

SIDEM

DURABILITY REPORT.



FEBRUARY 2026



SYMBOLIC EVOLUTION.

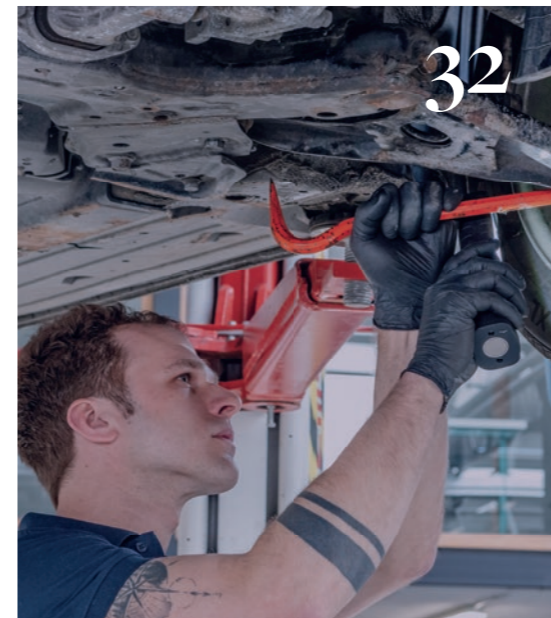
The Sidem logo unites two powerful symbols: the precision of a steering wheel and the agility of the swallow. This combination reflects our commitment to quality and durability. Since 1933, Sidem has been a trusted manufacturer in steering and suspension. Across cultures, the swallow represents good fortune, an idea that aligns with our aim to deliver reliability, continuity, and confidence.



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COLOPHON

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A WORD FROM THE CEO.

Durability is one of Sidem's core values, referring not only to the mechanical performance of our steering and suspension parts, but also to our commitment to long-term quality and sustainability. To us, durability means designing with the long term in mind, minimizing our environmental impact, empowering our employees, and earning the trust of our customers and partners in over 90 countries.

In this 2025 Durability Report, we proudly present the outcomes of our endeavours to fulfil these values. From reducing CO₂ emissions, expanding solar capacity, inland shipping instead of road transport, to implementing circular packaging solutions and preparing for the Digital Product Passport. Every initiative is rooted in our belief that excellence and sustainability go hand in hand.

Our team has also strengthened its focus on the mobility of tomorrow. With the highest BEV aftermarket coverage in Europe, re-engineered technologies, and reinforced parts, we are equipping our partners for the electric future of driving.

I would like to thank every member of the Sidem team for their dedication to quality, safety, and continuous improvement on sustainability topics. Together, we are building something that lasts for our customers, our communities, and the planet.

Gwen Verfaillie
CEO, Sidem

01.

ABOUT SIDEM.

Sidem is a leading European designer and manufacturer of steering and suspension parts for both the Original Equipment Manufacturers (OEM) and the Independent Aftermarket (IAM). With 90+ years of experience, we combine the pragmatic approach of a family-owned business with the reach of a thriving multinational.



KEY FIGURES OF SIDEM.



PRODUCTION PLANT.

40.000 m2
Located in Romania



WAREHOUSE.

13.500 m2
Located in Belgium



SIDEM IN NUMBERS.

ca. 260 employees
4 mio parts in stock

A EUROPE-BASED FAMILY BUSINESS WITH A GLOBAL PRESENCE.

As an independent family-owned company, we are industry leaders in steering and suspension components.

Our operations are **100% Europe-based**, with our headquarters and warehouse located in Gullegem, Belgium, and our R&D and high-tech production facility in Suceava, Romania.

From these locations, we supply our parts to customers in **more than 90 countries** worldwide, leading the aftermarket industry with 95% coverage and a 98% service level.



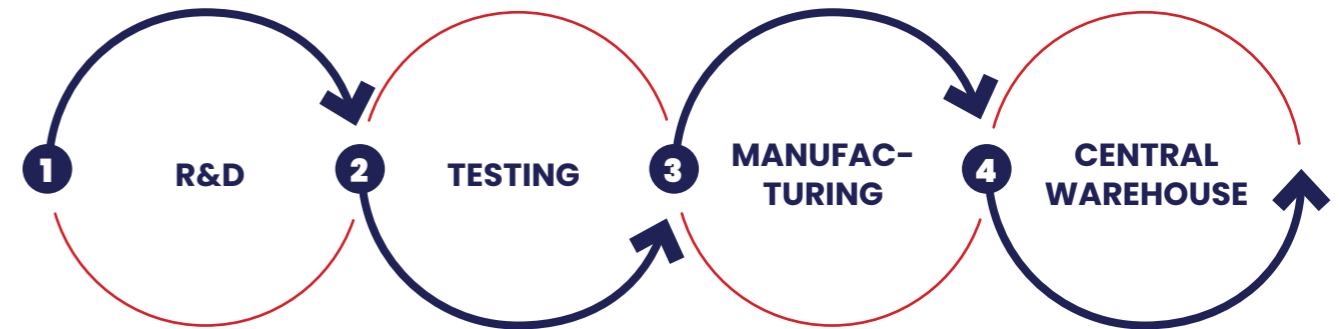


At the heart of our operations is our state-of-the-art **manufacturing** facility in Romania, which is equipped with multifunctional robots and precision assembly systems, powered by solar energy.

industry's highest standards, according to our IATF 16949 certification. We test during the development phase and during the production to meet the highest standards.

At our own **testing center**, we subject parts to rigorous dynamic wear, endurance, and salt spray resistance tests, among others, to ensure they meet the automotive

In Belgium, our **central warehouse** with 4 million parts in stock, ensures daily shipments around swift global delivery.



FULL CONTROL, FROM DESIGN TO WAREHOUSING.

At Sidem, we manage the production of our chassis parts from beginning to the end, allowing us to oversee every step, from design to warehousing.

Our **in-house engineering** team is specialized in 'reverse engineering', the development of aftermarket (IAM) parts based on original equipment (OE) quality. We also collaborate with original equipment manufacturers (OEMs) and other external parties to co-develop parts. Moreover, based on our experience and expertise, we re-engineer components for further enhancements when needed.



"As a vertically integrated company we can guarantee the quality of both our products and service."

UPHOLDING THE MOST STRINGENT QUALITY STANDARDS.



At Sidem, quality is non-negotiable. We apply the same rigorous standards to both our OEM and IAM parts, all of which are designed, tested, and manufactured according to IATF and ISO quality certifications.

- **IATF 16949:** specifies automotive quality management system requirements. This certifies Sidem is approved to supply **OEM** according to the strictest industry standards as a durable, reliable and performant partner.
- **ISO 9001:** ensures consistent quality through **effective quality** management systems.
- **ISO 14001:** manages **environmental responsibilities** for sustainable business practices.
- **ISO 45001:** improves workplace **health and safety** management systems.

Sidem is audited by external bodies: TÜV SÜD and our OEM customers on a regular basis.

This approach enables us to consistently deliver premium-quality products and reliable services, making Sidem a trusted partner in the automotive industry worldwide.



" Sidem is proud to supply original equipment manufacturer (OEM) parts for prestigious brands such as Porsche, McLaren, and Bugatti. "



SIDEM VALUES.



STRONGER TOGETHER

We believe collaboration and teamwork drive success. By supporting each other, we achieve more than we could individually.



INTEGRITY

We do what we say and say what we do.



ENTREPRENEURSHIP

We embrace innovation, take initiative, and seek opportunities to create value.



