

Discover Etex

2023 Corporate Presentation

September 2023



Who we are

An experienced international building materials company with sound financials.

Learn about our:

- **International industrial company with proven track record**
- **Experienced management backed up by family owners**
- **Sustainable profitable growth**

What we do

Improving our customers' quality of living with ever more effective lightweight solutions.

Discover lightweight and our divisions:

- **Global trends in the construction industry**
- **Effective lightweight solutions**
- **Markets, partners, main brands**
- **Building Performance**
- **Exteriors**
- **Industry**
- **Insulation**
- **New Ways**

What drives us

Creating value for our teammates, customers, local communities, partners and shareholders.

Find out about our:

- **Sense of purpose**
- **Journey towards a promising future**
- **Belief in responsibility as a conscious choice**

Who we are



A proven track record spanning over a century

And surfing on the megatrends of our industry

Geographic expansion 1905-1950



- Alphonse Emsens founds the Eternit fibre cement factory in **Belgium**
- Eternit expands across **Europe** and invests in overseas export markets in **Latin America**
- The building sector revives after WW2 and Eternit opens a fibre cement plant in **Africa**
- **Asia** follows with the first fibre cement plant in the continent

Technological diversification As of 1951



- Vinyl floors
- Plasterboards
- Concrete tiles
- Plastics
- Passive fire protection
- Ceramic floor and wall tiles
- Clay tiles

Split of the group into two entities 2003



- Etex retaining all building material activities
- Carve-out of the plastics activity, managed by the newly created company Aliaxis

Lightweight construction focus 2012-2022



- Exiting **clay** and **concrete tiles**
- Acquiring **plasterboard** assets in Europe and Australia
- Establishing New Ways Division driving our **offsite** ambitions
- Expanding in **passive fire protection**
- Acquiring **glass wool** and **XPS insulation** assets in Europe

... and continued organic development

Major greenfield investments and innovations around the globe

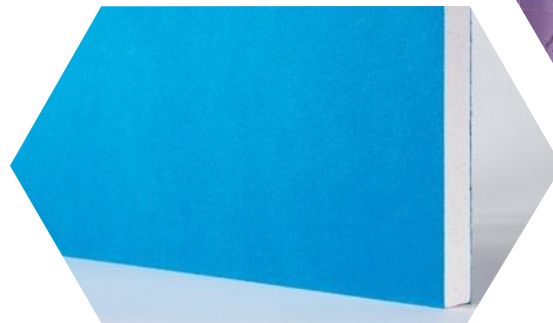
Over the last years investments have been made to ensure organic growth through new production facilities, innovations and new business models.



Acquisitions
Steel framing
businesses (2021)



Innovation
PLURATECT Marine
Light (2020)



Innovation
Cedral Terrace (2019)



Innovation
Weather Defence 2G (2018)

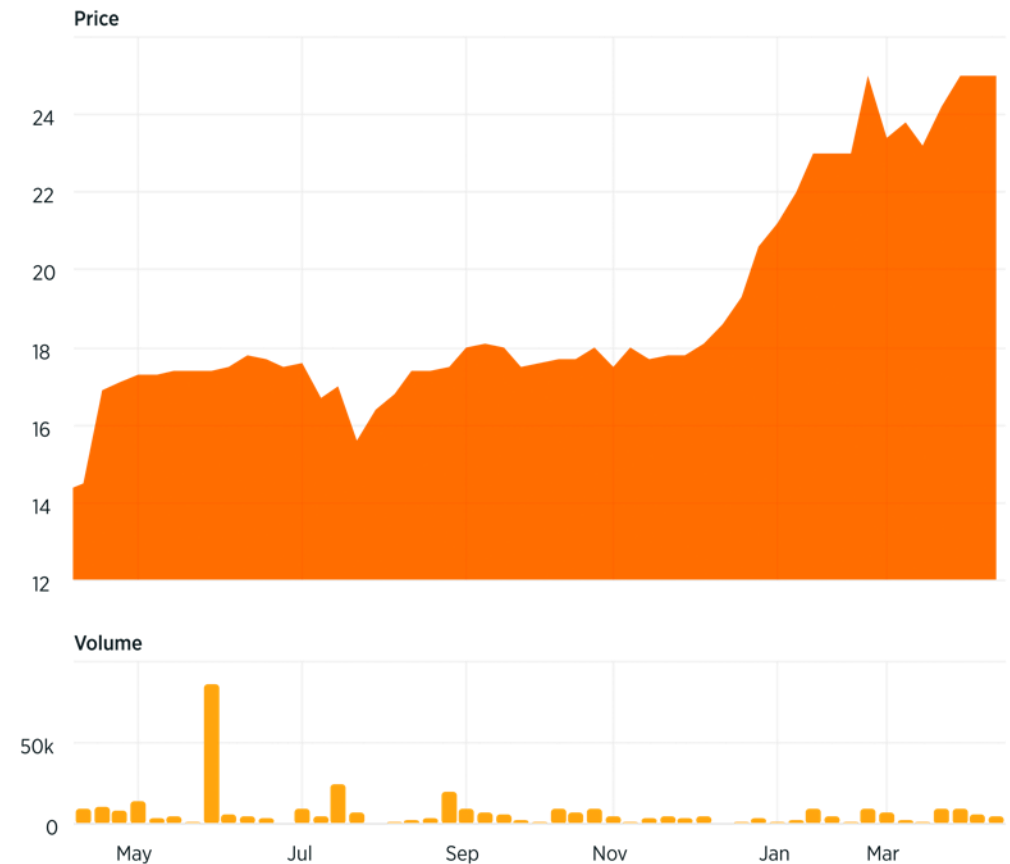
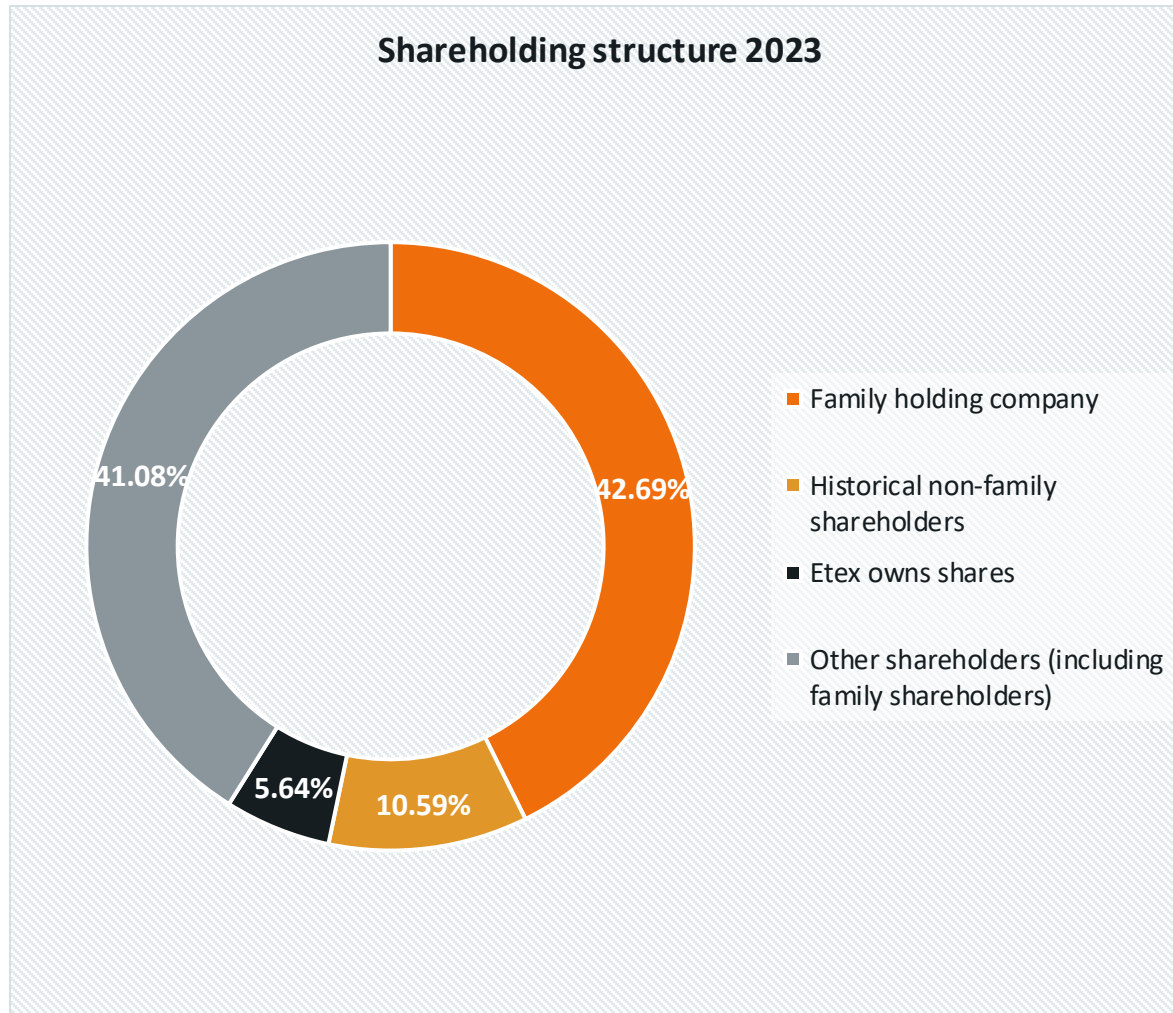


