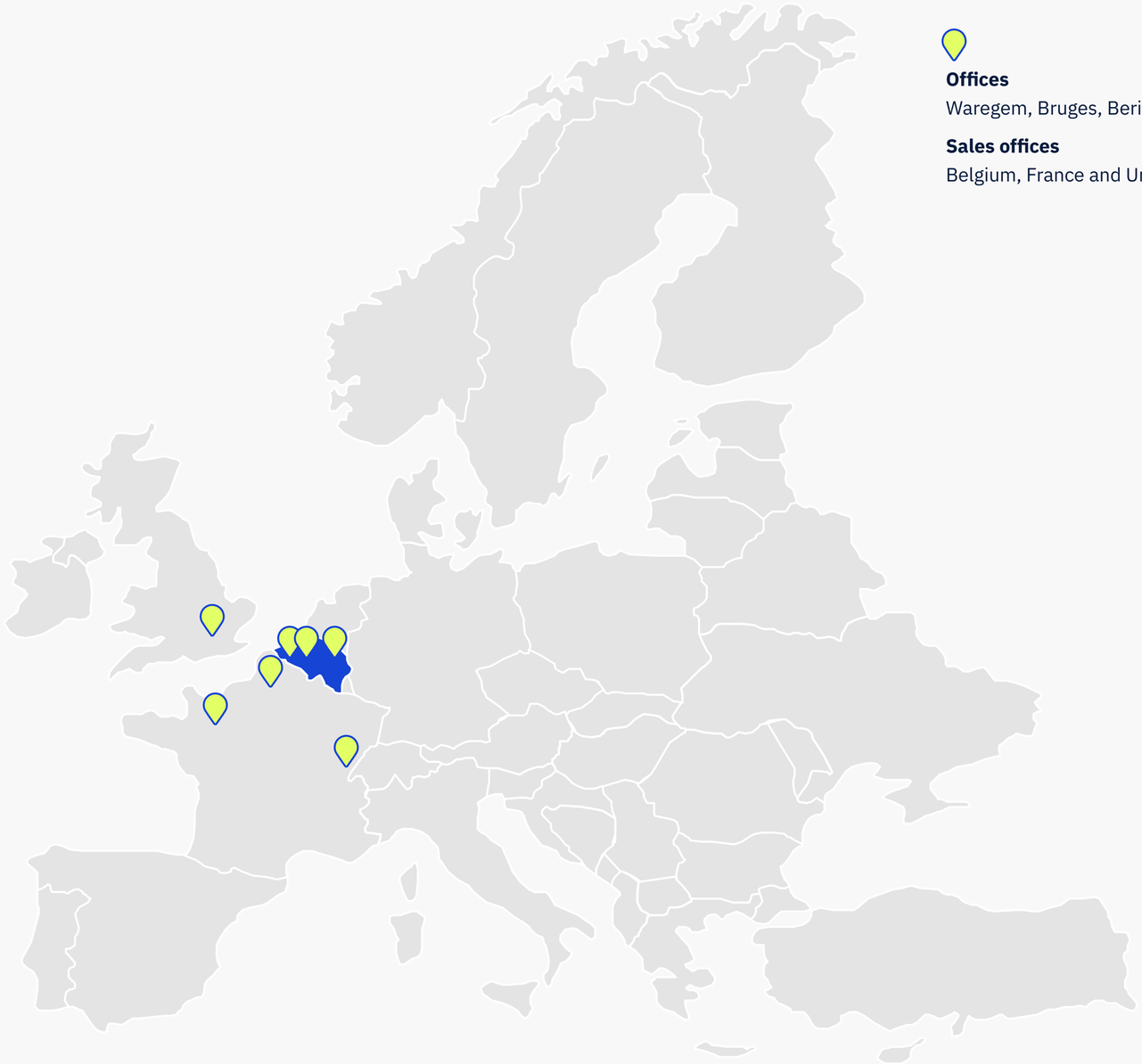
+40
years of experience

100%
family business

+85
million euros in sales volume

Our locations

Local foundation, global ambitions



Offices
Waregem, Bruges, Beringen

Sales offices
Belgium, France and United Kingdom

How we make a difference

Our approach



At Lybover, we combine our expertise to turn even the most complex engineering projects into innovative solutions. Our focus is on taking the pressure off our clients – that's how we make a difference.

COMPLEX PROJECTS

We thrive in complex environments where one-size-fits-all solutions fall short. **Every client deserves a tailored approach – and we never shy away from a challenge to make that happen.** The more demanding the project, the stronger our drive.

FROM A TO Z

We take full ownership of the engineering process. **From initial advice to after-sales support** – we have everything in place to ensure your project runs smoothly from start to finish.

EXPERTS WITH A BROAD OUTLOOK

Thanks to their extensive training and years of experience **our employees are true authorities in their field.** They look beyond the boundaries of their own specialism and collaborate on cross-disciplinary projects.

OUR BUSINESS UNITS

AIR

Clean air authority

Lybover AIR provides **solutions that keep environments free from dust, fumes and gases** – not only contributing to the health and safety of employees, but also reducing environmental impact. By keeping processes dust-free, we extend the lifespan of machines and products, recover production waste, and optimise energy consumption.

BULK

Adding value to bulk handling

At Lybover BULK we ensure that **bulk goods are stored, upgraded and transported in the most efficient and sustainable way.** Our bespoke solutions – from individual components to turnkey projects – are designed to minimise waste and maximise efficiency. This ensures a lower ecological footprint and a responsible use of resources with respect for the environment.

METAL

High-end process solutions

Lybover METAL delivers **solutions with a strong focus on material selection** (steel, stainless steel, plastics, etc.), **modern engineering techniques** (3D scanning and 3D engineering, for detail level pre-engineering) **and high-quality finishing.** Our process experts combine off-the-shelf process components with custom-made parts, tailored to the requirements and standards of the chemical, food and pharmaceutical industries. We manage the entire process in-house – from analysis and pre-engineering through to assembly and installation.

RECYCLING

Making the most of waste

Lybover RECYCLING focuses on **maximising the recovery of valuable raw materials and promoting the circular economy.** By reducing waste and reusing materials, we help build a more sustainable future. Our recycling solutions – from concept to aftercare – are designed to minimise environmental impact and ensure maximum engagement from our clients in production and processing industries.



THE RIGHT EXPERTISE AND FOCUS FOR EVERY CHALLENGE

We don’t just design unique, tailor-made solutions – we also produce, install and maintain them. This way, we keep every step under our own control.

Our four business units are **supported by specialised departments for production, installation, service and shared services.** This integrated approach ensures efficient operations and strong collaboration across the organisation. It allows each business unit to focus on its core activities, while we provide our customers with a complete, end-to-end service.



PRODUCTION

Mastering in-house manufacturing

We manufacture custom-made components in **our own workshop**, fully compliant with all relevant safety and quality standards. By keeping control of the production process in-house, we ensure maximum oversight, flexibility, and seamless integration with every project.

INSTALLATION

Building and maintaining visions

At Lybover INSTALLATION, our expert technicians are committed to **installing unique and sustainable systems.** Whether it’s assembling new equipment or maintaining existing installations, we always aim for the highest level of customer satisfaction. Our services ensure smooth commissioning and long-term, trouble-free operation of systems and processes.

SERVICE

Expert care for reliable performance

After construction or modification, we carefully **commission** each installation and keep it running smoothly through **preventive inspections and timely replacement of parts**. In the event of breakdowns, repairs or unplanned interventions, we **minimise downtime** to get systems back up and running as quickly as possible.