EXCELLENCE

We strive for the highest standards in our work. We always look for opportunities for improvement in our processes.



CUSTOMER CENTRICITY

We always strive for common grounds and are agile to adapt to find solutions. This for everybody with who we interact.



02.

PRODUCTION.

At Sidem, we are committed to minimizing our environmental footprint, starting with the raw materials we use. Our R&D team continuously strives to design products using materials with the lowest possible environmental impact, ensuring that our manufacturing processes align with our sustainability goals. Every material we use, is chosen with care, and our long-term supplier relationships are rooted in rigorous quality standards and environmental considerations.



KEY FACTS

PRODUCTION.



RESPONSIBLE SOURCING.

Ensuring ethical and sustainable procurement practices.



SOLAR POWERED ENERGY.

Utilizing solar energy to reduce carbon footprint.



CO₂ EMISSIONS.

Reducing carbon dioxide emissions in operations.



LEAN MANUFACTURING.

Streamlining production processes to minimize waste.



AUTOMATED & EFFICIENT PRODUCTION.

Implementing automation for efficient production.



RECYCLED & REUSABLE PACKAGING.

Using recycled and reusable packaging materials.



OPTIMISED LOGISTICS.

Improving logistics for efficient transportation.



SOURCING RAW MATERIALS FROM TRUSTED SUPPLIERS.

The primary materials used in the production of our steering and suspension parts include metals, such as steel and aluminum, as well as rubber, grease, and various packaging materials. These essential raw materials are sourced globally, primarily from **trusted suppliers**. We have cultivated relationships with a carefully selected group of suppliers over decades, ensuring consistency and reliability in our supply chain.

Each supplier is thoroughly assessed based on formalized **requests for information** on their market position, production capabilities, and quality certifications. Additionally, our local representatives conduct **spot audits** at the supplier's premises to verify compliance with our standards, providing an extra layer of quality assurance.



**CENTRAL WAREHOUSE BELGIUM.
PERIOD 2021-2025.**

+32,67%

increase in solar energy production.

-10,82%

reduction in CO₂ emissions (scope 1).

**PROCESS EFFICIENCY
& ENVIRONMENTAL IMPACT.**

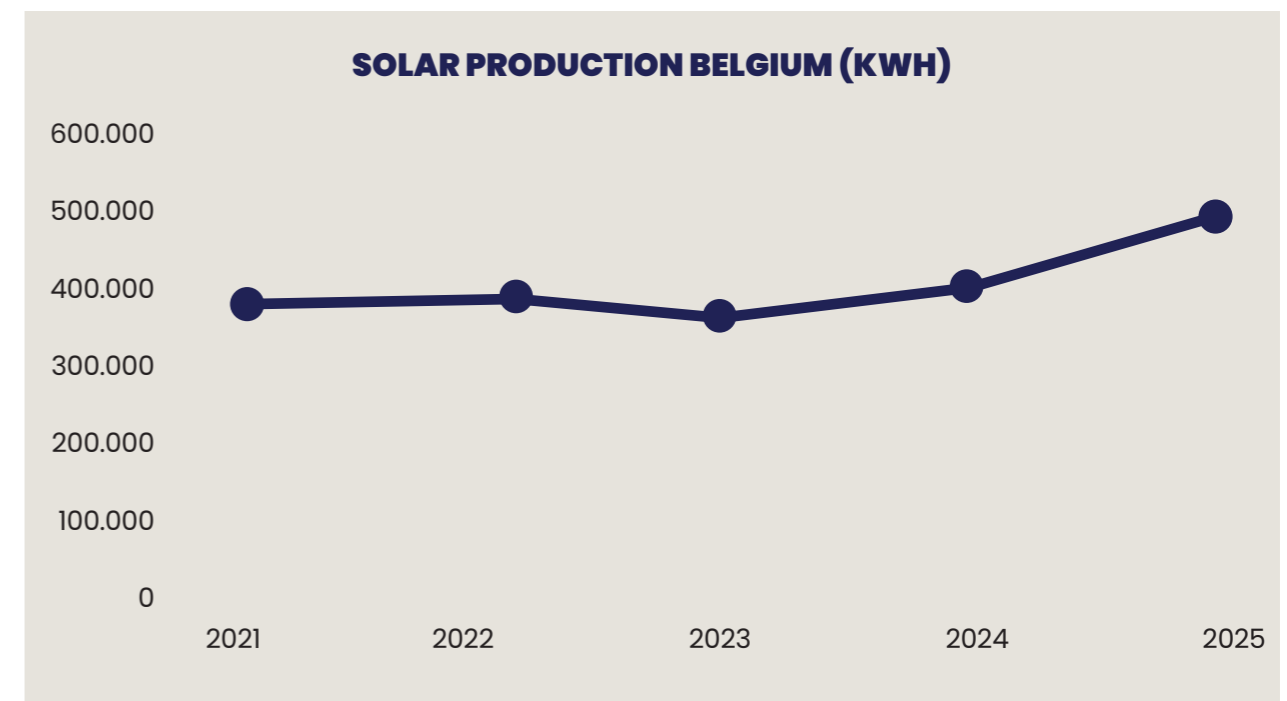
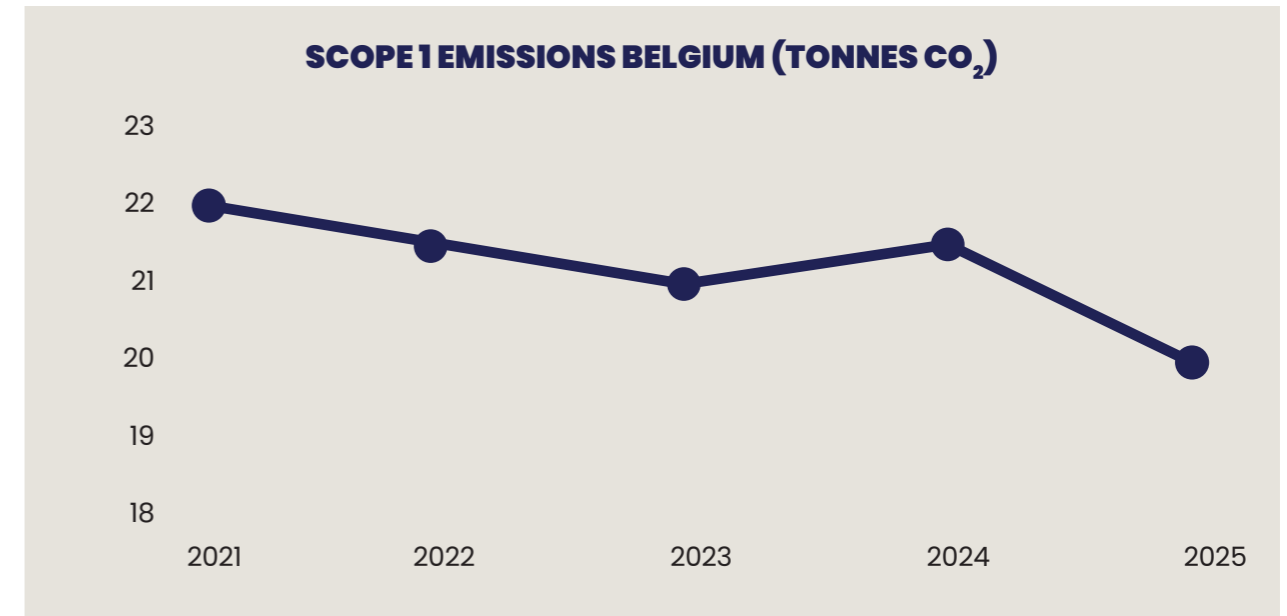
Between 2021 and 2025, SIDEM NV (Belgium) demonstrated stable and responsible environmental performance while managing year-to-year variations in operational activity. Total CO₂ emissions remained low compared to the Romanian facility due to the nature of activities (picking/packing rather than production). Over five years, emissions fluctuated between 42 and 52 tonnes CO₂, with Scope 1 emissions showing a clear downward trend.