Greenfield investment
Bristol, UK (2022)



A family-owned company also traded on the Euronext Expert Market in Brussels*

Family shareholders with an industrial long-term view

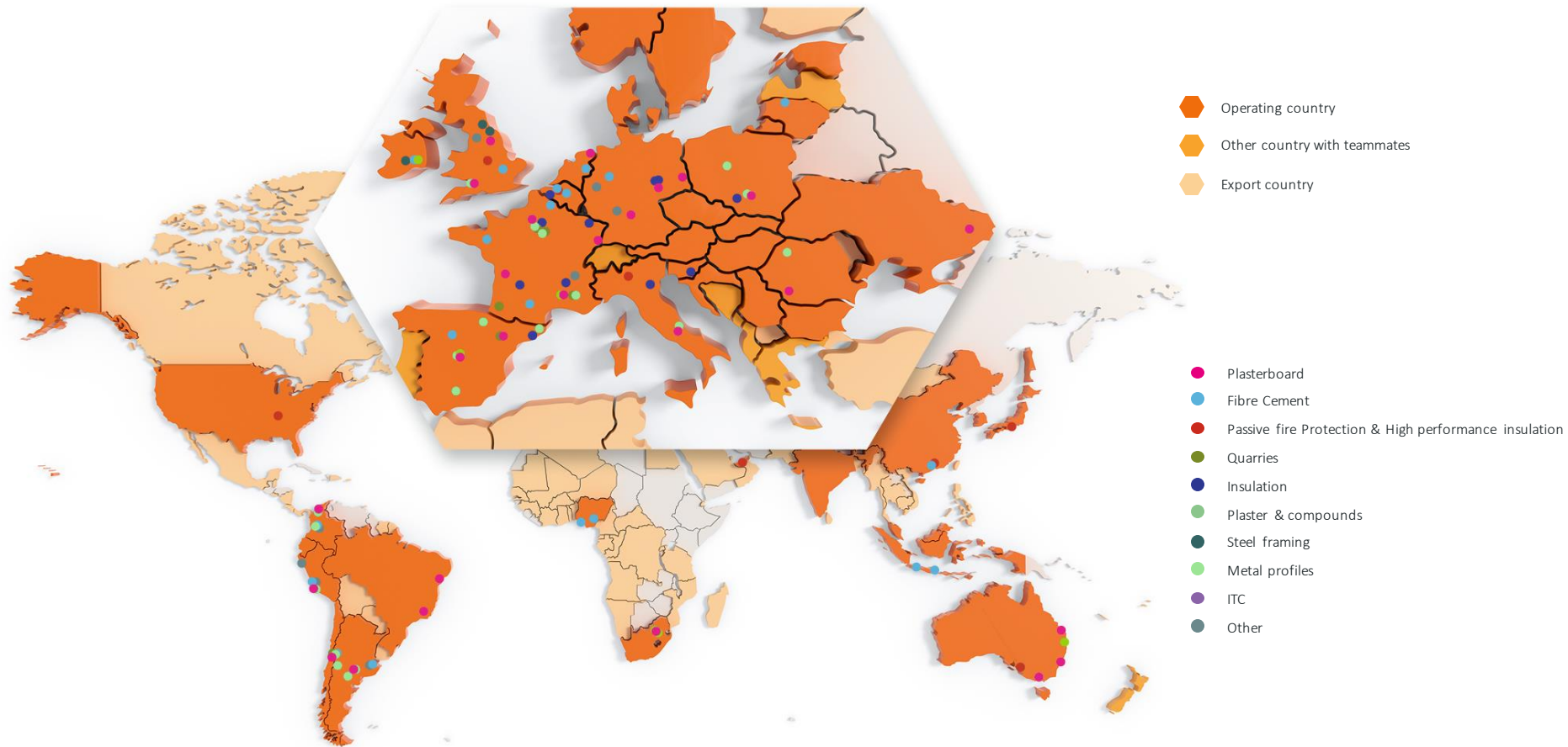


<https://live.euronext.com/fr/product/equities/BE0941244536-VPXB>

*The Euronext Expert Market is an unique secondary market for non-listed securities.