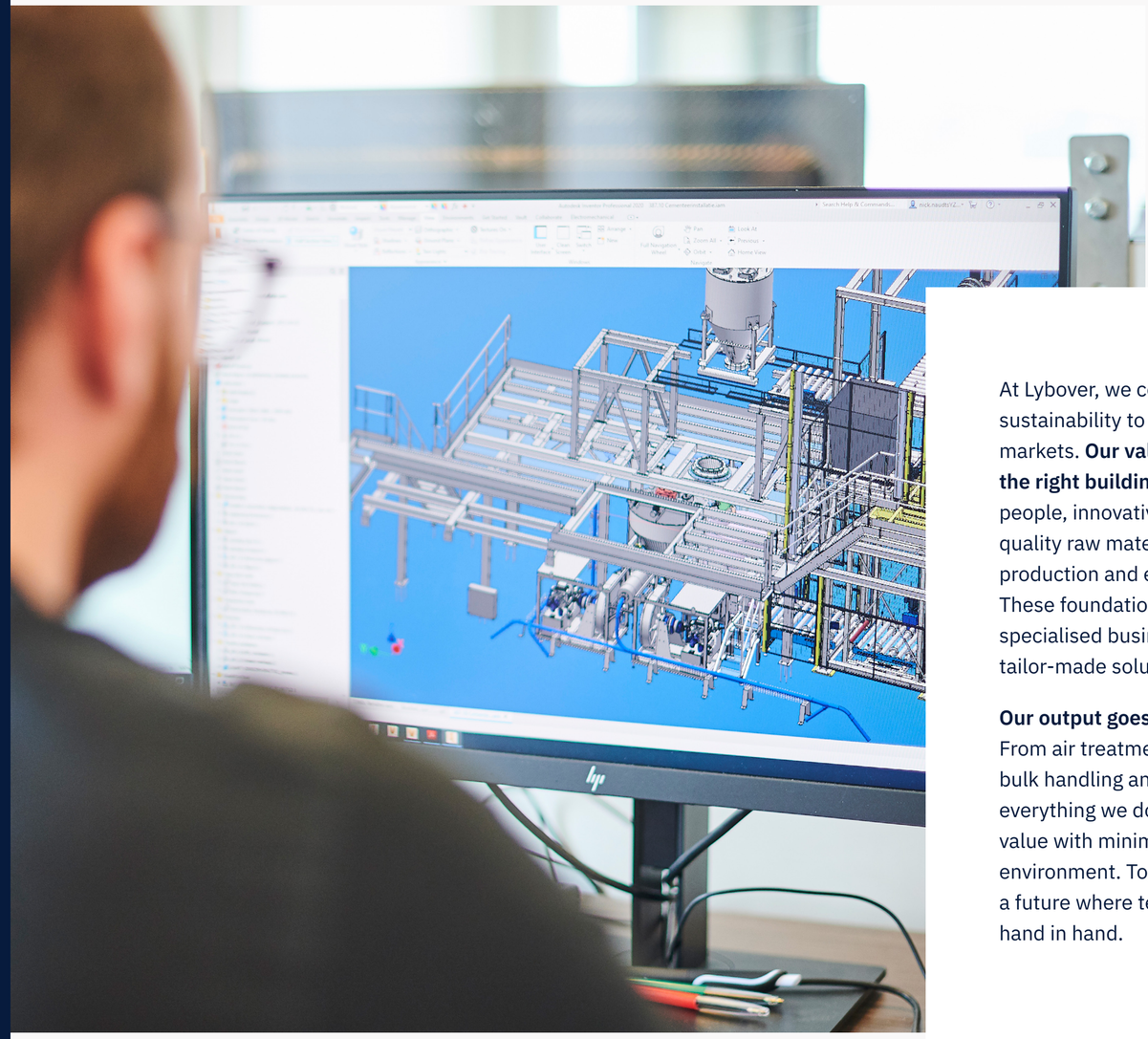
SHARED SERVICES

Empowering our business units

Our Shared Services departments – **Marketing, HR, IT, EHQSF and Finance** – provide the support needed to ensure our four business units operate at their best. By centralising expertise in these strategic areas, each department can fully focus on its core activities.

How we create value

From input to impact



At Lybover, we combine efficiency and sustainability to create value in demanding markets. **Our value creation model starts with the right building blocks:** skilled and motivated people, innovative technologies, and high-quality raw materials. We focus strongly on local production and ensure safe working conditions. These foundations are used to full effect by our specialised business units to develop sustainable, tailor-made solutions.

Our output goes beyond the product itself. From air treatment and recycling systems to bulk handling and high-end process solutions, everything we do is designed to provide maximum value with minimal impact on people and the environment. Together we are working towards a future where technology and sustainability go hand in hand.

OUR VALUE CHAIN

INPUT

EMPLOYEES

- Professional and skilled employees
- Sharing the Lybover DNA
- Continuous personal development through on-the-job training and coaching

KNOWLEDGE

- Reviewing and refining technical standards and procedures by in-house technologists
- Processes to safeguard knowledge and foster a culture of knowledge sharing
- Access to an up-to-date, role-specific knowledge database

TECHNOLOGY PARTNERS

- Exclusive partnerships with international technology partners
- Research and development focused on the best available technology
- Access to testing centres

INDUSTRY PARTNERS

- Collaboration and knowledge exchange through industry federations
- Pilot projects with colleges and universities
- Knowledge sharing with research institutes

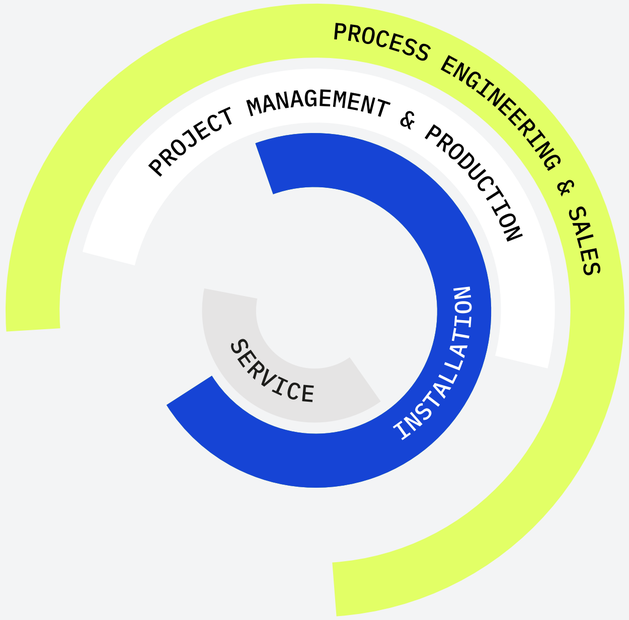
ENVIRONMENT

- Energy- and material-efficient production (make to order)
- In-house, flexible production capacity at two sites (Waregem and Bruges)
- Wide range of sustainable, 100% recyclable and wear-resistant raw materials

FINANCIAL

- Stable financial foundation through consistent profit retention and growing equity
- Focus on sustainable growth and profitability based on a long-term strategy
- Strong relationships with financial institutions provide flexibility and room for investment

LYBOVER



TURNING VISIONS INTO PROJECTS

OUTPUT

AIR

Clean air authority

Complete solutions for odour-and dust-free industrial environments

FOCUS SECTORS

- metal recycling
- asphalt
- bitumen
- flax
- recycling
- building materials
- insulation materials
- processes involving dust, fumes, fibres, etc.
- chemicals
- paper
- wood
- ...

METAL

High-end process solutions

Engineered solutions with high-quality finishes and materials

FOCUS SECTORS

- food
- chemicals
- pharmaceutical
- ...

BULK

Adding value to bulk handling

Complete solutions for the storage, processing and transport of bulk goods

FOCUS SECTORS

- metallurgy
- ceramics
- refractory metals
- foundries
- fertiliser
- cement
- gypsum and building materials
- recycling (mono-streams)
- ...

RECYCLING

Making the most of waste

Standalone machines and complete sorting and recycling lines for both recycling and manufacturing companies

FOCUS SECTORS

- metal recycling
- battery recycling
- metallurgy
- bottom ash
- plastic granulates
- ...

FIRMLY ROOTED IN THESE REGIONS

Offices
Waregem, Bruges, Beringen

Sales offices
Belgium, France and United Kingdom

Active in Europe

Our strategy: handprint vs. footprint

Maximum impact with minimum footprint 17

Sustainable solutions 19

Responsible operations 28

Respectful relations 34



Leaving a positive mark

Maximum impact with minimum footprint

At Lybover, we aim to create lasting impact – both in our own operations and at our clients' sites. We strive to keep our ecological footprint **as small as possible**, while at the same time maximising the positive impact of our solutions – our 'handprint'. We achieve this by designing safe, sustainable installations that deliver long-term performance, day in, day out. And it is precisely this impact that makes a difference.

Sustainable and responsible entrepreneurship, with respect for people and the planet, runs through everything we do. We're not only building robust systems – we're helping build a better world. This vision is captured in our three core pillars: 'sustainable solutions', 'responsible operations' and 'respectful relations'.



FOOTPRINT VS HANDPRINT

01

SUSTAINABLE SOLUTIONS

We build **future-proof solutions** tailored to the unique needs of our customers. We think outside the box and combine technology, custom engineering and efficiency to create **lasting impact**.



02

RESPONSIBLE OPERATIONS

We embed **responsible business practices** into every part of our operations. We aim for efficient processes and work to **minimise our ecological footprint** – both within our organisation and across our projects.



03

RESPECTFUL RELATIONS

We invest in attracting, developing and retaining talent. We believe in **collaboration, personal growth and creating opportunities** for both our employees and the wider community.