Despite an increase in total emissions in 2025, largely driven by higher Scope 2 electricity-related emissions (introduction of electrified car park), SIDEM NV has maintained a strong efficiency profile. The long-term emissions intensity per picked item remains low,

averaging between 0.0145 – 0.0201 tonnes CO₂ per item.

A major positive development is the continued expansion of solar energy production. Solar generation grew significantly from 375,415 kWh in 2021 to 498,070 kWh in 2025, including battery injection. This improvement strengthens SIDEM NV's energy resilience and reduces dependency on carbon-intensive grid electricity.

Overall, SIDEM NV is positioned as a low-emission, energy-efficient operation with strong potential to further reduce Scope 2 emissions through renewable expansion and continued electrification.



CARBON FOOTPRINT BELGIUM (TONNES CO₂).

	2021	2022	2023	2024	2025
Scope 1 (*)	22,37	21,78	21,22	21,67	19,95
Scope 2 (*)	25,41	20,45	24,45	23,27	31,96
Total (Energy scope 1 + 2)	47,78	42,23	45,67	44,94	51,91

(*) Scope 1 = Direct emissions from company-owned sources, like gas combustion and fuel use in vehicles

(*) Scope 2 = Indirect emissions from purchased electricity

CO₂ BY PICKED ITEM (TONNES).

	2021	2022	2023	2024	2025
Total picked/sold	2.738.913	2.902.618	2.739.803	2.913.700	2.587.834
CO ₂ by picked item	0,0174	0,0145	0,0167	0,0154	0,0201
Total CO₂	47,78	42,23	45,67	44,94	51,91

ENERGY-EFFICIENT BUILDING.

The facility's concrete structure and highly insulating roof help maintain a comfortable temperature year-round, while an **intelligent ventilation system** optimizes energy use. We also employ **LED lighting** with dimmers and motion sensors between the racks of our warehouse, along with **automated sunshades** in our offices, significantly reducing our energy consumption.

SOLAR PANELS BELGIUM.

	2021	2022	2023	2024	2025
kWh	375.415	383.214	365.058	402.615	498.070

Including energy injection by batteries

INVESTING IN SMART STORAGE TO BALANCE ELECTRICITY SUPPLY AND DEMAND.

Sidem invested €300,000 in a **Battery Energy Storage System (BESS)** in Belgium, starting in March 2025. A BESS stores excess electricity, allowing for better energy management, reduced peak consumption, and increased use of renewable energy. This investment enables more efficient use of green electricity by storing surplus energy, helping to balance supply and demand while contributing to a more stable and **sustainable energy system**.



We are committed to using battery electric vehicles (BEVs). Within our distribution center, we currently use **electric battery-powered forklifts**. Our goal is to electrify our company car park as well. The parking lot at our Belgian headquarters is already equipped with electric charging stations for both employees and visitors.

**PRODUCTION PLANT ROMANIA.
PERIOD 2021-2025.**

Between 2021 and 2025, SIDEM SRL (Romania) made substantive progress in reducing its environmental footprint, strengthening operational efficiency, and integrating renewable energy solutions. Despite fluctuations in production volumes and energy demand, the company achieved a 15.6% reduction in CO₂ emissions intensity per item produced, demonstrating a steady and long-term improvement in environmental performance.

The installation of extra solar panels in 2025 marked an important milestone in the company's decarbonization journey. Solar

energy accounted for 15% of total electricity consumption, reducing dependency on carbon-intensive grid electricity and providing a foundation for future renewable expansion.

Direct emissions (Scope 1) declined meaningfully over the period, reflecting improvements in fuel efficiency and operational processes. Scope 2 emissions increased in 2025, influenced by higher electricity consumption or shifts in the Romanian grid mix, reinforcing the importance of further investment in onsite renewables and energy optimization.

15%

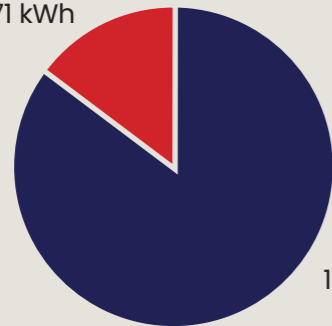
solar energy production.

-9,22%

reduction in CO₂ emissions (scope 1).

ENERGY CONSUMPTION PRODUCTION PLANT (2025).