An international industrial company

Selective presence • Local anchorage • Major employer



> 13,500

Teammates

45

Operating Countries

> 160

Sites: plants, quarries, offices

5

Innovation & Technology Centres

EUR 3,714

Million revenue

Market intimacy as the cornerstone of our structure

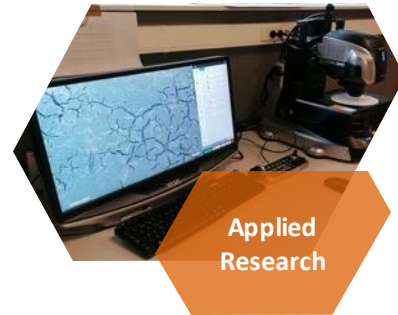
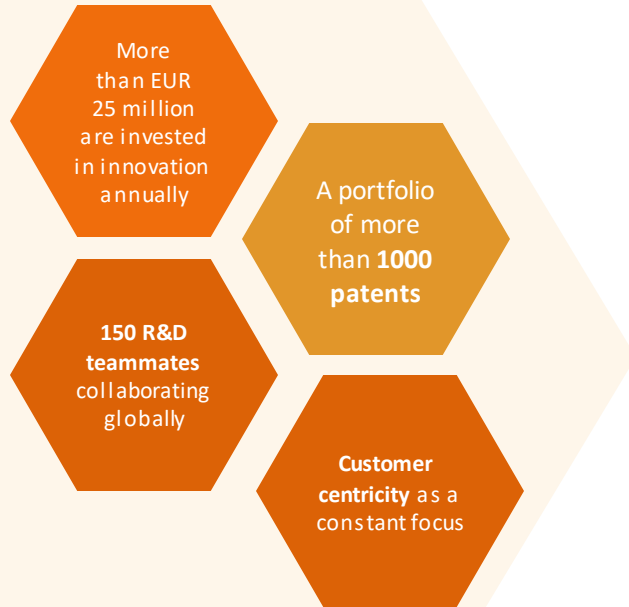
5 global divisions – each targeting a well-defined business segment



An integrated Innovation organisation

More than 75% of R&D projects have a positive sustainability impact

4 R&D competence poles



With a unique portfolio of technologies



Lightweight construction



Roofing, decking and façades



Building boards and systems



Compounds and sprays



Insulation & passive fire protection



Coating, adhesive and intumescent

A secure supply of various raw materials

Raw materials represent 36% of Etex total spend, mix of own quarries and purchased resources

Paper & Fibres

Sourced from a limited number of companies with long-term relationships

40%

Gypsum & Minerals

Either we own the gypsum quarries, or we secure supply via long-term contracts

18%

Cement

Widely available from several suppliers

12%

Steel

Galvanised Steel for metal studs

10%

Other

Such as special additives and speciality products

20%

2022 spend data¹

¹The 2022 raw material spend data does not include URSA figures.

A well-defined governance structure

Board of Directors optimise performance while managing risks



Family shareholders' representatives



From left to right and top to bottom

- **Thierry Vanlancker**, Director
- Argali Capital BV, represented by its permanent representative **Pascal Emsens**, Director
- CT Impact BV, represented by its permanent representative **Caroline Thijssen**, Director
- **Christian Simonard**, Director
- Guvo BV, represented by its permanent representative **Guillaume Voortman**, Director

CEO and independent members



From left to right and top to bottom

- JOVB BV, represented by its permanent representative **Johan Van Biesbroeck**, Chairman
- **Bernard Delvaux**, CEO
- **Teodoro Scalmani**, Director
- **Ines Kolmsee**, Director
- **Bernadette Spinoy**, Director
- Much BV, represented by its permanent representative **Muriel De Lathouwer**, Director
- ViaBylity BV, represented by its permanent representative **Hans Van Bylen**, Director

Our management

Get to know our Executive Committee members

[Discover our Excom CV's here](#)