01

SUSTAINABLE SOLUTIONS

02

RESPONSIBLE OPERATIONS

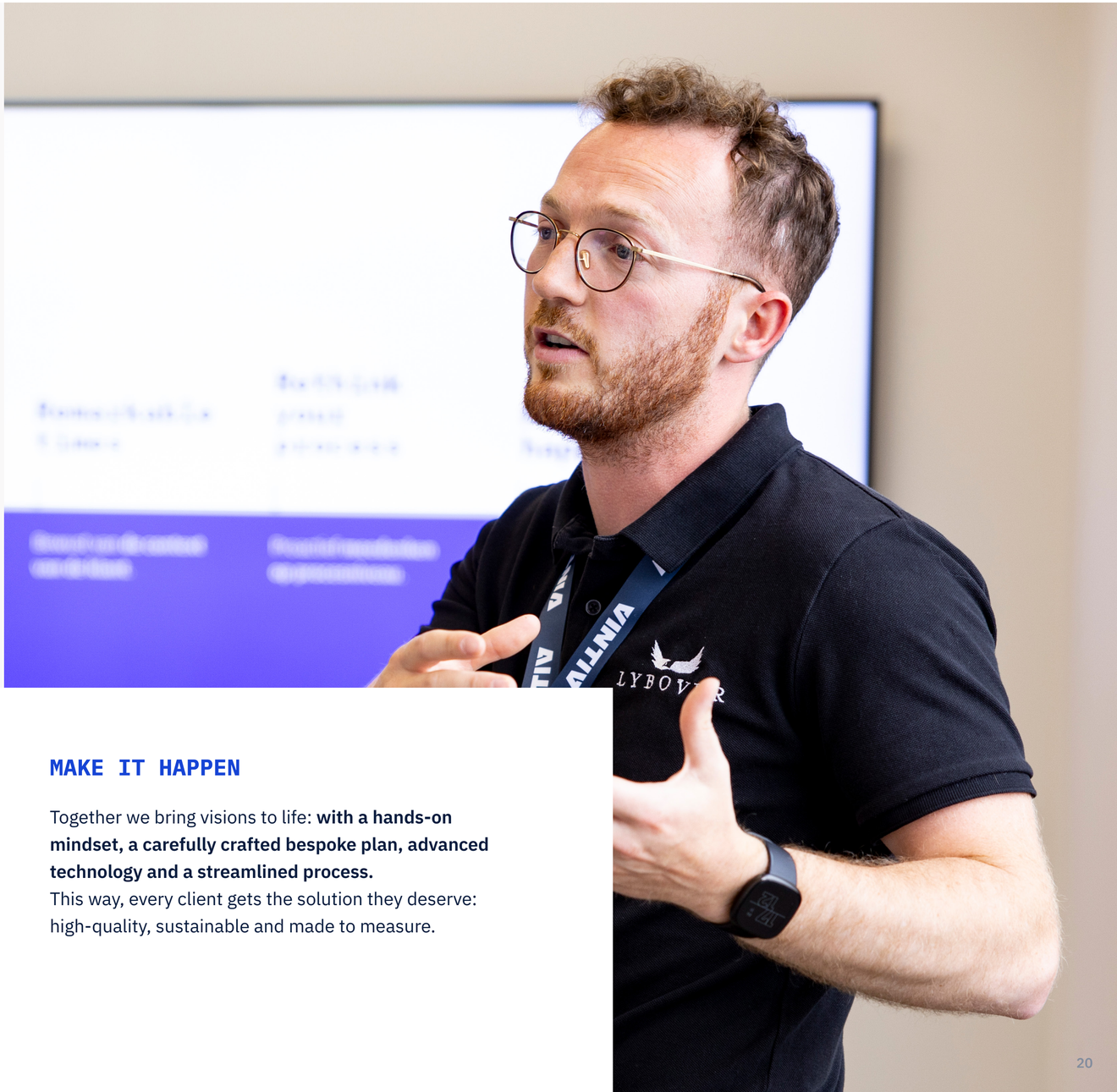
03

RESPECTFUL RELATIONS

Think differently, build smarter, deliver impact

The Lybover way

At Lybover, we engineer tailor-made solutions that truly make a difference. And have our own, unique way of doing things – the Lybover way. A shared DNA that transforms ideas into groundbreaking projects. We don't follow the beaten path – instead, we challenge our clients to think differently and work with us to create the most refined solution together.



REMARKABLE TIMES

Each project starts from a unique context. Whether it's a new technology, regulatory requirements or an industry-specific challenge – whatever the situation, **we understand** our clients' reality and **tailor our solution accordingly.**

RETHINK YOUR PROCESS

We use this context as the starting point for a bespoke solution. **We don't just install a machine – we think strategically**, across multiple levels. We ask the right questions: How do we work within spatial constraints? How do we ensure safety and regulatory compliance? And how do we design a system that is both flexible and future-proof?

MAKE IT HAPPEN

Together we bring visions to life: **with a hands-on mindset, a carefully crafted bespoke plan, advanced technology and a streamlined process.**
This way, every client gets the solution they deserve: high-quality, sustainable and made to measure.

Our sustainability case studies

Turning challenges into opportunities



At Lybover, we believe that every challenge is an opportunity to make a lasting impact. Thanks to a combination of expertise, innovation and collaboration, we help our customers to build future-proof solutions.

This selection of case studies shows how, together with our clients and partners, **we achieve tangible results in the areas of environmental impact, social responsibility and good governance.** Each project proves that sustainability and decisive action can go hand in hand.

PROJECT RAGG

Metal sorting line and air treatment for new shredder

For Austrian scrap processor RAGG, the ambition was clear: cleaner metal fractions through a new sorting line and air treatment system that meets today's – and tomorrow's – emissions standards. To meet this challenge, **Lybover combined its expertise in air treatment, sorting technology, bulk handling and conveyor systems** to design a complete solution, based on 3D scans of the site. The result? A brand new, state-of-the-art installation that delivers higher efficiency and reduces emissions.

→ READ MORE ABOUT OUR WORK WITH RAGG HERE



ESG passport

ENVIRONMENT

Thanks to a combination of advanced filter technologies – including a patented ultrafilter – the new installation meets both current and future emission standards. It enables more accurate sorting, resulting in purer metal fractions.

SOCIAL

Improved air treatment contributes to a healthier environment for both employees and local residents by reducing harmful emissions.

GOVERNANCE

The decision to use cutting-edge technologies to deliver a fully integrated solution underlines a strong commitment to long-term sustainable innovation.

'In the scrap industry, the focus is shifting from the shredder to the downstream treatment of the fractions.'

Frederick Thoma,
Business Unit Manager, Lybover AIR

PROJECT YARA

More efficient reclaiming system moves up to 500 tonnes of urea per hour

For the Dutch chemical company Yara, Lybover delivered a new reclaiming system that picks up urea for transport faster and with greater energy efficiency. Following a detailed 3D scan of the silo, **Lybover BULK built the necessary components** for the new installation: a feed hopper with crusher, extraction belt, elevator and discharge conveyor. **Lybover INSTALLATION then assembled the system on site**. The silo itself was also refurbished. Seamless collaboration between the Yara and Lybover teams was a key factor in the success of this technically demanding project.

→ READ MORE ABOUT OUR WORK WITH YARA HERE



ESG passport

ENVIRONMENT

The new reclaimer moves up to 500 tonnes of urea per hour, significantly improving the efficiency of the transport process while reducing energy consumption.

SOCIAL

The implementation of the new reclaimer enhances worker safety by reducing manual handling and improving operational control.

GOVERNANCE

From tender and design through to final delivery, clear communication – both in-person and digital – played a vital role in the project's success.

‘This type of project is a great example of how we operate as a machine builder. We start with a 3D scan, then we design, manufacture, test and install everything from scratch.’

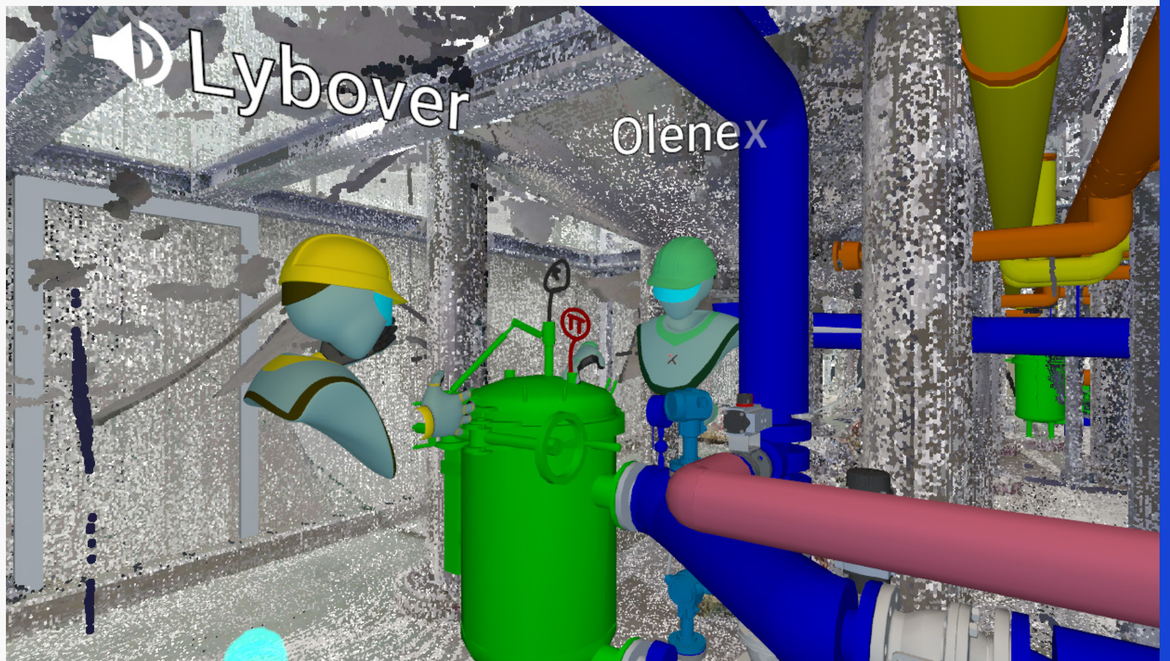
Jan Soetaert,
Business Unit Manager, Lybover BULK

PROJECT OLENEX

Innovative tools for engineering and installation of process piping

For the new packaging plant of Olenex in the Netherlands, Lybover METAL delivered a complete piping installation, designed to meet the strict standards of the food industry. **A highly digital approach made all the difference.** To ensure millimetre-perfect execution, Lybover carried out 3D scans on-site, aligned with the BIM model of the new building. Project meetings were held in virtual reality. Based on 3D scans of the new site, all piping components were prefabricated at our own workshop in Waregem. During assembly, a robotic total station was used to accurately mark the base locations. The result? Efficient and safe on-site installation, with flawless delivery within the agreed timeline.

→ READ MORE ABOUT OUR WORK WITH OLENEX HERE



ESG passport

ENVIRONMENT

By holding meetings in virtual reality, a significant number of site visits were avoided. The high degree of prefabrication led to more efficient use of materials and reduced waste from rework.