15%
207.771 kWh

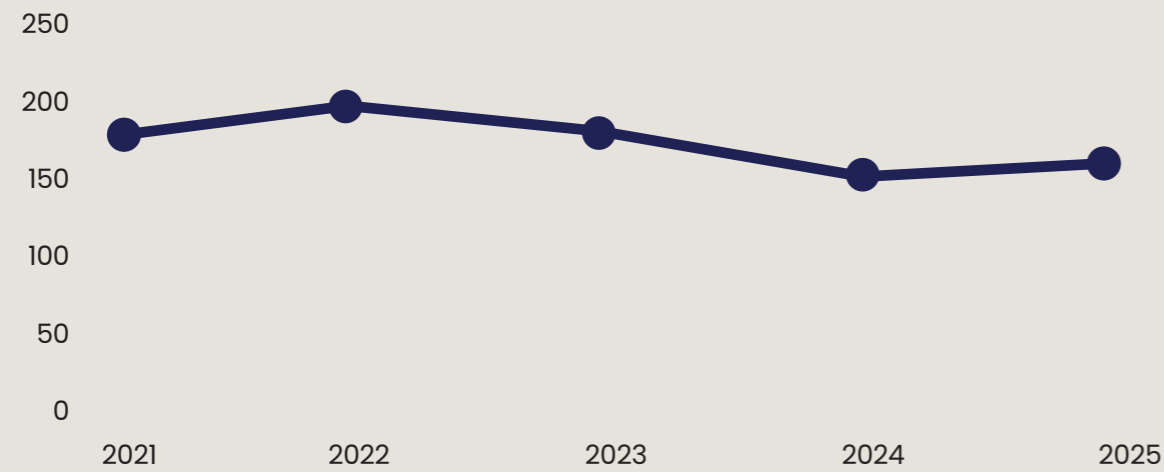


■ Total energy bought 2025
■ Total energy used from solar panels

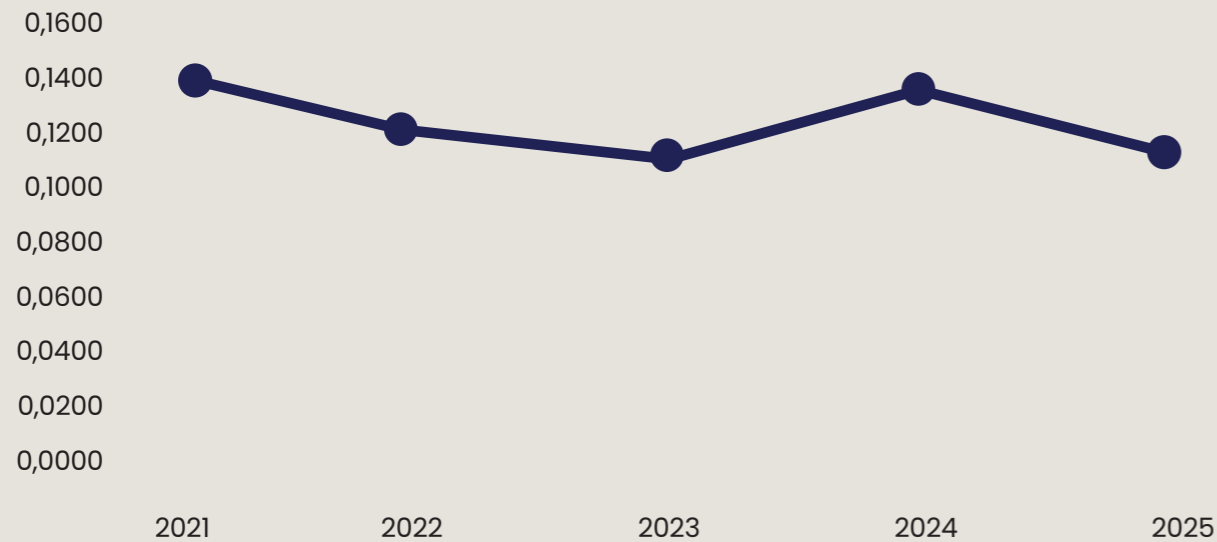
85%
1,200.430 kWh



SCOPE 1 EMISSIONS PRODUCTION PLANT (TONNES CO₂)



CO₂ PER PRODUCED ITEM (TONNES)



CARBON FOOTPRINT ROMANIA (TONNES CO₂).

	2021	2022	2023	2024	2025
Scope 1 (*)	177,20	196,70	176,90	155,90	160,86
Scope 2 (*)	213,60	214,60	192,40	196,20	227,10
Total (Energy scope 1 + 2)	390,80	411,30	369,30	352,10	387,96

(*) Scope 1 = Direct emissions from company-owned sources, like gas combustion and fuel use in vehicles

(*) Scope 2 = Indirect emissions from purchased electricity

CO₂ BY PRODUCED ITEM (TONNES).

	2021	2022	2023	2024	2025
Total produced	2.857.972	3.372.003	3.274.512	2.623.141	3.362.650
CO ₂ by item produced	0,1367	0,1220	0,1128	0,1342	0,1154
Total CO₂	390,80	411,30	369,30	352,10	387,96

SOLAR PANELS ROMANIA.

	2025
Total energy bought (kWh)	1.200.430
Total energy used from solar panels (kWh)	207.771

ENERGY SAVING

Similar to our Belgian site, our manufacturing plant in **Romania** features various **energy-saving measures**, including solar panels, LED lighting, motion sensors, and automatic sunshades. We continually invest in the **automation and energy efficiency of our production equipment**, such as:

- CNC machines with automated loading for turning, milling, and drilling.
- Automatic loaded machines loaded by step feeders for rolling and threading.
- Automated spot welding systems that enhance precision and reduce material waste.
- Automated assembly and packaging lines for ball joints, tie rod ends, stabilizer links, axial joints, and track control arms.
- First solar panels installed in 2023, extra solar panels installed in 2025.



We installed a **Battery Energy Storage System** for supply and demand balancing and **expanded our solar panel capacity by adding 315.8 kW to the existing 71.2 kW installation**. As a result, we expect a further reduction in our carbon footprint in the future.

STREAMLINING INBOUND LOGISTICS.

We recognize the environmental impact of transportation and strive to minimize it by optimizing our logistics processes. Raw materials are primarily transported to our facilities via **full container shipments by sea**, working closely with a select group of shipping partners we have relied on for years. This approach not only enhances the efficiency of our supply chain but also **reduces emissions** associated with frequent shipments.

For **road transport**, we rely on dedicated drivers who adhere to strict guidelines ensuring that each shipment consists of full loads. This practice not only improves the efficiency of our transport processes but also contributes to **reducing our carbon footprint** by minimizing the number of trips required.

LAUNCH OF INTERMODAL TRANSPORT (INLAND SHIPPING).

Starting from March 2025, we implemented an intermodal transport solution to shift container shipments from **road transport to inland shipping** between the port of Antwerp and Zwevegem, a city near Gullegem, where the warehouse of Sidem is based.

The primary goal is to enhance **efficiency and sustainability** by using inland waterways instead of trucks

for these shipments. By transitioning to inland shipping, we expect to achieve significant environmental and logistical benefits. The shift will lead to an 84% **reduction in truck kilometres**, decreasing from **15,000 kilometres** to just **2,400 kilometres**. Additionally, this change will result in a **60% reduction in CO₂ emissions per shipment cycle**, contributing to a more sustainable and efficient supply chain.



PACKAGING OUR PARTS EFFICIENTLY.

We take great care in packaging our products. First and foremost, we ensure that they adequately protect our items against damage during transport. Additionally, we strive for efficient packaging that **minimizes the amount of transport of air**. Our parts are

packed in **recycled cardboard boxes** or **100% recycled and recyclable plastic bags**, which are then transported in **cardboard containers on reusable pallets or in recyclable cardboard boxes**.

TRANSPORT & LOGISTICS OF TRACK CONTROL ARMS.

	Items packed in boxes	SIDEM: items packed in recycled bags
Items per pallet	40 items	80-100 items
Truck load efficiency	More empty space (transport of air)	More efficient loading, less transport of air
Warehouse space utilization	Standard usage	2,5 to 10x more units per surface area
Packaging material	Cardboard boxes (0,17-0,73 kg/item)	100% recycled & recyclable plastic (0,02 kg/item)
Pallet wrapping	Stretch film	Cardboard container

SHIPPING PARTS INTERMODALLY.

We integrate sustainability into our outbound logistics by utilizing groupage transport for our parts, both by road and sea. This approach allows us to consolidate shipments, reducing the number of vehicles on the road and minimizing our carbon footprint. By combining multiple orders into a single shipment, we optimize our logistics efficiency while lowering transportation costs.



MAXIMIZING REUSE OF PACKAGING MATERIALS.

To reduce our environmental impact, we are committed to maximizing the reuse of all packaging materials. As of 1 January 2024, we have implemented **strict packaging guidelines** for our suppliers that specify which materials should be used and how. For example, bulk components are exclusively transported in **cardboard carriers** of specific dimensions with wooden corner supports on fumigated pallets. Individual components must be packed in **recycled plastic bags** that are either sealed or folded, eliminating the use of tape, staples, or knots.

These measures not only reduce waste but also ensure that packaging materials can be **reused** efficiently, supporting our circular approach to resource management.



APPLYING LEAN MANUFACTURING METHODS.

Sidem implements lean manufacturing methods that emphasize **waste reduction** and **enhanced efficiency** by streamlining processes. The **5S** methodology helps in organizing our workplace, leading to improvements in productivity, safety, and quality.

03.

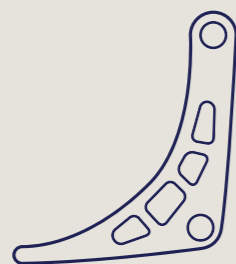
PRODUCTS & MARKETS.

As the automotive industry faces growing demands for durability and sustainability, companies throughout the value chain seek partners who can help them meet their Environmental, Social and Governance (ESG) objectives. Sidem is that trusted partner.



KEY FACTS

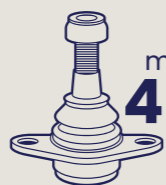
PRODUCTS & MARKETS.