Bernard Delvaux
CEO and responsible for Communications and CSR

Joined Etex in 2021



Carla Sinanian
Chief Strategy Officer

Joined Etex in 2017



Christophe David
Chief Manufacturing Officer

Joined Etex in 2000



Didier Staquet
Chief Performance Officer and responsible for IT

Joined Etex in 2012



Mel de Vogue
Chief Financial Officer

Joined Etex in 2015



Virginie Lietaer
Chief Legal Officer

Joined Etex in 2020



Michael Fenlon
Head of Division Exteriors and Product Platform

Joined Etex in 1998



Jochen Friedrichs
Head of Division Building Performance

Joined Etex in 2022



Louise Cail
Chief Human Resources Officer

Joined Etex in 2018



Efrén del Pino
Head of Division Insulation

Joined Etex in 2022



Patrick Balemans
Head of Division New Ways and Product Platform

Joined Etex in 2005

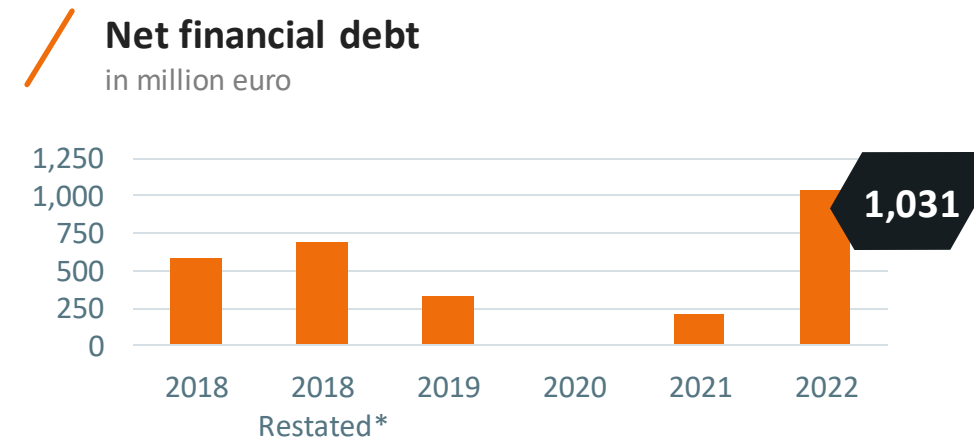
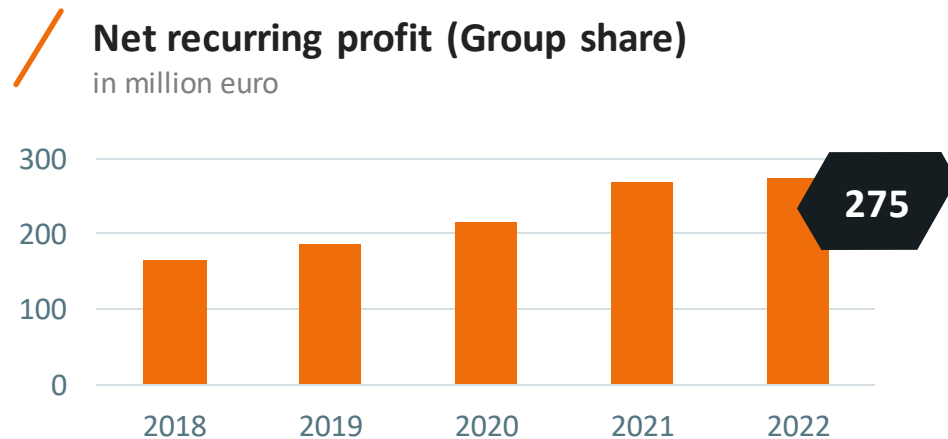
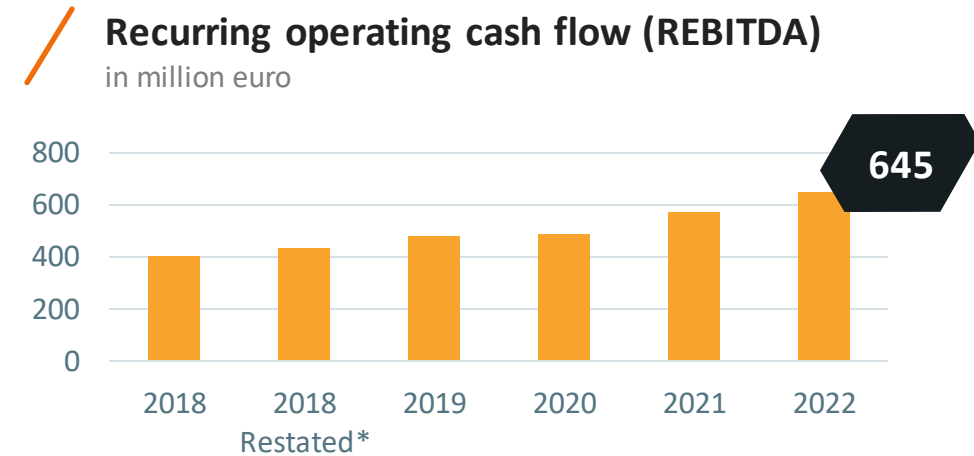
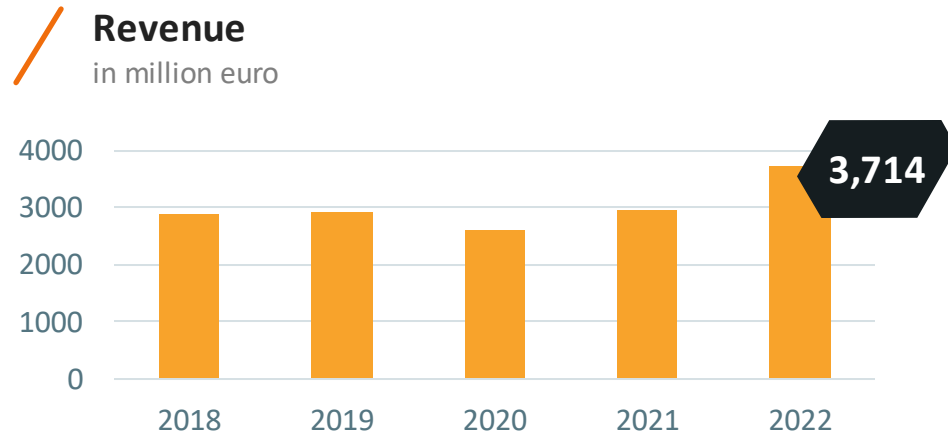


Tanguy Vanderborght
Head of Division Industry and Product Platform

Joined Etex in 1997

Translating the trust we receive into profitable growth

Key figures (last 5 years)



*2018 Restated: These values are restated for IFRS 16 (lease) impacts consistently with 2019 with respect to lease debt, leased assets and depreciation of lease assets.

2022 results in detail

Consolidated income statement

<i>in thousands of EUR</i>	2021	2022
Revenue	2,971,939	3,713,897
Cost of sales	-2,021,232	-2,635,027
Gross profit	950,706	1,078,871
Distribution expenses	-337,653	-405,749
Administrative and general expenses	-197,055	-227,593
Other operating charges & income	-18,490	-14,307
Operating income before non-recurring items	397,509	431,222
Gain / (losses) on disposal of assets and businesses	10,112	8,804
Other non-recurring items	-93,053	-79,032
Operating income (EBIT)	314,565	360,990
Interest income	2,961	11,406
Interest expenses	-14,419	-33,863
Other financial income	14,284	27,930
Other financial expense	-18,346	-42,042
Share of profit from companies held for sale	-	6,635
Share of profit in equity accounted investees	-7,024	-1,682
Non-recurring items specific to equity accounted investees	-3,985	-8,565
Profit before income tax	288,036	320,809
Income tax expense	-89,618	-102,406
Profit for the year	198,418	218,403

2022 results in detail

Consolidated statement of cash flow

<i>In thousands of EUR</i>	Notes	2021	2022
Operating income (EBIT)		314,565	360,990
Depreciation, amortization and impairment losses - owned		180,235	200,766
Depreciation, amortization and impairment losses - leased assets		27,208	29,796
Losses (gains) on sale of intangible assets and property, plant and equipment		-11,574	7,219
Losses (gains) on sale of businesses		5,722	1,369
Income tax paid		-93,574	-97,810
Changes in working capital, provisions and employee benefits		-65,576	-89,242
Changes in other non current assets/liabilities		-81	-3,195
Cash flow from operating activities		356,925	409,893
Proceeds from sale of intangible assets and property, plant and equipment		22,717	13,188
Acquisition of business		-297,891	-675,894
Cash and cash equivalent scope-in impact of acquired business		27,778	70,481
Disposal of business		10,875	196
Cash and cash equivalent scope-out impact of divested business		-153	-256
Capital expenditure - owned		-136,898	-286,302
Other investing activities	(a)	-3,822	-4,814
Cash flow from investing activities		-377,394	-883,401
Capital increase / (decrease)		765	530
Proceeds of borrowings		32,882	864,391
Repayment of borrowings		-150,398	-317,736
Interest and dividend received		3,305	8,587
Dividend paid		-63,923	-69,983
Interest paid		-8,990	-24,836
Cash flow from financing activities		-186,359	460,953
Net increase (decrease) in cash and cash equivalents		-206,828	-12,555
Cash and cash equivalents at the beginning of the year		390,010	201,110
Translation differences		17,929	12,744
Net increase (decrease) in cash and cash equivalents		-206,828	-12,555
Net cash and cash equivalents at the end of the year		201,110	201,300
<i>Cash and cash equivalents</i>		<i>202,500</i>	<i>206,038</i>
<i>Bank overdrafts</i>		<i>-1,390</i>	<i>-4,738</i>