SOCIAL

Using prefabricated components reduced the time and workforce needed on site, improving safety. VR was also used to train installation teams, improving preparation and reducing errors.

GOVERNANCE

The plant received the FSSC 22000 food safety certificate.

Close collaboration with Olenex and other subcontractors via the BIM platform ensured transparency and efficiency throughout the project.

‘Thanks to the extensive use of digital tools during the engineering phase, Lybover delivered 2 kilometres of piping in 450 prefabricated components with ease.’

Bert Taghon,
Project Engineer, Lybover METAL

PROJECT VIABUILD

Filtration system reduces VOC emissions and odour nuisance at asphalt plant

For Viabuild's asphalt plant in Grimbergen, Lybover AIR, in collaboration with Desotec, delivered an extension to the extraction and filtration systems. The goal was to reduce odour and VOC emissions resulting from the increased processing of recycled asphalt. **Desotec supplied a mobile activated carbon filter, while Lybover AIR expanded the existing extraction and filtration system**. Based on a 3D scan and detailed 3D design, the installation was positioned to fit seamlessly within the limited space available. Thanks to this innovative integration, Viabuild now comfortably meets all emissions standards.

→ READ MORE ABOUT OUR WORK WITH VIABUILD HERE



ESG passport

ENVIRONMENT

The project targets the reduction of odour and VOC (volatile organic compound) emissions – a growing challenge due to the use of recycled asphalt.

SOCIAL

By lowering harmful emissions, the project contributes to healthier air quality and improved health for both workers and local residents.

GOVERNANCE

The partnership between Lybover and Desotec provided the client with the combined expertise of two complementary specialists – delivering a fully integrated solution.

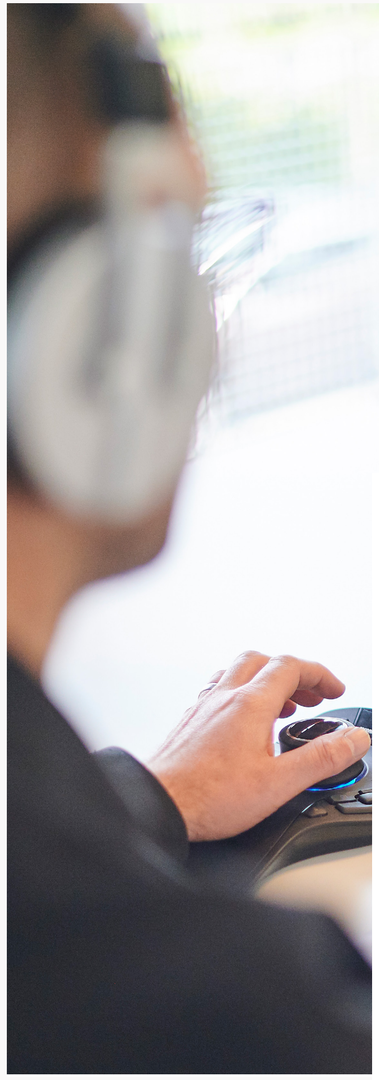
'By working with Desotec, the client benefited from our complementary expertise, resulting in a complete, integrated solution.'

Filip Doucé,
Hub Manager Beringen

Sustainable own operations

Sustainability in everything we do

At Lybover, we don’t just aim for sustainable solutions for our clients – we also strive for sustainability in the way we work. We take an integrated approach that combines efficient project management, innovative engineering and comprehensive customer support.





PROJECT MANAGEMENT OFFICE (PMO)

Project delivery is a core process at Lybover. As both the number and scale of our projects increased, so did the need for a standardised approach to support project managers and leaders. This led to the creation of our Project Management Office (PMO).

The PMO centralises all project information – including scope, budget, milestones and risks – and enables the generation of clear summary reports for greater insight. It not only boosts our internal efficiency but also improves client communication, ensuring that information is shared clearly and effectively.

By introducing this standardised way of working across all business units, **we significantly increase efficiency**. Staff can be deployed flexibly, documents are easy to locate and projects run more smoothly and quickly.



3D SCANNING AND VIRTUAL REALITY (VR)

3D scanning is essential for our engineering projects and provides **a precise way to capture existing site conditions.** Combined with 3D design tools, it ensures that **new designs fit seamlessly with existing installations.** This technology increases safety and saves time and money by reducing turnaround time, travel time and avoiding rework and material waste.

We've been using 3D scanning since 2008 and have since expanded our capabilities with virtual reality (VR) to bring designs to life. VR provides in-depth insight into each project, **helping to identify and resolve potential issues during the design phase.** It also allows us to collaborate with international clients in real time, resulting in significant **time and cost savings**. Internally, VR enhances coordination between Lybover teams, improving both efficiency and quality.

LONG-TERM SERVICE AND COMMISSIONING

We offer comprehensive service throughout the entire lifecycle of each installation. This includes **preventive inspections, timely replacement of parts and rapid intervention in the event of malfunctions** – all to ensure continuity and operational efficiency. This approach helps minimise downtime and maximise the lifespan of our installations, contributing to more sustainable operations. We also keep a broad perspective and look for optimisation opportunities wherever possible. The appointment of a Group Service Manager will further strengthen this approach.



01

SUSTAINABLE SOLUTIONS

02

RESPONSIBLE OPERATIONS

03

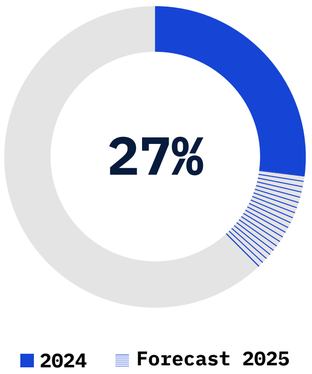
RESPECTFUL RELATIONS

Sustainability, built in by design

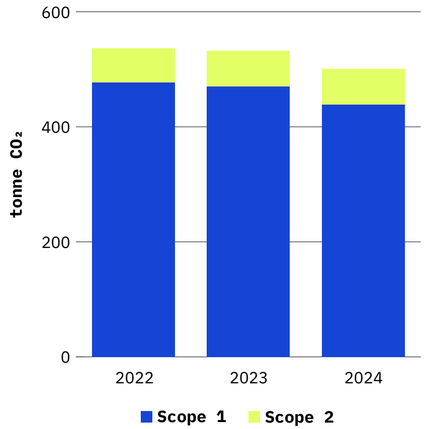
Sustainable energy use as standard

Structural investments in sustainability are at the heart of our energy strategy. Today, we generate **renewable energy** through 248 solar panels installed on the roof of our Waregem site. In addition, we have replaced traditional mercury vapour and fluorescent lighting with energy-efficient LED fixtures, connected to an intelligent sensor system. These measures combine economic benefits with ecological impact: they not only reduce our long-term costs but also help **lower energy consumption, cut CO_2 emissions and improve overall energy efficiency.**

RENEWABLE ENERGY



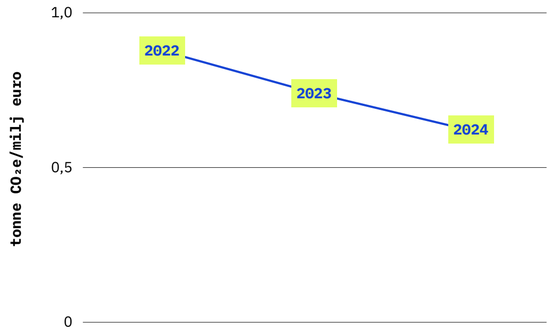
ECOLOGICAL FOOTPRINT*



* Scope 1 includes direct emissions from gas or fuel consumption related to our own buildings, transport, and production activities.

Scope 2 covers indirect emissions resulting from the generation of purchased and consumed electricity.

GHG INTENSITY



ENERGY-EFFICIENT AND SUSTAINABLE OFFICE DESIGN

The new offices in Waregem have been designed with energy efficiency and sustainability in mind. **High-performance windows** help retain heat and keep out the cold, significantly reducing heating needs. **The cavity walls and roof are insulated with 12 cm of material**, providing extra protection against heat loss and contributing to a constant, comfortable indoor climate.

In order to minimise CO_2- emissions, our offices are heated and cooled with **environmentally friendly heat pumps that draw warmth from the air or ground.** In addition, the building is equipped with a **smart louvre wall**: in winter, it lets in the low sun to harness free heat, while in summer it keeps out the high sun to lower cooling needs.



> Thanks to this combination of high-quality insulation, innovative technologies and thoughtful architecture, the new offices are not only energy-efficient – they are truly sustainable.

Raising the bar for quality and safety

Certificates

Quality and safety are the foundation of our operations. That’s why we have obtained several leading certifications that reflect our commitment to these values. By implementing these systems, we not only meet legal and customer requirements but also strengthen our position as a reliable and responsible partner.

ECOVADIS

Lybover has been awarded a **commitment rating by EcoVadis**, the leading platform for assessing environmental, social and ethical performance. This rating places Lybover above the global industry average and **recognises our positive Environment, Society and Governance (ESG) initiatives** in all our business activities.

ISO 9001

ISO 9001 is an internationally recognised standard for quality management systems. It helps us streamline our processes, improve customer satisfaction and ensure continuous improvement – guaranteeing consistently high quality in our products and services.



ISO 3834

ISO 3834 establishes the quality requirements for fusion welding of metals. This standard is critical to our welding processes as it ensures that we meet the highest quality standards. The result: strong, durable welds essential for the safety and integrity of our products.