**own engineering
& manufacturing**



more than
10.000
references



more than
4 000 000
parts on stock



50
car brands

1.170
car models

THE DRIVE

FOR EXCELLENCE.

Our mission is to design and manufacture high-quality steering and suspension parts that exceed market expectations. By collaborating with OEMs and external experts, we continuously enhance our products, ensuring they deliver durability, comfort, safety, and ease of installation.

With a 95% aftermarket coverage and an average service level of 98% —the highest in the industry— **we set new standards**, helping our customers drive towards a more sustainable future.

EXPANDING OUR MARKET REACH.

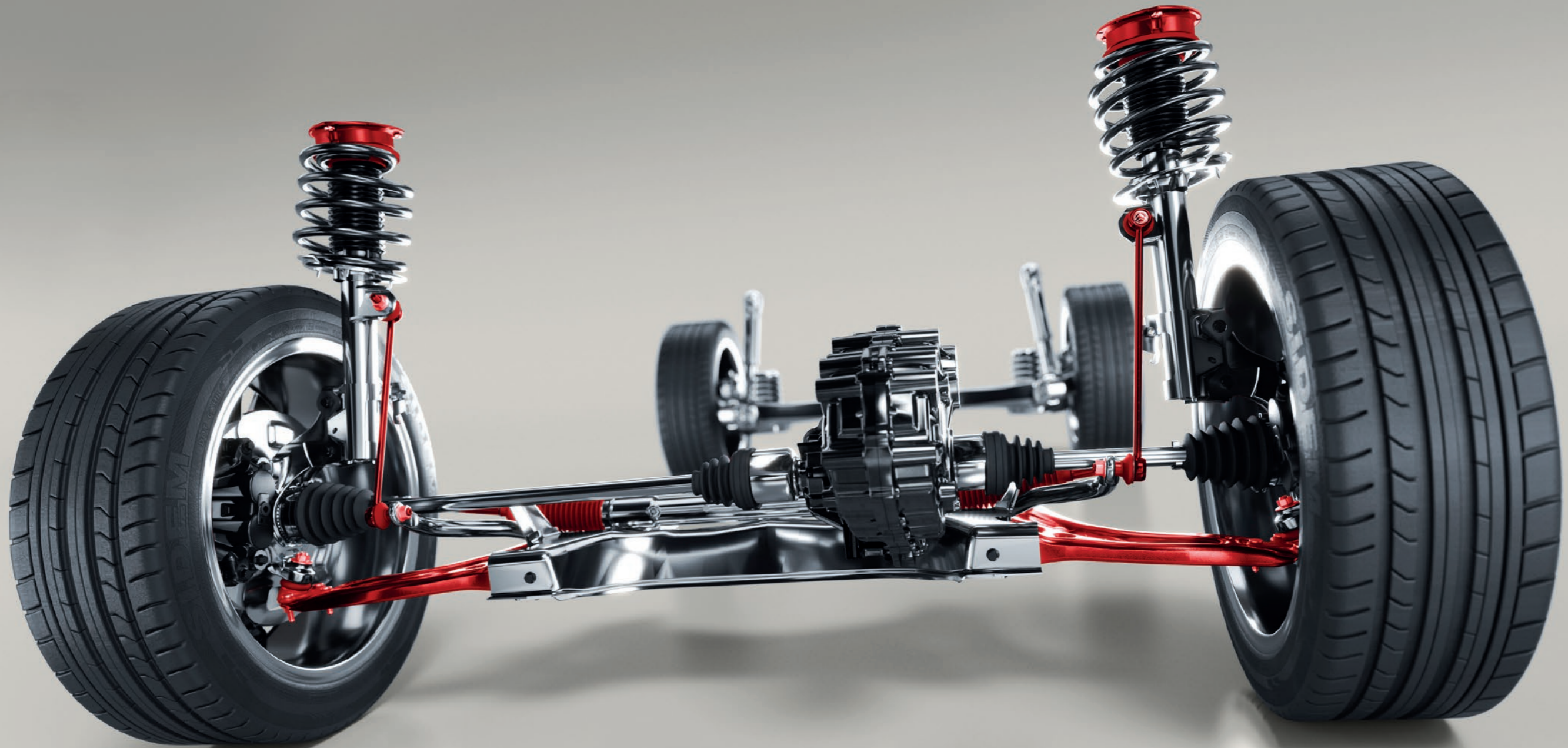
We specialize in steering and suspension parts for both private vehicles (PVs) and light commercial vehicles (LCVs), for all engine types, including internal combustion engines (ICE) and electric vehicles (BEV, PHEV, HEV).

Our dedicated Product Management team monitors market trends daily, ensuring that we continuously expand our product range. On average, **we introduce over one new part each day** and complete four car models with all relevant steering and suspension parts each month, maintaining our leadership in aftermarket coverage.



#WEENGINEER
#WEMANUFACTURE
#WEPERFORM

" By manufacturing and providing products that last longer than most other brands, Sidem contributes to a more sustainable world. "



DESIGNING PRODUCTS

FOR MAXIMUM DURABILITY & SUSTAINABILITY.

Durability is at the core of our product design philosophy. Our components are meticulously engineered to provide an extended lifespan, high safety standards, and unparalleled comfort. Here's a closer look at the exceptional qualities of our key products:

Explore our product ranges here



Our **axial joints** are crafted with a counter nut and, when applicable, a nylon spacer, ensuring a secure and lasting connection in the vehicle's steering system. Constructed from cold-forged chromium steel with a low-carbon steel ball housing, these joints provide superior strength, safety, and resistance to wear.



The pins of our **ball joints** are built from cold-forged chromium steel, offering excellent strength and corrosion resistance. The rolled and burnished pivoting ball stud, paired with a POM insert, ensures smooth movement and reduced wear. Our lifetime lubricant, co-developed with Klüber Lubricants, creates a protective film that minimizes friction and guards against moisture, extending the component's life even in extreme conditions.



Our **stabilizer links** are constructed using low-carbon steel and feature automated flash welding for clean, strong joints. Finished with white zinc or black powder coating, these links provide outstanding corrosion protection, ensuring long-term driving stability.



Our **strut mounts** are designed to withstand constant forces, thanks to superior rubber and exceptional metal-to-rubber bonding. Optimized for stiffness, flexibility, and Shore hardness, these mounts ensure correct wheel alignment and enhance overall driving comfort and safety.



Our **silent blocks** are made from high-quality rubber with precise metal-to-rubber bonding. Each block undergoes rigorous testing to meet critical performance metrics like stiffness and flexibility, delivering enhanced comfort and stability on the road.



Made from durable TPE, our **steering rack gaiters** offer maximum sealing and resistance to all weather conditions, chemicals, and wear. High-quality clamps ensure a secure fit, providing long-lasting protection for your vehicle's steering components.



Crafted from top-quality materials, including forged steel, aluminum, sheet metal, or nodular cast iron, our **track control arms** are coated with cataphoresis for excellent corrosion resistance. This ensures both safety and longevity in demanding driving conditions.



Our **tie rod ends** are forged for maximum resilience under high stress. Available in aluminum or steel, these components receive additional phosphating treatment for enhanced corrosion protection, ensuring reliable performance over time.





For several Tesla models, Sidem ball pin diameters are larger than the original equipment (OE) versions for extra resistance to the higher weight and torque.



The Audi e-tron's track control arms are equipped with hydraulic silent blocks. The hydraulic fluid flows through rubber chambers, resulting in better absorption of even the smallest vibrations.