(a) 'Other investing activities' mainly include the effect of capital increases (2022 and 2021) in investments in equity accounted entities' (note 13)

2022 results in detail

Consolidated statement of financial position

<i>in thousands of EUR</i>	2021	2022
Non-current assets	2,216,630	3,278,181
Property, plant and equipment	1,588,051	1,929,127
<i>Property, plant and equipment - owned</i>	<i>1,431,355</i>	<i>1,781,514</i>
<i>Property, plant and equipment - leased</i>	<i>156,696</i>	<i>147,613</i>
Goodwill	198,228	662,632
Other intangible assets	270,535	411,263
Investment properties	10,526	12,234
Assets held for sale	6,509	5,213
Investments in equity accounted investees	11,105	6,140
Other non-current assets	5,111	114,268
Deferred tax assets	112,025	98,403
Employee benefits assets	14,540	38,901
Current assets	1,009,032	1,334,601
Inventories	425,219	514,031
Trade and other receivables	339,995	430,953
Other current assets	41,318	81,452
Assets held for sale	-	102,127
Cash and cash equivalents	202,500	206,038
TOTAL ASSETS	3,225,662	4,612,782

<i>in thousands of EUR</i>	2021	2022
Total equity	1,414,102	1,807,110
<i>Issued share capital</i>	<i>2,535</i>	<i>2,533</i>
<i>Share premium</i>	<i>743</i>	<i>743</i>
<i>Reserves and retained earnings</i>	<i>1,382,275</i>	<i>1,768,502</i>
Attributable to the equity shareholders of Etex	1,385,551	1,771,778
Non-controlling interests	28,551	35,332
Non-current liabilities	827,320	1,573,979
Provisions	118,308	120,052
Employee benefits liabilities	356,343	159,858
Loans and borrowings	256,851	1,072,297
<i>of which leasing</i>	<i>136,403</i>	<i>124,900</i>
Deferred tax liabilities	83,701	208,680
Other non-current liabilities	12,117	13,092
Current liabilities	984,240	1,231,693
Provisions	43,508	39,337
Current portion of loans and borrowings	200,762	246,617
<i>of which leasing</i>	<i>22,702</i>	<i>26,525</i>
Trade and other liabilities	739,970	936,845
Liabilities held for sale	-	8,894
TOTAL EQUITY AND LIABILITIES	3,225,662	4,612,782

What we do



Global trends in the construction industry

The world



Our answer to meet the challenges of our changing world

Effective lightweight solutions



Lightweight is a construction method defined by:

- A set of solutions and materials;
- A set of production techniques ;
- A set of building techniques;
- A mindset.

It is faster and more cost-efficient.



Our Solutions

- Building boards (FC / Plasterboard)
- Cladding
- Facade
- Roofing
- Terrace
- Passive fire protection
- Insulation
- Steel frame panelised solutions

Method of Construction

Dry Construction

Markets & partners

Safe, sustainable, smart and beautiful living spaces



Markets

- Multi-residential
- Industrial
- Hotels
- Offices
- Sports and leisure
- Healthcare
- Education
- Tunnels

Partners

From highly-specified projects...

- Architects
- Technical specifiers
- Main contractors

... to general sales

- Installers
- Builders
- Distributors



Markets

- Mid to large-sized buildings
- New build
- Residential houses
- Renovation
- Agricultural buildings

Partners

- Design architects
- Installers
- Homeowners
- Farmers



Markets

- Energy
- Oil and gas
- Heavy industry
- Fire-rated assemblies & appliances
- Transportation

Partners

- Installers
- Contractors
- Engineering offices
- Plant owners
- OEM



Markets

- Multi-residential
- Residential housing
- Hotels
- Offices
- Sports and leisure
- Healthcare
- Education

Partners

From highly-specified projects...

- Architects
- Technical specifiers
- Main contractors

... to general sales

- Installers
- Builders
- Distributors



Markets

- Multi-residential
- Residential housing
- Healthcare
- Education

Partners

- Real estate and construction companies
- Direct customers
- OEMs
- Public authorities

CEIDRAL

 DURLOCK

 EQUITONE

Eternit

 Gyplac

 Kalsi

PLADUR

 Promat

 remagin

 siniat

 Superboard

 **URSA**

etex  inspiring ways
of living

Our main brands

Across divisions

The background of the slide is a photograph of a modern building's interior. It features several tall, vertical, rectangular panels that appear to be made of a translucent material, possibly glass or acrylic, which are illuminated from within, creating a warm, golden glow. The panels are set against a light blue wall. The ceiling is a dark, perforated metal grid. The floor is a dark, solid color. The overall aesthetic is clean, minimalist, and architectural.

Building Performance

Leader in plasterboards and
fibre cement boards, and the
global reference in fire protection
solutions for the residential and
commercial segments.

Building Performance

Dry construction for internal and external applications



Products and applications

- **Plasterboards and associated products** for internal and external applications
- **Passive fire protection systems**
- **Fibre cement boards** for internal and external applications

Who we are

- Top 3 plasterboards player in Europe, Australia and Nigeria, market leader in Latin America
- Selected presence for fibre cement boards in Europe, Indonesia and China with leading positions in Latin America and Nigeria
- The worldwide reference supplier for passive fire protection solutions

Main brands



Main competitors





Building Performance

Parco Bellaria



Where
Salerno, Italy



When
2019



Material
**50 apartments & 5 terraced houses:
Aquaboard (exteriors), Solidtex
(interiors) intervention plan 8.345 m²,
green areas and 41.000 m² services**



Building Performance

Tuluá Transportation Terminal



Where
Tuluá, Colombia



When
2020



Material
Partitions: 6.350 m²
Plasterboard Gyplac ½ in
offices. Façade: 4.000
m² fibre cement
Superboard Nogal 3.05m

Photographer: Camaralucida
Architect: Carlos Gómez



Building Performance

HAUT



Where
Amsterdam, The Netherlands



When
2020



Material
**10,000 m2 PROMATECT-
100, PROMASEAL-AG
and PROMASEAL-A**

Photography: Lingotto

Exteriors

Provider of innovative, durable, high performance and beautiful fibre cement exterior materials for architectural, residential and agricultural projects.