EN 1090

EN 1090 is a European standard for the production of steel and aluminium structures. This certification confirms that our production processes meet strict quality and safety requirements – essential for the reliability and durability of our constructions.



VCA **

The Safety, Health and Environment Checklist for Contractors (known as the VCA in Dutch) is a comprehensive certification that confirms our compliance with stringent safety, health and environmental standards. This system helps us manage risks, prevent accidents and ensure a safe working environment for all employees.



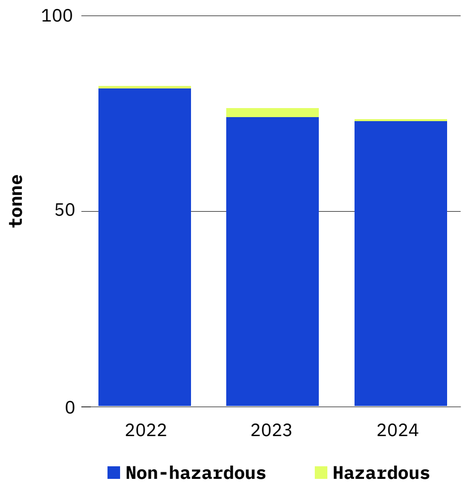
Our commitment to the circular economy

Waste management

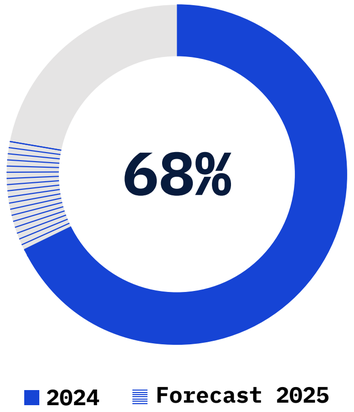
We have implemented an efficient waste separation system to promote reuse and recycling. By carefully sorting waste, we ensure that **each material is properly processed or reused.** All waste streams are accurately recorded in our waste register. In addition, we actively raise awareness around waste management – both in the office and on the production floor.

> The results of our efforts are clear: despite the company’s growth, we have succeeded in reducing the volume of our waste streams and continue to optimise our processes.

WASTE STREAMS



RECYCLING RATE





ALLEMAAL DIGITAAL

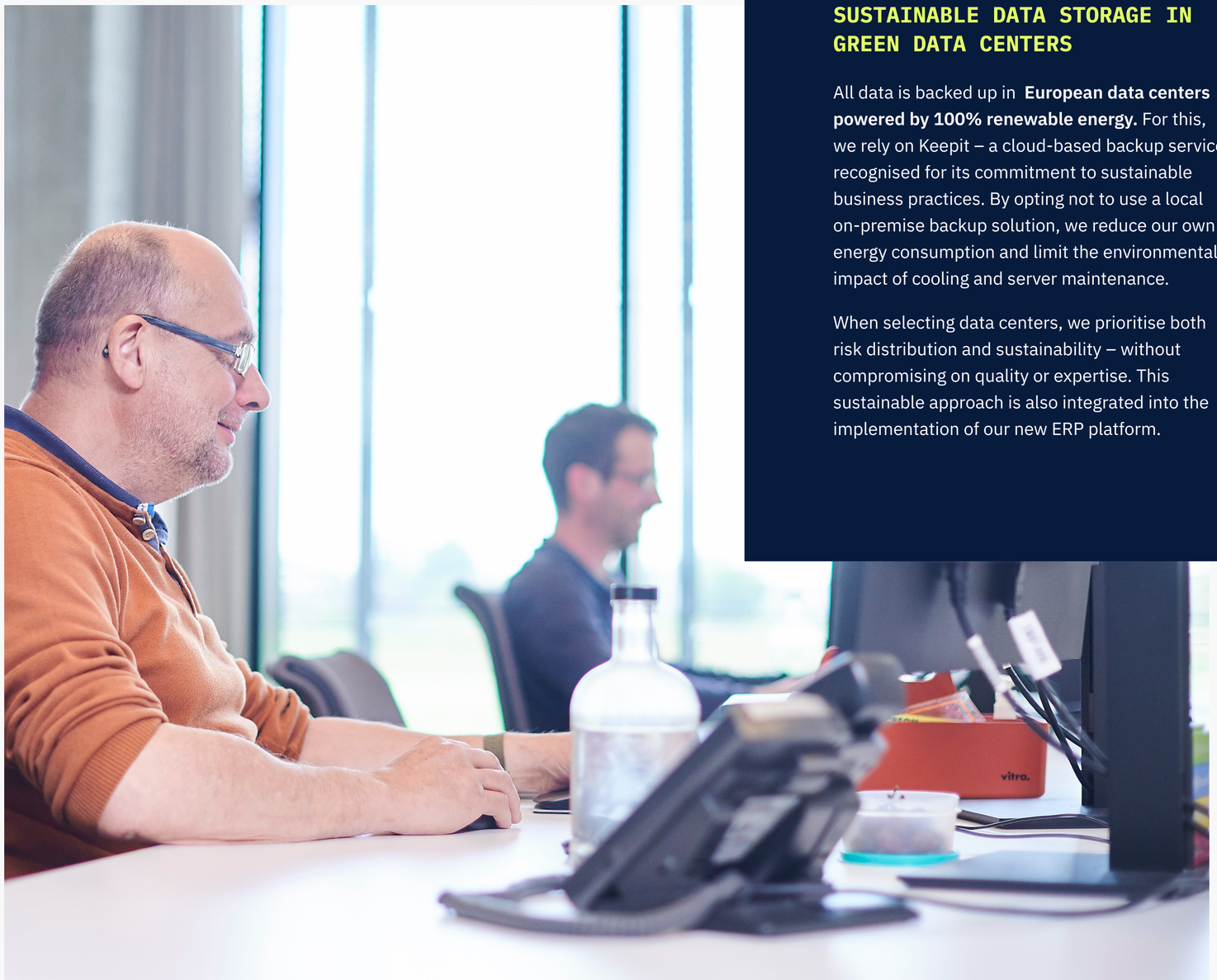
Technology makes daily life significantly easier – but those without access risk being left behind. And while the digital divide may appear to be shrinking, the gap is growing wider for those who are unable to keep up.

That's why Lybover donates **reusable hardware to ALLEMAAL DIGITAAL**, an organisation that gives equipment a second life with families who really need it. Together, we help reduce digital inequality while extending the lifespan of valuable resources.

Building a resilient digital future

Cybersecurity? Check!

Lybover is fully compliant with European NIS2 legislation and **meets 117 cybersecurity measures set out by the Cybersecurity Centre Belgium (CCB).** To strengthen our digital resilience, we have developed an action plan and invested in a stable, cloud-based infrastructure. We have documented our information security policy and raised awareness of cybersecurity across the organisation. In doing so, we ensure maximum business continuity and a future-proof digital environment.



SUSTAINABLE DATA STORAGE IN GREEN DATA CENTERS

All data is backed up in **European data centers powered by 100% renewable energy.** For this, we rely on Keepit – a cloud-based backup service recognised for its commitment to sustainable business practices. By opting not to use a local on-premise backup solution, we reduce our own energy consumption and limit the environmental impact of cooling and server maintenance.

When selecting data centers, we prioritise both risk distribution and sustainability – without compromising on quality or expertise. This sustainable approach is also integrated into the implementation of our new ERP platform.



01

SUSTAINABLE SOLUTIONS

02

RESPONSIBLE OPERATIONS

03

RESPECTFUL RELATIONS

Where teamwork meets innovation

Our promise to our employees

Our people are the driving force behind sustainable growth. In the demanding sectors in which we operate, we face complex challenges that can only be tackled with the right people on board. That's why we invest in **attracting the right profiles and retaining talent.** We offer plenty of opportunities for both personal and professional growth, along with thorough onboarding for new employees.