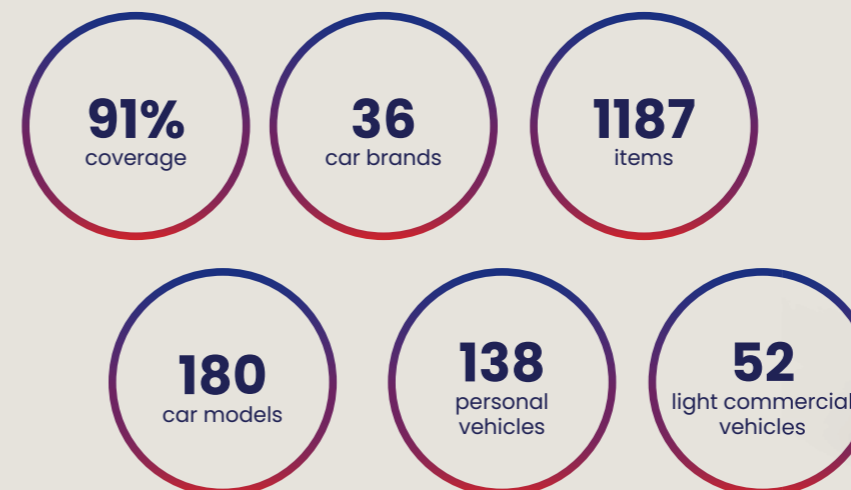
Incorporated ball joint in track control arm for Tesla.

SUPPORTING THE SHIFT TO ELECTRIC VEHICLES.

With the European Union's decision to ban new registrations of combustion-engine cars by 2035, the focus on electric and hybrid vehicles is more important than ever.

At Sidem, we are committed to designing parts that not only meet these new standards but also enhance the performance of electric vehicles. We have the **highest coverage of BEV parts on the aftermarket.**

Our engineers develop components that offer **superior strength, aerodynamics, vibration and noise reduction and a safer installation** for hybrid and full electric drive systems. For example, our BEV stabilizer links feature larger ball pin diameters, enhancing the anti-roll bar's ability to handle the heavier load and torque of battery electric vehicles.



"Also for BEV, Sidem has the highest coverage for steering and suspension parts in the aftermarket."



DOWNLOAD THE SIDEM BEV PARTS CATALOGUE

PIONEERING LIFETIME LUBRICATION.

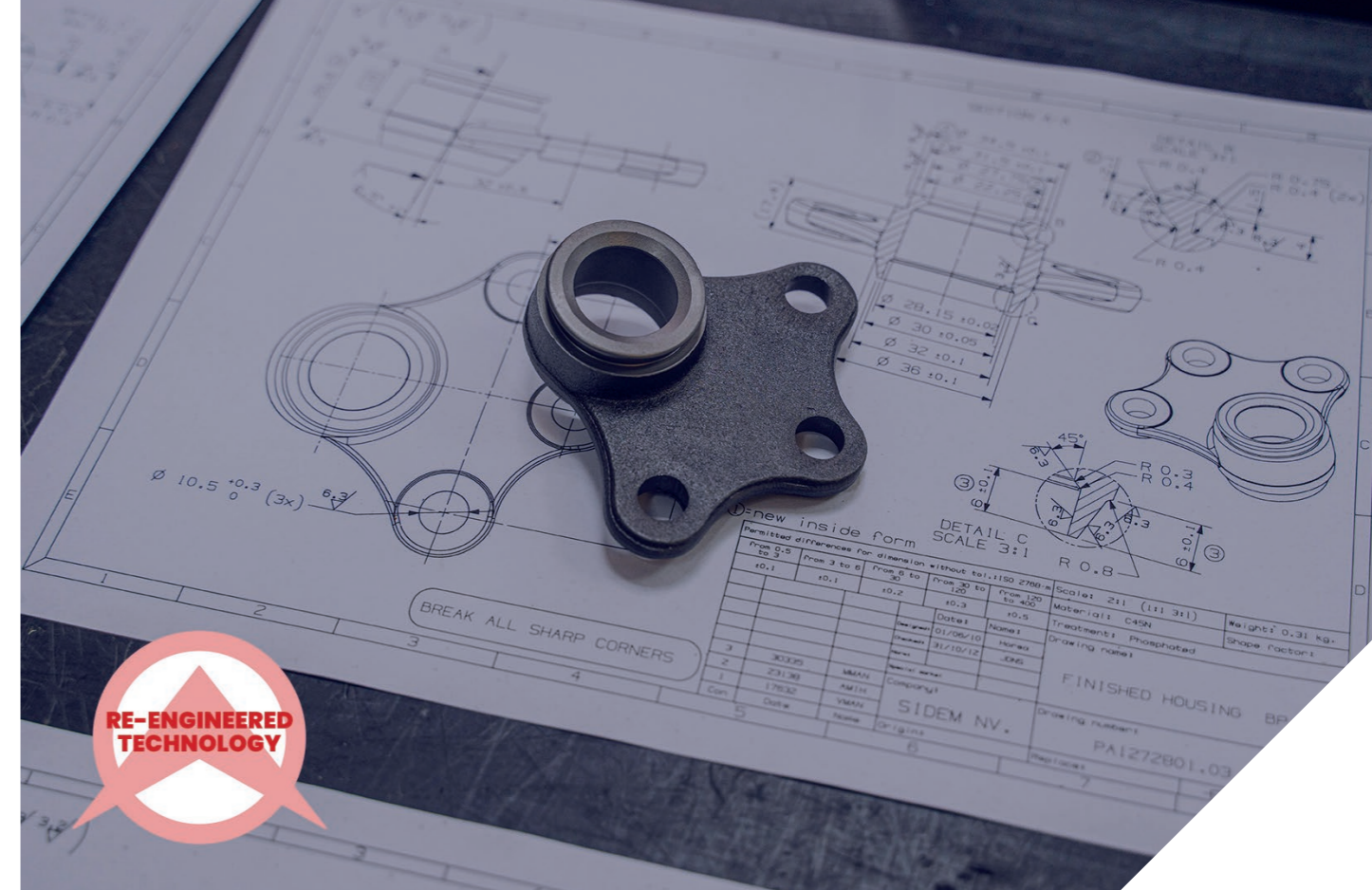
Our commitment to durability extends to the lubrication of our ball joints. Our lifetime lubricating grease, co-developed with Klüber Lubrication, **protects against drying, corrosion, and wear.** By creating a smoother movement and guarding against water infiltration, this grease significantly extends the lifespan of our parts, aligning with our goal of offering products that prioritize safety, comfort, and ease of installation.

This advanced grease formulation is tailored to the demanding conditions in which our ball joints operate, ensuring consistent performance throughout the part's lifespan. It retains its lubricating properties under extreme temperatures and heavy loads, reducing friction and preventing premature wear. By blocking water and contaminants, it preserves the integrity of internal components, even in harsh environments.

Through our collaboration with Klüber Lubrication, we are able to apply high-quality lubrication technology that complements our engineering, ensuring each component delivers reliable, long-term performance that our customers can trust.



READ MORE
ABOUT LIFETIME
LUBRICATING
GREASE ON OUR
WEBSITE.



RE-ENGINEERED TECHNOLOGY.

Sidem's success is built on 90+ years of expertise in engineering and manufacturing of steering and suspension parts. When it comes to the aftermarket, we start from the **OE part as the reference point.** Based on our experience, we look whether we can make the part **better performing for a longer lifespan, more safety, higher comfort or an easier installation.** If a part is improved by Sidem compared to OE, it is called 'Sidem Re-engineered Technology'.

