

This policy statement expresses our fundamental commitment to four areas that are inextricably linked for us: environment, safety, sustainability, and quality.

We strive for a working environment where safety is the standard, environmental care is a continuous focus, sustainability is embedded in every construction phase, and quality is no coincidence but the result of deliberate choices and professional expertise. Our employees, partners, and clients can expect us to act with care, transparency, and a dedication to continuous improvement.

In addition to complying with all applicable standards and regulations, this statement serves as a compass for our daily operations and strategic decisions. It reflects our ambition to contribute to a future-oriented construction sector.

We are driven by a clear **mission**:

We provide temporary stability solutions for contractors, demolition companies, private individuals, and industrial players both domestically and internationally. We secure unstable structures, protect buildings and heritage, and support complex construction challenges with precision and craftsmanship. We work swiftly, expertly, and with a focus on sustainable collaboration.

Fyx operates based on core values.

Our way of working must always align with the following five concrete values::

- **Reliability: A deal is truly a deal**
We do what we promise—internally and externally. Every agreement is binding, every promise matters. Our clients and partners trust us because we are transparent about our plans, communicate clearly, and act consistently at all times.
- **Collaboration: Stronger together, successful together**
We work in small, committed teams where everyone takes responsibility. Through open communication, mutual respect, and genuine team spirit, we achieve our best results together. Everyone counts and contributes to our shared successes.
- **Craftsmanship: Experience meets innovation**
Our strength lies in our experience, technical expertise, and constant drive for quality. We are curious and always eager to learn. By choosing smart, well-considered solutions, we deliver quality workmanship we can be **proud** of.
- **Agility: Always flexible, always moving forward**
We see every change as an opportunity and respond quickly and solution-oriented. Our employees are proactive, take initiative, and enjoy thinking along. This enables us to adapt flexibly to any challenge that comes our way.
- **Care: Feeling good leads to good work**
We create a working environment where safety and well-being are central. We care for each other, actively report risks, and are committed to motivation and personal growth. Because only when people feel good can they deliver their best work.

Based on this mission and these values, we have formulated a vision for how we want to grow as a company over the next three to five years.

We aim to expand our market share and operational territory in the Netherlands, Germany, Luxembourg, and France, and to increase brand awareness through our specific approach and expertise. We seek strong growth with Stabil and V-Systems, complemented by local companies that share the same DNA.

Objectives:

We are committed to complying with all applicable legal and other requirements related to safety, environment, energy, sustainability, and quality. In addition, we aim for continuous improvement of our performance in the following two areas:

1. Safety and Well-being

- Prevent personal injury and material damage, and strive for zero accidents with lost time by promoting desired safety behavior and collaborating with partners who prioritize safety.
- Ensure 100% compliance with safety procedures during execution.
- Build resilience to stress through structured training and workshops on mental resilience and time management.

2. Transport & CO₂ Emissions

- Reduce Scope 1 and 2 CO₂ emissions during execution.
- By 2026, have a clear plan to reduce Scope 3 CO₂ impact from outsourced transport through optimized logistics and the use of logistical hubs.
- Minimize environmental damage through training of our employees and monitoring compliance among our partners.
- Follow up on sector and/or supply chain initiatives and actively participate in the establishment of industry-wide standards and norms.

These objectives are periodically evaluated during management reviews. We allocate the necessary resources and information to ensure the effectiveness of the policy. Where refinement is needed, we will make adjustments. This policy statement is actively communicated through our onboarding documentation.

Zulte, 11/07/2025

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