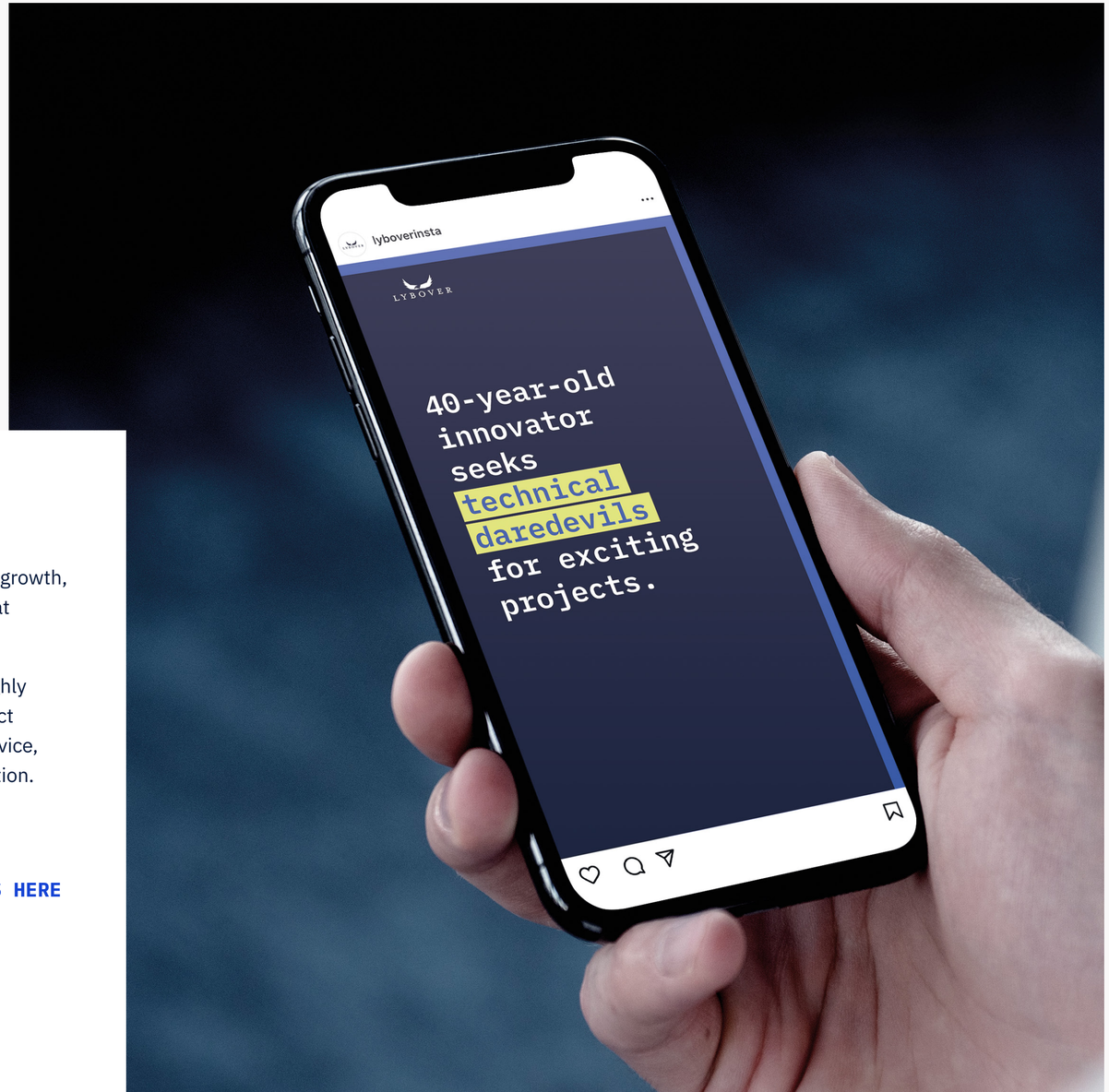
In recent years, we've worked hard to build a strong and consistent identity for Lybover – not only for our clients, but also for our employees and future colleagues. We brought together team members from across the business to reflect on what makes working at Lybover unique. Together, we defined a **powerful Employee Value Proposition**, centred on **challenging projects, autonomy and the strength of a close-knit team**.

JOBS FOR TALENT WITH LYBOVER DNA

In order to continue to support our growth, we are looking for new colleagues at Lybover who share our DNA.

We currently have vacancies for highly skilled professionals in sales, project management, technical design, service, after sales, production and installation.

→ **CHECK OUT OUR VACANCIES HERE**



THE POWER OF GROWTH

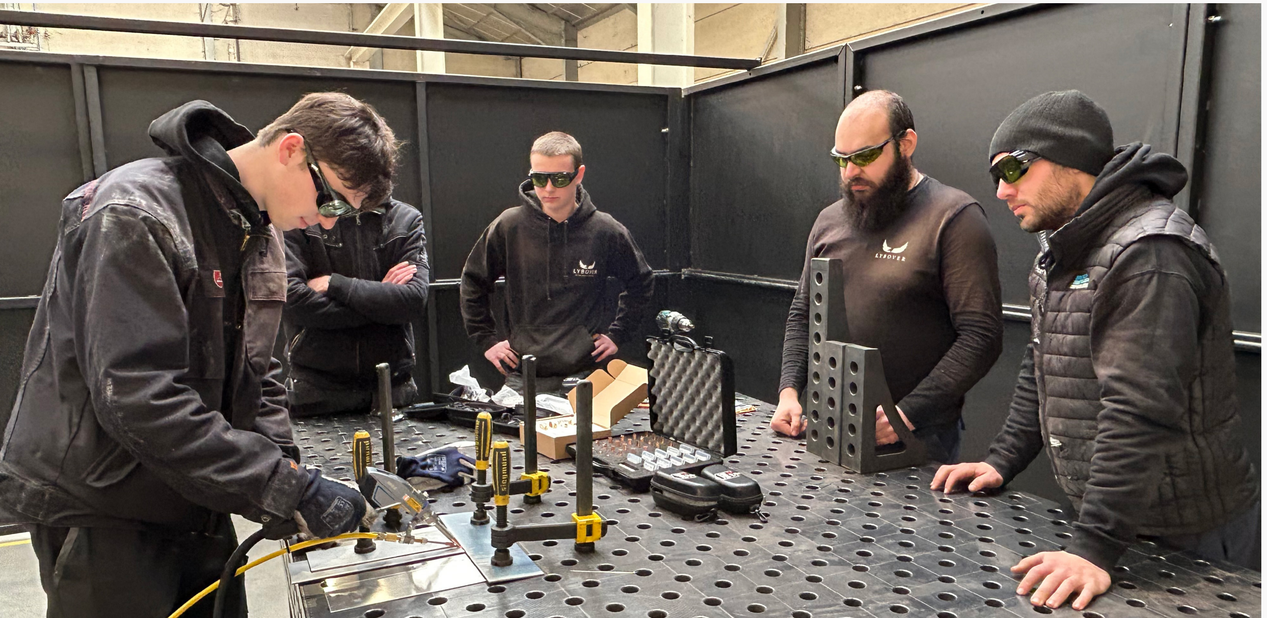
We invest heavily in **training and development of our employees**. We create opportunities to build skills and advance careers, enabling everyone to reach their full potential. By offering learning and development pathways, **we empower our people to stay at the forefront of their field.** This not only supports personal growth but also drives ongoing innovation and progress within our company.

Key users are an essential part **of our success.** These pivotal figures play a crucial role **building bridges between new technologies and end users.**

By equipping them with in-depth knowledge and targeted training, we enable them to serve as role models and mentors within their teams. This strengthens **internal collaboration** and supports **the successful implementation** of new systems and processes.

39 hours

on average per employee





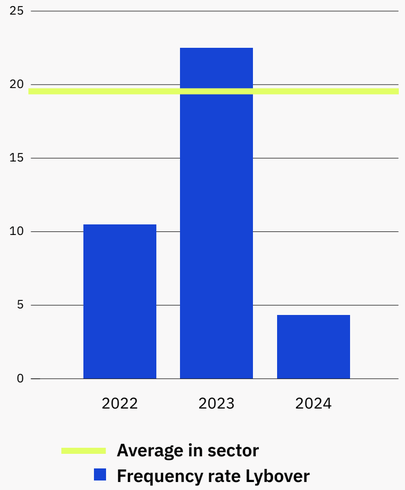
DUAL LEARNING AND INTERNSHIPS

At Lybover, we actively invest in the engineers of tomorrow. That's why we're participating in the KUL Nexus Project – a collaboration with KU Leuven Campus Bruges, led by Lybover CEO Hans Boels. This initiative **combines academic knowledge with practical experience:** students combine their studies with one day a week of practical work at Lybover, including during holidays. At the end of the programme, they decide whether they want to continue their journey with Lybover.

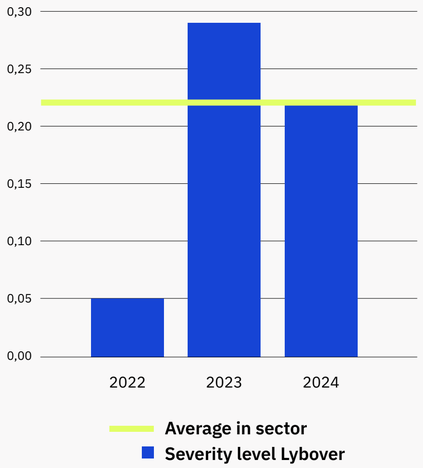
The foundation of our culture

Safety and wellbeing

FREQUENCY RATE



SEVERITY LEVEL





TOOLBOX MEETINGS

Toolbox meetings play a vital role in raising safety awareness on the work floor and promoting a safe working environment. These sessions cover a range of relevant topics to ensure all employees are aware of potential risks and well prepared to manage them.

In 2024, 38 toolbox meetings were held – an average of 10.6 meetings per employee. Topics covered included LMRA (Last Minute Risk Analysis), lockout procedures, fall protection, and waste sorting.

At Lybover, the safety of our employees always comes first. Our people are the driving force behind turning our clients' visions into reality. Without their dedication and commitment, we would not be able to successfully deliver the complex and demanding projects we take on. That's why **we constantly invest in their wellbeing and safety**, ensuring they can work in a secure and supportive environment.

To raise safety awareness, we have implemented a range of initiatives including **information sessions, toolbox meetings, site inspections, training, risk assessments, LMRA (Last Minute Risk Analyses), and site evaluations.** Safety is also a top priority in project meetings and in briefings with assembly teams, where we ensure that everyone remains up to date with the latest guidelines and procedures.

Every incident is reported and thoroughly analysed. These analyses provide valuable insights, allowing us to take targeted action to **prevent future accidents.** In this way, we continue to make our working environment safer for everyone.

Our social initiatives



We believe in the power of social responsibility and invest in initiatives that have a positive impact on the community. From educational programs to local support, we are committed to equal opportunities and sustainable change.