**RIDGED
BALL JOINT.**

**PATENTED
BALL JOINT.**

**ADAPTED OUTER
BUSH DESIGN.**

**HYDRAULIC
CORE ADAPTED
TO FULL RUBBER.**

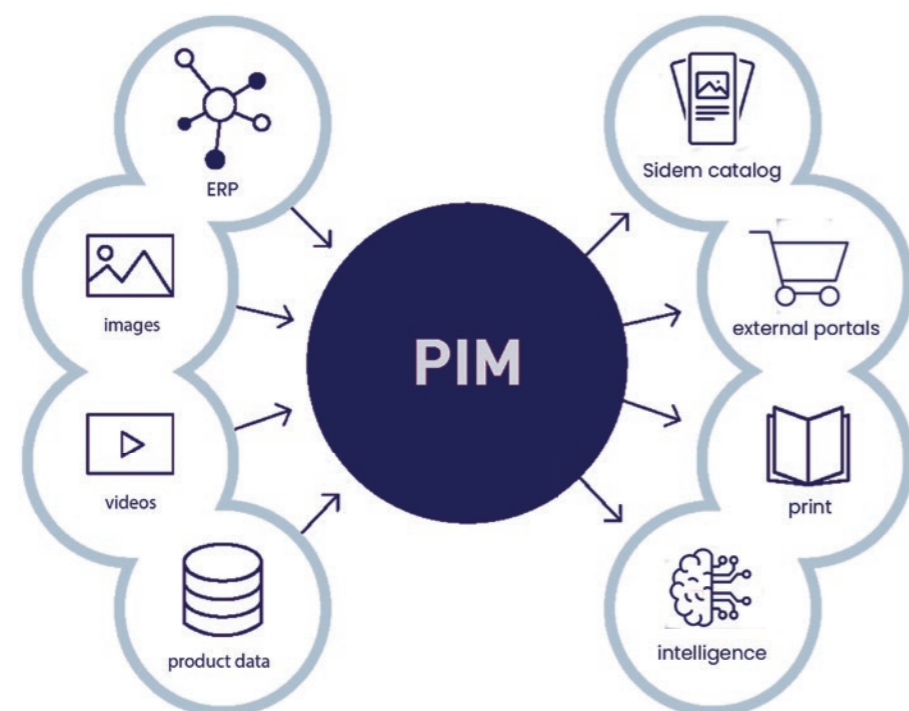
**DISCOVER
MORE.**

THE DIGITAL PRODUCT PASSPORT (DPP).

STEPS ENTERPRISE WITH PIM

Sidem is proactively preparing for this evolution by strategically deploying a PIM system to serve as a central hub for product information management. Some steps and initiatives include:

- **Structuring product data:** PIM enables us to manage comprehensive product information, including material usage, CO2 emissions, component origins, energy consumption, and recycling information.
- **Data extraction and export:** We can easily share DPP information with external parties or governments through mapping and export capabilities to standard formats.
- **Use of AI:** We integrate AI technology, such as DeepL and ChatGPT, for automatic text enrichment, translation, and content validation, with human control via dashboards or notifications.
- **Workflow and validation:** We build workflows in PIM to keep DPP data consistently up to date.
- **Content Stores:** Personalized portals (e.g., Sidem Portal, TecDoc, and ACES & PIES data) allow customers and suppliers to securely access relevant documentation and product data.



We recognize the DPP as a necessary step toward transparency and sustainability. We plan to be ready for its introduction for our products in order to generate and share fully compliant digital product passports. PIM will continue to play a key role in this process, supported by API links, smart automation, and clear product data management.



CONTEXT AND IMPORTANCE

The DPP is part of the EU Green Deal, which aims to **reduce carbon emissions** by 55% by 2030 and **achieve climate neutrality** in Europe by 2050. The DPP provides transparency throughout the entire life cycle of products, aiming to **improve sustainability, circularity, and compliance**.

ROLES AND RESPONSIBILITIES

Depending on our role in the supply chain (e.g., manufacturer, transporter), we assume the following responsibilities:

As a manufacturer, we are responsible for:

- Registration of material use, energy consumption, water consumption, and CO2 emissions per phase of the life cycle. Certificates (CE, ISO), and supplier information.
- As a transporter, we supplement transport data (type of transport and distance) and report logistics CO₂ emissions.

DIGITAL FIRST.

For sustainability reasons documentation at Sidem is mostly digital. The Sidem website is full of content: product information, downloadable documents (certificates, brochures, installation instructions, etc.) or available in interactive digital format (product explorer, YouTube channel with instructional videos).

The Sidem online catalogue is the most frequent consulted tool. This digital overview of our products was rewarded with an award by the AutoCare Association in the USA for its ease in use.

If we print, we opt for “printing on demand” in limited quantities and only on sustainably sourced FSC, PEFC or EcoLabel paper. This ensures the protection of forests, support for biodiversity, and reduction of environmental impact through responsible forestry practices.



FSC LABEL (FOREST STEWARDSHIP COUNCIL)

The FSC label guarantees that the paper comes from responsibly managed forests that respect environmental, social, and economic standards. FSC-certified paper helps combat deforestation and supports biodiversity.



PEFC LABEL (PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION)

The PEFC label ensures that the paper originates from sustainably managed forests, with attention to forest renewal, wildlife protection, and the rights of local communities. It's one of the most widely used forest certification systems in the world.

EU ECOLABEL

The EU Ecolabel certifies that the paper meets strict environmental criteria throughout its entire life cycle — from raw material sourcing to production and disposal. It indicates lower environmental impact, reduced emissions, and efficient use of resources like energy and water.



04.

PEOPLE.

At Sidem, we recognize that our people are of the most valuable importance. We are committed to fostering a supportive and enriching work environment where learning and development are prioritized. This dedication not only enhances individual capabilities but also strengthens our organization as a whole. Through various programs and initiatives, we strive to cultivate a culture that promotes continuous improvement and personal growth.



KEY FIGURES

PEOPLE.



MEN

55 % Belgium
58,5 % Romania



WOMEN

45 % Belgium
41,5 % Romania



-30 YEARS OLD

8 % Belgium
7,5 % Romania



50+ YEARS OLD

37 % Belgium
58 % Romania



RETENTION RATE

97,4 % Belgium
96,8 % Romania



AVERAGE SENIORITY

11,3 years Belgium
8,6 years Romania



MULTICULTURAL

14 nationalities

Scan the QR code to
explore our current
job openings.



TAKING A GREAT START.

From day one, every new employee is welcomed into our organization through a **structured onboarding process**. Our welcome brochure introduces newcomers to our core values and provides essential practical information, including work

schedules, health and safety advisor contacts, holiday policies, and mentorship programs. This thorough orientation ensures that employees feel **supported and informed** as they begin their journey with us.



KEEPING OUR PEOPLE SAFE.

Employee safety is a top priority at Sidem, and we have implemented a comprehensive safety system to ensure a secure work environment. Our **prevention plan** outlines clear safety protocols, supported by an annual action plan that focuses on specific safety initiatives. We provide **specialized training programs**, including BA4/5 for hazardous materials, first aid, and safe practices for working at heights.

Additionally, we emphasize **ergonomic practices** to reduce the risk of injuries. By fostering a culture of safety and continuous improvement, we enable our employees to prioritize their **well-being** while contributing to our operational success. This all results in **very positive safety KPI's** keeping our people and all stakeholders safe and sound.