Exteriors

Customer focussed fibre cement product and materials



Products and applications

- **Architectural fibre cement** facade materials
- **Fibre cement corrugated sheets** in agricultural roofs
- **Residential fibre cement materials** for facades, roofs and terraces
- **Fibre cement corrugated sheets** for low income residential

Who we are

- Global leader in **architectural** fibre cement facade materials
- Market leader in Europe in **residential** fibre cement materials and in selected markets outside Europe
- Global leader in **agricultural** roofs

Main brands



Main competitors





Exteriors

Renovation & extension of the Museum of art Hong Kong



Where
Hong Kong



When
2020



Material
EQUITONE [tectiva]

Architectural Services Department
Hong Kong SAR Government
Picture: Daniel Wong



Exteriors

Veterinarian Office



Where
Neupré, Belgium



When
2018



Material
**Cedral Alterna – Black –
Double pattern**

Architect: AAMM (Atelier
d'Architecture Marie Marcotty)
Photographer: Marcel Van Coile



Exteriors

Boxes and laying hen run



Where
Nordhorn, Germany



When
2020



Material
**Eternit Profile 6 in
dark grey**

Photography: Conné van
d'Grachten

Industry

Front runner of engineering expertise to drive the future of high-performance temperature insulation and fire protection in the industrial, aerospace and energy sectors.



Industry

Passive fire protection and thermal and acoustic insulation for industrial markets



Products and applications

- Calcium silicates
- Microporous materials
- Engineering services
- Cementitious sprays
- Intumescent materials

Who we are

- We develop and manufacture thermal insulation and fireproofing products and solutions
- Based on Calcium silicate, microporous materials, aerogel and spray technology for industrial customers
- For renewable energy, oil and gas, heavy industry, marine, railway and aerospace

Main brands



Main competitors





Picture provided by Bombardier

Industry

Bombardier transportation



Where
France



When
2015



Material
**Promat battery case made
of high-performance
insulation**

**Watch the
video**



Industry

PROMALIGHT 1000R



Where
Mars



When
2021



Material

Thin and lightweight

Withstands temperatures of up to 1,000 °C

Extremely low thermal conductivity

Non-combustible

Custom-made machined parts

Traceable materials

Environment-friendly, free of organic binders

Insulation

Leading European insulation provider of glass mineral wool and extruded polystyrene (XPS) to insulate residential and non-residential buildings.



Insulation

Thermal and acoustic insulation products for energy efficiency in buildings



Products and applications

- **Glass mineral wool products** in rolls / panels / blow-in wool for internal and external building applications
- **Extruded polystyrene products (XPS)** in rigid panels for building applications that need high resistance to compression and water
- **HVAC ducts** made of glass mineral wool with excellent reaction to fire values and helps to improve air quality in buildings

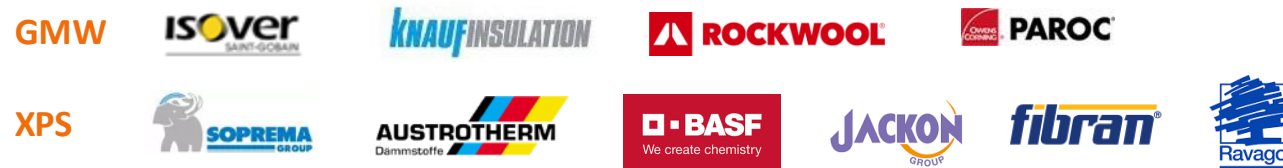
Who we are

- Top 3 glass mineral wool provider in Europe. Depending on the market, #1 to #3
- Number 2 XPS manufacturer in Europe
- Only company in Europe that offers from own production glass mineral wool and XPS

Main brands



Main competitors





Insulation

The Silk District



Where
London, UK



When
2019



Material

External walls: 25 000 m²

Key products installed:

**URSA TERRA Cavity Batt 32 & Walltec
32 – 12,000m²**

URSA TERRA Acoustic Roll - 13,000m²



Insulation

Castell D'Or Winery



Where
Tarragona, Spain



When
2019



Material
Ventilated Façade: 1 000 m²
Product: URSA TERRA Vento



Insulation

New residential of 60 mobile houses



Where

Turracher Hoehe, Austria



When

2015



Material

Development of new residential neighbourhood of 60 houses, which can be installed and removed without major interventions into nature.

URSA Glasswool and URSA XPS

New Ways

High tech, lightweight, factory assembled panels providing performance solutions based on steel framing.



New Ways

Dry construction for internal and external applications



Products and applications

- **Infill and Oversail Steel Frame Systems (SFS):** external envelope systems supplied in kit form for site assembly
- **Non load-bearing preboarded panels**
- **Load bearing structures based on steel framing:** can be pre-boarded and / or insulated offsite

Who we are

- Specialised in offsite building technologies in steel framing.

Main brands



Main competitors





New Ways

McCarthy Stone – 51 high quality retirement living apartments



Where

Broadstairs, United Kingdom



When

2022



Material

17-week programme to deliver a total 3,827 linear metres of Sigmat internal and external panels, 1 lift shaft and 8 sets of stairs, across 5 floors.

Total floor area = 7,972m²



New Ways

University of Birmingham



Where

Birmingham, United Kingdom



When

2022



Material

**13-block student accommodation,
completed 10 weeks early (26 weeks)**

Load-bearing LGSF

4,737 linear metres of panels

**184 flights of stairs with balustrades
fitted**

Total floor area = 11,932 m²

What drives us





OUR PURPOSE

Inspiring ways of living

We want to inspire people around the world to build living spaces that are ever more safe, sustainable, smart and beautiful.

OUR HOW

Collaborative, customer-focused

We work as one, fostering a collaborative and caring culture, a pioneering spirit and a passion to always do better for our customers.

OUR WHAT

Ever more effective lightweight solutions

Building on our experience and global market needs, we strive to improve our customers quality of living with ever more effective lightweight solutions.

Our strategic framework

Performing together to inspire the world

At the forefront of innovation and sustainability, we as engaged teammates commit to always doing better in our factories and delight our customers with ever more effective lightweight solutions.

We lead the way in **5 TECHNOLOGIES**

Supported by **4 DRIVERS**



Gypsum



Fibre cement



Passive fire protection and High-performance insulation



Insulation



Systems and solutions

Engaged people



Our teammates are the starting point of everything we do, guided daily by shared values and leadership principles. We encourage them to develop their full potential and we welcome new talent.

Operational excellence



As manufacturers in heart and soul we focus on continuous improvement and safety. We ensure that our factories are future-proof to meet the needs of the world with high-quality solutions.

Customer experience and Commercial excellence



We are deeply committed to our customers and foster strong ties with partners. We enhance our commercial effectiveness by harmonising business models across all markets and improving digital solutions.