Commitment to community

THE TAJO TALENT WORKSHOP FOR YOUNG PEOPLE

Creating opportunities for the future

TAJO believes that only those who are given opportunities can truly seize them. That is why they offer young people the opportunity to discover their talents and **explore social topics through hands-on workshops led by professionals**. Over the course of three years, participants attend 30 workshops per year, helping them take control of their future.

At Lybover, we host **practical workshops** for TAJO students at our site in Waregem. Topics such as ‘sustainable sorting and recycling’, ‘the power of air’, and ‘from design to realisation’ make technology tangible and inspire them to explore their skills further.



EMPTY BREAD BOXES

Equal opportunities for every child

Our roots lie in Wielsbeke, and that bond remains strong. That’s why CEOs Hans and Filip Boels chose to support the ‘Lege Brooddozen’ (‘Empty bread boxes’) initiative at Springeling Primary School. This initiative helps cover the **deficit in school costs** for meals, excursions and school supplies for children from disadvantaged backgrounds.

Supporting this initiative is vital to ensuring that **every child gets equal opportunities**, regardless of their home situation. By contributing to their daily needs, we not only promote their wellbeing and health, but also strengthen their chances of building a successful future.

TOY COLLECTION CAMPAIGN

Giving toys a second life

In the run-up to the festive season we invited our employees to donate pre-loved but usable toys to Dominiek Savio – an organisation that supports children, young people and adults with disabilities. Toys that weren’t suitable found a second life through a second-hand shop.

Appropriate toys play a crucial role in children's development. They stimulate creativity, social interaction and problem-solving skills. For children with disabilities, adapted toys are especially important, helping them better understand their environment and make the most of their abilities. Thanks to this initiative, we are contributing to a **inclusive society** in which every child has the opportunity to play, learn and grow.



Our partners

Our partners in sustainability 41

Technology partners that make a difference 42

Our supplier code of conduct 43





In good company for a better future

Our partners in sustainability

At Lybover, we believe that sustainable innovation starts with strong partnerships. That's why we choose our technology partners, suppliers and subcontractors with the utmost care. We only work with exclusive, renowned players who not only guarantee the best quality, but also share our ambition to tackle challenges at their core.

Driving innovation through collaboration

Technology partners that make a difference

At Lybover, we choose our technology partners carefully to ensure quality, innovation and sustainability. We work exclusively with renowned, trusted partners who not only guarantee top quality, but also share our ambition to tackle challenges at their core. These partners provide the technologies that we integrate into complex projects – with quality and reliability always at the forefront. Together, we build long-term partnerships that create impact, both for our clients and for the future.

Our partners share our customer-oriented vision, where tailor-made solutions, problem-solving and long-term relationships take centre stage. Thanks to these shared values, we deliver high value-added solutions, strengthen the commitment of our employees and continue to strive for the best approach for each customer.

Our partners also contribute to our sustainability efforts **by investing in the latest technologies and best available techniques.** This enables us to continuously integrate technological advances, invest in research and development and deliver projects with minimal impact on people and the environment.

AUMUND

CHRISTIAN PFEIFFER

EIRICH

EMDE

HAAS Recycling-Systems

hamos ADVANCED SEPARATION TECHNOLOGIES

IBAU HAMBURG

KELLER Standard for clean air

PEINER SMAG Lifting Technologies

SIMEM

PROGRESS THROUGH DIVERSITY SPALECK since 1869 conveying and separation technology

STEINERT www.steinert.de

TST TRENNSO TECHNIK

WESTERIA MOVING INNOVATION

Our supplier code of conduct

Suppliers as partners in responsible business



We take our responsibility seriously when it comes to ethics, social justice and environmental awareness. In line with our mission, core values and sustainability strategy, we expect our suppliers to uphold these same principles. That’s why we developed a **supplier code of conduct**, based on the ten principles of **UN Global Compact**. This is how we are working together to build a responsible and sustainable supply chain.



‘Responsible and sustainable procurement means choosing quality and reliability, and working with partners who share our high standards and values.’

Kristof Blondeel
EHQSF Manager

RESPONSIBLE AND SUSTAINABLE PROCUREMENT

We make purchasing decisions consciously and responsibly, working only with suppliers who meet our high quality and sustainability standards. New suppliers undergo **a selection procedure** and are **closely monitored through incoming inspections, complaint handling, and performance and service evaluations**. We always check to see if they hold the required certificates.

To ensure transparency and efficiency, we request quotes from multiple parties and manage our inventory through ERP systems. This helps keep purchases within budget and ensures they meet all safety standards. We treat confidential customer information with the utmost care and, when necessary, under a non-disclosure agreement.

WORKING WITH THE BEST PROFESSIONALS

When outsourcing work, we set **strict requirements for subcontractors.** This applies to surface treatment, mechanical processing, construction according to EN 1090, inspection and assembly. We work **only with approved partners** which meet the required standards and certifications. Subcontractors who no longer meet our requirements lose their approval status.

Our impact

Sustainability in our company structure _____ 46

Double materiality assessment _____ 47





Maarten Maddens, CFO; Hans Boels, CEO; Filip Boels, CEO

Building a sustainable framework

Sustainability in our company structure

At Lybover **we integrate sustainability into our company structure to achieve our long-term goals and make a positive impact.** Our Advisory Board oversees the overall operation of the company and plays an important role in monitoring the sustainability framework.

Sustainability is woven into every aspect of our work and regularly discussed at all levels of the organisation. This process is guided by both the CEOs and the CFO, and is operationally managed by our EHQSF Manager and the Marketing & Communication Manager. In this way, we ensure that **sustainability is an integral part of both our strategy and day-to-day operations** at Lybover.

Defining our sustainability pillars

Double materiality assessment

The European Union is promoting high-quality, measurable sustainability communication through the **Corporate Sustainability Reporting Directive (CSRD).** Although Lybover is not required to report under this directive, we have chosen to do so proactively.

Drawing up a **double materiality analysis (DMA)** was the first step. This allowed us to identify the topics that are most relevant to Lybover and identify where the greatest impacts, risks and opportunities lie. The analysis includes several crucial steps, which are explained on the following pages.

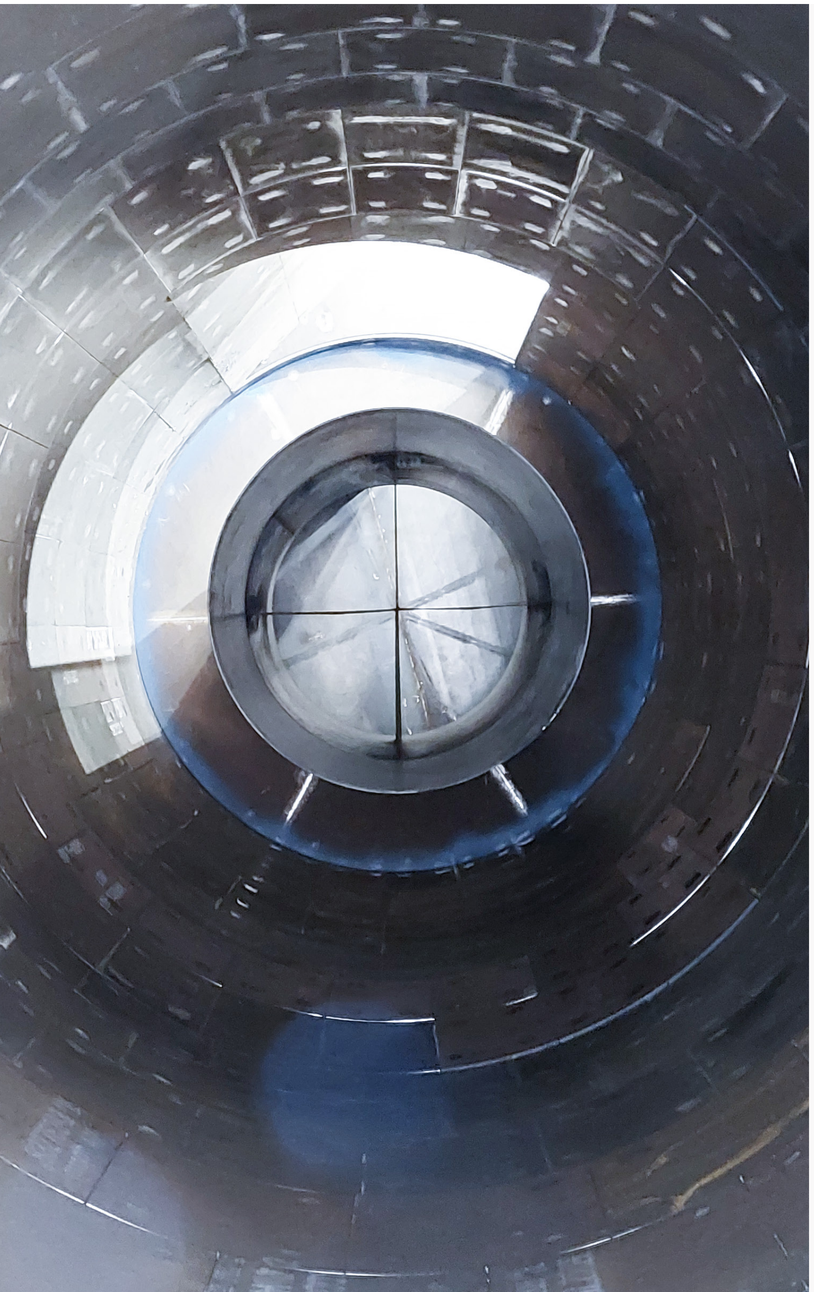


STEP 1 – IDENTIFICATION AND ENGAGEMENT OF OUR STAKEHOLDERS

In 2024, we carefully mapped our stakeholders across the entire value chain. All stakeholders were listed and assessed based on their level of interest and influence.