BUILDING A CULTURE OF RESPECT.

At Sidem, we believe that durability is also about how we treat each other. We are committed to fostering a workplace where respect, inclusion, and open communication are at the core of our daily interactions. By actively listening and encouraging feedback, we ensure that everyone feels heard and valued.

This culture of respect helps us build strong, collaborative teams and enables employees to contribute ideas confidently. It strengthens engagement across all

departments, supporting a positive and durable work environment where people can thrive.

On a frequent basis, we bring colleagues together in an informal way to connect with each other. We are convinced that the more we connect with each other, the more we will understand each other's way of communicating, working, ... which enables a good and respectful work atmosphere. The company has an own party committee to organize fun activities.



EMPOWERING

COLLEAGUES THROUGH LEARNING AND DEVELOPMENT.

In an ever-changing technological and competitive landscape, continuous learning is vital for our workforce. We offer a comprehensive learning and development plan to foster the professional growth of our employees. This plan addresses the various learning and growth areas that we have identified within each department and pays special attention to the learning needs of different employee groups, as outlined in the Labor Deal. This includes employees aged 50 and over, new colleagues undergoing internal training in critical job roles, and employees from non-EU backgrounds.

In creating this learning and development plan, we applied a comprehensive approach to identify learning needs using both **bottom-up and top-down methods:**

- Management executives identified the competencies they consider essential for executing our strategic objectives.
- Departmental managers pinpointed the skills required for their teams to meet departmental goals.
- Health and safety advisors, as well as quality managers helped determine the necessary trainings to comply with industry standards and regulations.
- Annual evaluation discussions allow for the assessment of individual training needs, focusing on skills relevant to both current roles and future career paths. Employees are encouraged to take an active role in shaping their growth trajectories and may submit training requests as well.

Our learning and development plan encompasses a variety of learning formats, both formal and informal:

- Formal learning includes courses, workshops, and other structured training programs.
- Informal learning involves self-study, coaching, and peer support through intervention.

To enhance the effectiveness of learning, we incorporate knowledge transfer into the workplace as part of the learning process. This ensures that employees can apply their newfound skills and knowledge directly to their roles, contributing to both individual and organizational success.



STRONGER TOGETHER.

At Sidem, we believe that sustainability goes beyond product quality and environmental performance. It also means building a strong, motivated, and well-informed team. Our people are at the heart of our long-term success, which is why transparent and consistent internal communication is a key pillar of our company culture.

We ensure that all employees are kept up to date through a variety of channels tailored to different types of information and interaction. Regular **team meetings** promote direct communication within departments, while our **cross-functional Leadership Team**, composed of all team leaders, meets frequently to align on company-wide topics and share updates within their teams.

INTERNAL COMMUNICATION

- The **Sidem InfoFlash**, sent via email, delivers timely updates on important matters.
- The **Sidem MONTHLY** gives a clear overview of the main key performance indicators (KPIs), helping every team member understand how the company is doing.
- Our biannual printed magazine, **Sidem CONNECT**, offers deeper insights into projects, highlights achievements across departments, and celebrates our collective progress.

To reinforce our strategic direction, the CEO regularly addresses all employees, sharing the company's vision, achievements, and future plans. These **speeches**, often by informal gatherings, encourage open dialogue and foster a sense of unity.

TEAM MOTIVATION

Beyond day-to-day communication, we value moments of connection. Our annual **teambuilding** activity and **employee dinner** bring colleagues together across all functions, strengthening bonds and boosting morale in a relaxed and appreciative setting.



EXECUTIVE SUMMARY.

KEY TARGETS

Sidem is committed to durability and sustainability. Not just in **parts** and **profit**, but also in **partnerships**, **processes** and our impact on **people** and **planet**.

KEY ACHIEVEMENTS

1 PRODUCT DURABILITY

- **Engineered components** designed for long life, improved safety, and reduced environmental impact
- Sidem **Re-Engineered Technology** extends the performance beyond original equipment (OE) levels to reinforce parts for better durability
- **Lifetime lubricants** co-developed with Klüber to reduce wear and moisture intrusion

2 SUSTAINABILITY & CO₂ REDUCTION

- 15% **CO₂ reduction** (2022–2025) in Romania; 8% decrease in **carbon intensity**
- Belgium: 600,000 kWh **green electricity** generated annually via solar panels
- Launch of **intermodal transport** (March 2025) to reduce truck mileage by 84% between the part of Antwerp and the central warehouse in Gullegem
- **Battery Energy Storage Systems** (BESS) operational in both countries for better energy management

3 OPERATIONAL EXCELLENCE

- **Reuse-based packaging** standards enforced for suppliers as of 2024
- **Lean manufacturing**, 5S methodology, and automation to reduce material waste and boost efficiency

5 PEOPLE & WORKPLACE CULTURE

- Clear **onboarding program** and regular check-ins
- Strong **health & safety** framework
- respect, open dialogue and personal growth as core **HR values**

4 ELECTRIC VEHICLE (EV) READINESS

- Highest BEV aftermarket parts **coverage** for European and Asian cars
- **Dedicated parts** for EVs: e.g. reinforced stabilizer links, hydraulic silent blocks, ball joints with increased load capacity

6 DIGITAL PRODUCT PASSPORT PREPARATION

- Central **Product Information Management** (PIM) system
- **Structured data** on CO₂, recyclability, and energy use
- Ready for compliance with **EU Green Deal** and DPP rollout

ESG TARGETS 2026-2030.

Environmental, Social and Governance (ESG) principles guide how Sidem operates responsibly and sustainably. We work to minimise our environmental impact by reducing emissions, improving resource efficiency and managing waste carefully. We prioritise the well-being, safety and development of employees and stakeholders through transparent and supportive social practices. Strong governance ensures ethical behaviour, regulatory compliance and accountable decision-making across all levels of the organisation. Together, these ESG pillars help us create long-term value while contributing positively to society and the environment.

ENVIRONMENTAL.



CO₂ REDUCTION & PRODUCTION.

-50% CO₂ emissions by 2030: energy-efficient machines, renewable energy.

CO₂ REDUCTION TRANSPORT.

-25% CO₂ emissions per ton by 2030.



WASTE MANAGEMENT.

-20% industrial waste per component by 2028.



SUSTAINABLE PACKAGING.

100% recycled material by 2026.



DIGITAL FIRST

-20% internal printing

SOCIAL.



SAFETY & WELL-BEING.

0 workplace accidents per year: safety trainings, ergonomic workstations



ENGAGEMENT & CONNECTION.

Transparent communication and creating connection: business updates, team meetings, info sessions



DEVELOPMENT & WELL-BEING.

Annual performance and development reviews: conversations, detecting training needs.



ENGAGEMENT & CONNECTION.

A culture where the values are truly lived: frequent communication and initiatives linked to the values

GOVERNANCE.



TRANSPARENCY IN THE SUPPLY CHAIN.

ESG charter approved by 95% of suppliers by 2026: ESG criteria in selection and audits



INTEGRITY & COMPLIANCE.

Annual compliance training: code of conduct, reporting hotline



ESG IN STRATEGY.

ESG in all projects: ESG KPIs in dashboards



“Durability is more than a pillar of our strategy, it is part of who we are. Our teams continue to prove that quality, innovation and sustainability reinforce one another. Whether it is reducing CO₂ emissions, expanding our solar capacity, strengthening our BEV product range or investing in our people, we are building a company that lasts, one that is ready for the mobility of tomorrow.”

- Gwen Verfaillie, CEO Sidem



SIDEM.EU