Sustainability and Innovation



Our lightweight solutions are designed to be sustainable at their core yet we take responsibility to innovate while reducing our footprint and integrating circularity wherever we can. We create a safe environment where all teammates feel included.

Our shared values make us true Etex teammates

Supported by leadership principles to guide us in this ever-changing world



About asbestos

Key facts

Occurs in nature

Asbestos is a set of minerals that occur naturally as bundles of fibres that can be separated into threads



Used in various industrial applications

Construction and building



Ship building



Automotive industry



Insulation



Textile industry



Power plants



Plastics industry



Home appliances



Food industry



Railroad vehicles



Inhaling can cause cancer



The human body can get rid of the larger fibres that are inhaled, but microscopic fibres can pass into the lungs and cause cancer.

Around 1,100,000 metric tonnes of asbestos continue to be extracted every year

Use and importation ban in

67
countries
out of 195

Committed to carefully manage our asbestos past

Global approach

From preventive actions to complete ban

1970

- Use of dust extraction equipment
- Introduction of personal protective equipment, e.g. masks
- Conversion from dry to wet production processes
- Research into alternative fibres
- Blue and brown asbestos banned
- Switch to automated production processes

2002

Asbestos is entirely banned from manufacturing processes in Etex's companies

Our policy



Compensate victims



Prevent exposure



Support research

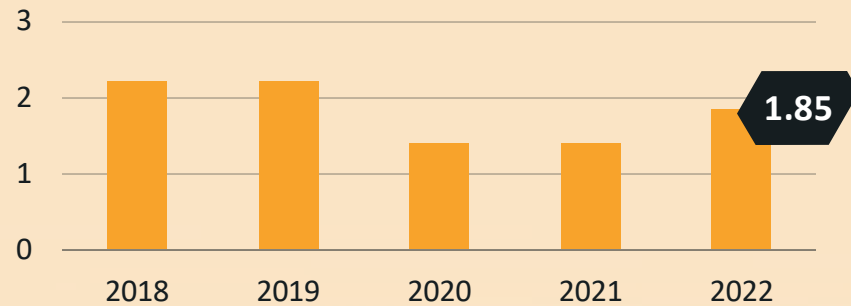
EUR 10 million

Support given to the Foundation against Cancer between 2012 to 2024

Keeping all teammates safe and sound

How safety remains key

Frequency rate of lost-time accidents



One goal

Zero accidents

2023 target numbers:

LTA Frequency: < 1.4

Total Frequency rate: < 2.85

Gravity rate: < 0.10

3-pronged strategy



Safe equipment

Make sure machines are safe to operate



Safe procedures

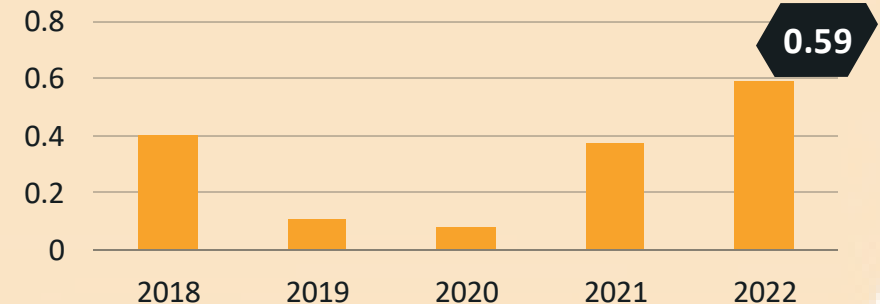
Implement global guidelines and standards



Safe behaviour

Boost safety awareness and individual responsibility

Gravity rate of accidents



Safety results have improved pointedly over the last decade

Leading to lagging indicators and increasing number of companies without accidents.

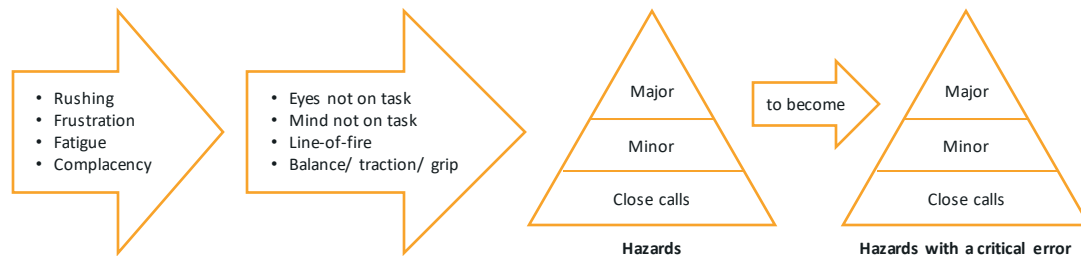
Safety leading activities with safety observations and conversations, near miss reporting and safety engagement actions complemented with a focus on:



SafeStart Programme in place worldwide focussing on safety behaviours.

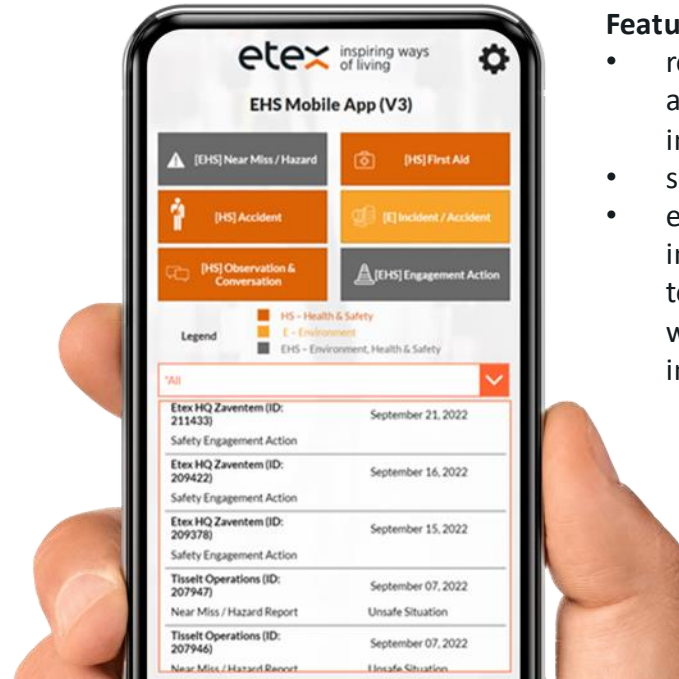


States cause **errors** which cause **less risk** to become **more risk**.



The Etex EHS app: unlocking global EHS leadership

An EHS reporting tool accessible to all teammates to track performance on all EHS indicators.



Features:

- report progress on leading and lagging safety indicators,
- share safety alerts and
- exchange learnings from incidents and 'near misses' to colleagues around the world through structured incident analyses.