The views of our key stakeholders play an important role in defining our priorities. That's why we actively involved them in our assessment of relevant sustainability topics.





STEP 2 – OUR FOCUS ON THE 18 MOST IMPORTANT SUSTAINABILITY TOPICS

To better understand our impacts, risks and opportunities (IROs), we conducted desk research by analysing relevant sector studies, information from industry bodies, sustainability reports, standards and frameworks – including Ecovadis and SASB. Based on this research, we created a shortlist of **18 relevant sustainability topics that are of interest to Lybover.** These topics have been grouped into thematic areas, which are outlined in the chart to the right.

ENVIRONMENT
Climate change adaptation
CO_2 emissions from own operations
CO_2 emissions in the value chain
Energy consumption and renewable energy
Air emissions
Resource use and Circular economy
Waste management
SOCIAL
Working conditions
Health and safety
Diversity, equity and inclusion
Training and skills development
Workers in the value chain
Affected communities
GOVERNANCE
Business conduct & responsible leadership
Strong supplier relations
LYBOVER SPECIFIC
Product quality & integrity
Cybersecurity
Product design and lifecycle management

STEP 3 – DOUBLE MATERIALITY ASSESSMENT VIA SCORING AND CLUSTERING

To determine the financial and impact materiality of the 18 selected topics, the various IROs were scored using a **formula that measures the severity and likelihood of each topic.** The higher the score, the greater the materiality.

The material topics were then grouped into **three strategic pillars: sustainable solutions, responsible operations and respectful relations.** These pillars help us to focus our attention on the most important sustainability challenges and opportunities within the organisation.



SUSTAINABLE SOLUTIONS	RESPONSIBLE OPERATIONS	RESPECTFUL RELATIONS
Climate change adaptation	CO_2 emissions from own operations	Health and safety
Air emissions	CO_2 emissions in the value chain	Training and skills development
Resource use and circular economy	Waste management	Business conduct & responsible leadership
Product quality and integrity	Strong supplier relations	
Product design and lifecycle management	Cybersecurity	

KPI table



	30/06/2022	30/06/2023	30/06/2024	Unit
VSME B1 – BASIC INDICATORS				
Turnover	47,448,767	52,452,515	52,479,235	euro

	2022	2023	2024	Unit
VSME B1 – BASIC INDICATORS				
Employees (number)	171	170	140*	
Employees (FTE)	167	169	140*	
VSME B3 – ENERGY AND GHG EMISSIONS				
Energy consumption and mix				
Total energy consumption (fuel + electricity)	**1067.8**	**1111.1**	**1048.4**	**MWh**
Fuel consumption	530.3	536.0	467.6	MWh
Gas consumption	1.49	3.15	0.786	MWh
Purchased electricity (non-renewable)	278.7	290.0	294.1	MWh
Total energy consumption (fossil fuel sources)	**810.5**	**829.1**	**762.5**	**MWh**
% fossil energy	**76%**	**75%**	**73%**	**%**
Purchased electricity (green)	257.3	282.0	285.9	MWh
Total renewable energy consumption	**257.3**	**282.0**	**285.9**	**MWh**
% renewable energy	**24%**	**25%**	**27%**	**%**
VSME B3 – ENERGY AND GHG EMISSIONS				
Carbon footprint				
Total (Scope 1 + 2)	**536.3**	**531.8**	**500.7**	**tonnes of CO_2e**
Scope 1	477.0	470.3	438.4	tonnes of CO_2e
Scope 2	59.4	61.5	62.3	tonnes of CO_2e
GHG intensity	0.87	0.73	0.62	tonnes of CO_2e / million euros
VSME B4 – AIR, WATER AND SOIL POLLUTION				
No significant emissions to report				
VSME B5 – BIODIVERSITY				
Not material				
VSME B6 – WATER				
Water consumption				
Water withdrawal	1,147	814	404	m^3
VSME B7 – RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT				

* Decrease due to the separation of Lybover FIRE.

	2022	2023	2024	Unit
Resource use and the circular economy				
Total waste	**83,144**	**77,402**	**74,542**	**tonnes**
% recycled	**69%**	**68%**	**68%**	
Non-hazardous	82.584	75.152	74.042	tonnes
Recycled or reused	56.88	50.18	50.24	tonnes
Incinerated or landfilled	25.704	24.972	23.802	tonnes
Hazardous	0.56	2.25	0.5	tonnes
Recycled or reused	0.56	2.2	0.5	tonnes
Incinerated or landfilled		0.05		tonnes
VSME B8 – WORKFORCE – GENERAL CHARACTERISTICS				
Own employees				
Type of contract				
Permanent	166	168	140*	
Temporary or project-based	1	1	0	
Gender				
Male	143	147	122	
Female	24	22	18	
Age				
<30 years	34	30	25	
30-50 years	92	100	82	
> 50 years	41	38	33	
VSME B9 – WORKFORCE – HEALTH AND SAFETY				
Health and safety				
Number of recordable work-related accidents	3	6	1	
Number of days lost due to work-related injuries, fatalities or health-related issues	16	77	51	
Recordable work-related accidents rate	1.8	3.6	0.7	accidents/100 employees
Severity	0.05	0.28	0.22	
Accident frequency rate	10.5	22.5	4.32	
Number of fatal accidents due to work-related injuries or health issues	0	0	0	
VSME B10 – WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING				
Fair pay (above minimum wage)				

* Decrease due to the separation of Lybover FIRE.

	2022	2023	2024	Unit
Belgium	Y	Y	Y	Determined by national legislation
Training				
Average number of training hours per employee	41	50.06	38.69	hours / employee
SME B11 – CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY				
Corruption and bribery				
Convictions	0	0	0	
Fines	0	0	0	euro
VSME C8 – REVENUES FROM CERTAIN SECTORS AND EU BENCHMARK EXCLUSIONS				
Revenue				
Weapons	0	0	0	euro
Tobacco	0	0	0	euro
Fossil fuels	0	0	0	euro
Pesticides and agrochemicals	0	0	0	euro
Excluded from EU Paris-aligned benchmarks	0	0	0	euro
Coal	0	0	0	euro
Fuels	0	0	0	euro
Gas	0	0	0	euro
Electricity with > 100 g CO_2e / kWh	0	0	0	euro

Y = Yes

VSME B2 – SUSTAINABILITY PRACTICES, POLICIES AND FUTURE INITIATIVES			
Policy	Existing sustainability practices, policies and future initiatives?	Publicly available?	Includes targets?
Climate Change	Y	N	Y
Pollution	Y	N	Y
Water and Marine Resources	N	N	N
Biodiversity and Ecosystems	N	N	N
Circular Economy	Y	N	N
Own Workforce	Y	N	Y
Workers in the value chain	N	N	N
Affected Communities	N	N	N
Consumers and end users	N	N	N
Business conduct	Y	N	Y

VSME C6 – ADDITIONAL OWN WORKFORCE INFORMATION – HUMAN RIGHTS POLICIES AND PROCESSES VSME C7 – SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS						
Human rights	Child labour	Forced labour	Human trafficking	Discrimination	Accident prevention	Other
Code of conduct or human rights policy for own workforce?	Y	Y	Y	Y	Y	Y
Complaint handling mechanism for own workforce?	Y	Y	Y	Y	Y	Y
Confirmed incidents own workforce?	0	0	0	0	0	0
Confirmed incidents-employees in the value chain, impacted communities, or consumers and end-users	0	0	0	0	0	0

Y = Yes N = No

Our companies

LYBOVER

LYBOVER GROUP

Lybover bv

BE 0449.158.894

Oude Kassei 16
B-8791 Waregem

NACE-CODE
64210

INFO
info@lybover.be
+32 56 67 10 40

AIR

Keller Lufttechnik Benelux bv

BE 0426.713.886

Oude Kassei 16
B-8791 Waregem

NACE-CODE
71121

INFO
info-air@lybover.be
+32 56 67 10 10

Keller France sarl

FR 36.328.321.534

3, rue de l'Abbé de l'Epée
F-59200 Tourcoing

NACE-CODE
46.18Z

INFO
info-air@lybover.be
+33 3 20 70 04 49

Luksal Ltd

GB 194.9032.83

22-24 Harborough Road
Kingsthorpe - Northampton
NN2 7AZ

NACE-CODE
71129

INFO
info-air@lybover.be
+44 1604 880188

BULK

Motogroup bv

BE 0405.128.715

Pathoekeweg 94
B-8000 Brugge

NACE-CODE
28220

INFO
info-bulk@lybover.be
+32 50 45 08 60

METAL

Hafibo nv

BE 0454.287.622

Oude Kassei 22
B-8791 Waregem

NACE-CODE
28299

INFO
info-metal@lybover.be
+32 56 72 08 71

RECYCLING

BULK .ID bv

BE 0864.533.086

Oude Kassei 16
B-8791 Waregem

NACE-CODE
46140

INFO
info-recycling@lybover.be
+32 56 71 53 85

INSTALLATION

Lybotech bv

BE 0677.478.187

Oude Kassei 16
B-8791 Waregem

NACE-CODE
43990

INFO
info-installation@lybover.be
+32 56 65 08 07

LYBOVER

Oude Kassei 16, B-8791 Waregem
www.lybover.be