Road to Sustainability

2030



What does sustainability mean to Etex?

Our ambition is to help transforming the industry by...



...continuously trying to
build **safer and
healthier workplaces**



...being **socially inclusive**
by providing **equal
opportunities for all,**
and becoming an
employer of choice



...caring about our
environmental impact
with **circular business
models**



...advancing in **climate
change mitigation and
adaptation** in line with
the world's urgent needs

Addressing several key challenges faced by the construction sector

Construction needs to become more sustainable

26%

of the global GHG emissions are linked to the construction value chain

98%

of materials used end up in landfills or low-value applications at end-of-life

Lightweight construction offers effective solutions to these challenges

~7x

better insulation than traditional materials (such as brick), increasing energy-efficiency and reducing operational emissions

~2x

faster cycle time to build, enabling more buildings to be put on the market faster



Improves fire safety with non-combustible materials

30%

increase in the housing price index between 2012 and 2022

55%

of the EU housing stock need to be retrofitted to improve currently substandard insulation



Is more recyclable (e.g., gypsum is infinitely recyclable)

~15-45%

less emission-intensive to produce

15%

of the EU population live in substandard housing

2-6x

fire risk as temperatures rise due to climate change



More flexible and adaptable, increasing the usable life of existing buildings

Sustainable features around our main commercial brands and products

Product	Plasterboard	Fibre cement	Glass mineral wool and XPS	Passive Fire Protection and High-performance insulation
Commercial brands	   	    		 
 Lower emissions	•	•	•	
 Design flexibility	•	•		
 Acoustic insulation	•	•	•	•
 Thermal insulation	•	•	•	•
 Fire resistance	•	•		•
 Moisture resistance	•	•		•
 Impact resistance	•	•		

Present in our System and Solutions

Our journey since 2020

Member of the world's largest corporate sustainability initiative



Etex's commitment in the UN Global Compact

Etex commits to report to the ten postulated principles of the UN Global Compact on Human Rights, Labour, Environment, and Anti-Corruption which are aligned to our company's strategy, business behaviour and they also respond to our company's Code of Conduct.

Sustainable Development Goals

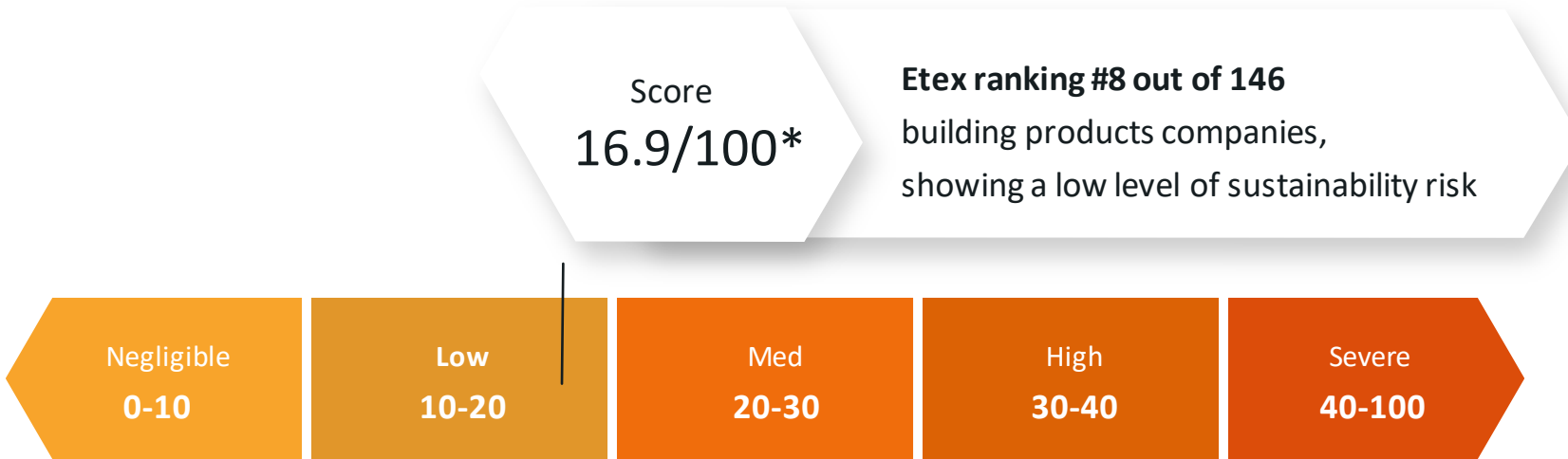
As the first part of the CSR roadmap, 450 Etex leaders collaborated to select the top ten most relevant SDGs for Etex in the context of our activities and impacts on people and planet.



- 3 Good health and wellbeing
- 4 Quality education
- 5 Gender equality
- 6 Clean water and sanitation
- 7 Affordable and clean energy
- 8 Decent work and economic growth
- 9 Industry, innovation and infrastructure
- 11 Sustainable cities and communities
- 12 Responsible consumption and production
- 13 Climate action

Our journey since 2020

Sustainalytics® rating 2022 – ESG index (risk score)



* Environmental, Social, Governance parameters: Corporate governance, Product governance, E&S Product and services, Emissions, effluents and waste, Business Ethics, Resource use, Carbon-Own operations. Source: Sustainalytics, ESG.

“

Etex among the top
25% of companies
assessed by EcoVadis



Our priority areas and targets

Road to Sustainability

2030



OUR DAILY GOALS



Health, safety and well-being

- 0 fatalities
- 0 harm
- 0 burnouts




GOALS FOR 2025




Customer engagement

Build a **sustainable roadmap per product**

Diversity, equity and inclusion

- Cover all teammates by **diversity, equity and inclusion policies, procedures and practices**
- **Train all teammates** on diversity, equity and inclusion
- **Close the gender pay gap**




GOALS FOR 2030




Decarbonisation

Reduce greenhouse gas emissions (CO_{2e} intensity of scopes 1 and 2) by 35%¹

Circularity

- Use **more than 20% of circular input as raw material**¹
- **Zero waste to landfill**
- Use **100% recycled packaging material** and reduce plastic packaging with **20%**¹
- Offer a **take back service** of our product portfolio in **80% of our European countries**
- Dedicate **50%** of our innovation resources to **sustainability**



¹Compared to the 2018 baseline.

Corporate movie

Get to know more about us



Our publications

Discover more about us



2022 Annual Report

Amidst major geopolitical and economic disruptions, Etex delivered in 2022 and recorded a strong financial performance again. We are pleased to present the full story of Etex in 2022.

Take a look at
our Annual Report >

Thank you

Website:

<https://www.etexgroup.com>

Find us on social media:

