



cdm   
stravitec

Making your world a quieter place

# SUSTAINABILITY REPORT

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2025

# GENERAL DISCLOSURE

This report is based on the framework outlined in the "Voluntary Sustainability Reporting Standard for non-listed Small and Medium-sized Enterprises (VSME)". Developed by the European Financial Reporting Advisory Group (EFRAG) and fully validated on 17 December 2024, this structure aims to simplify sustainability reporting for non-listed SMEs, enhance access to sustainable finance, and streamline data requests. Since CDM Stravitec is a medium sized company we have incorporated the following modules from the framework: "the basic module, the narrative-PAT module and the business partner module.

The report covers the period 01/01/2025 – 31/12/2025 of the CDM Stravitec Group (consolidated). The report was not subject to external assurance and is disclosed on a voluntary basis. While we remain committed to reporting on our ESG performance, we have elected to keep detailed financial data, including annual revenue, private at this time.

This report (including any enclosures and attachments) has been prepared for the exclusive use and benefit of the addressee(s) and solely for the purpose for which it is provided. Unless we provide express prior written consent, no part of this report should be reproduced, distributed or communicated to any third party. We do not accept any liability if this report is used for an alternative purpose from which it is intended, nor to any third party in respect of this report.

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Publication date: 02/04/2026

Reporting period: 1st January 2025 – 31th December 2025



# A WORD FROM OUR CEO



Over the past years, sustainability has shifted from a differentiator to an essential expectation - from our customers, our partners, our employees, and society at large. And yet, as we publish our first sustainability report, the world around us is sending mixed signals.

Across several regions, governments are slowing down or reversing environmental commitments, creating uncertainty for companies that are genuinely trying to accelerate the transition. Leading analysts warn that governments face a growing tension between energy security, affordability, and the scientific urgency of climate action, causing fragmentation and delays in coordinated global policies.

Despite this challenging backdrop, it is also clear that the private sector now plays an increasingly decisive role in driving sustainability forward. Where public action stalls, businesses are expected - and increasingly required - to step up with credible strategies, measurable actions, and transparent reporting. This report represents our commitment to doing exactly that.



We will keep raising the bar - not because regulation demands it, but because our industry, our communities, and our planet need it.

We make your world a quieter & more sustainable place!

For CDM Stravitec, sustainability is not a side project - it is a long-term evolution of how we operate, innovate, and grow.

In 2025, we made significant progress in reducing our emissions, optimising our operations, and strengthening our social foundations. We reduced our overall CO<sub>2</sub> emissions by 29% compared to 2024, improved our carbon intensity by 23%, advanced circular material use, and introduced new measures in safety, training, and employee well-being across our sites. We also launched critical initiatives such as Environmental Product Declarations, we expanded our efforts in biodiversity, and we deepened our partnerships in sustainable business frameworks.

Most importantly, we continued to build a culture that places our people at the heart of our progress - a culture recognised through international certifications such as Great Place to Work and the SDG Pioneer award. Sustainability is ultimately about people: the choices we make, the values we uphold, and the future we create together.

As governments debate over timelines, our responsibility is clear: stay ambitious, stay accountable, and stay consistent. This report is our first consolidated milestone on that journey. It reflects the work of many colleagues across the world, and it sets the foundation for the years ahead.



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# OUR COMPANY

In this section, we will introduce our company's identity by sharing the mission and core values that drive our daily operations. We will explore the principles that define who we are and the standards we uphold in every project we undertake. Finally, we will outline what sustainability truly means to us, demonstrating how we integrate environmental and social responsibility into the very heart of our business.



# VISION

WE MAKE YOUR WORLD A QUIETER PLACE...

by designing engineered solutions tailored to your specific noise or vibration problem.

That way, we want to create a more peaceful and sustainable planet for everyone.



**Making your world a quieter place**

CDM Stravitec, a [Structural Acoustics & Vibration Isolation Technology](#) company



# MISSION

CDM Stravitec specializes in the design, manufacture and implementation of noise and vibration isolation systems for buildings and industrial markets.

Spread across 50 countries, we can support you no matter where you are and are able to implement our solutions in both existing buildings and ones yet to be constructed. As your trusted partner, we always offer the right innovative and effective solution.

Our engineers and experts design and install every solution with care, collaborating closely with your project teams, architects and other partners to give you complete peace of mind.



# 1 COMPANY 6 BRANDS

**stravibase**  
by CDM Stravitec  
Building Base Isolation &  
Structural Fixations

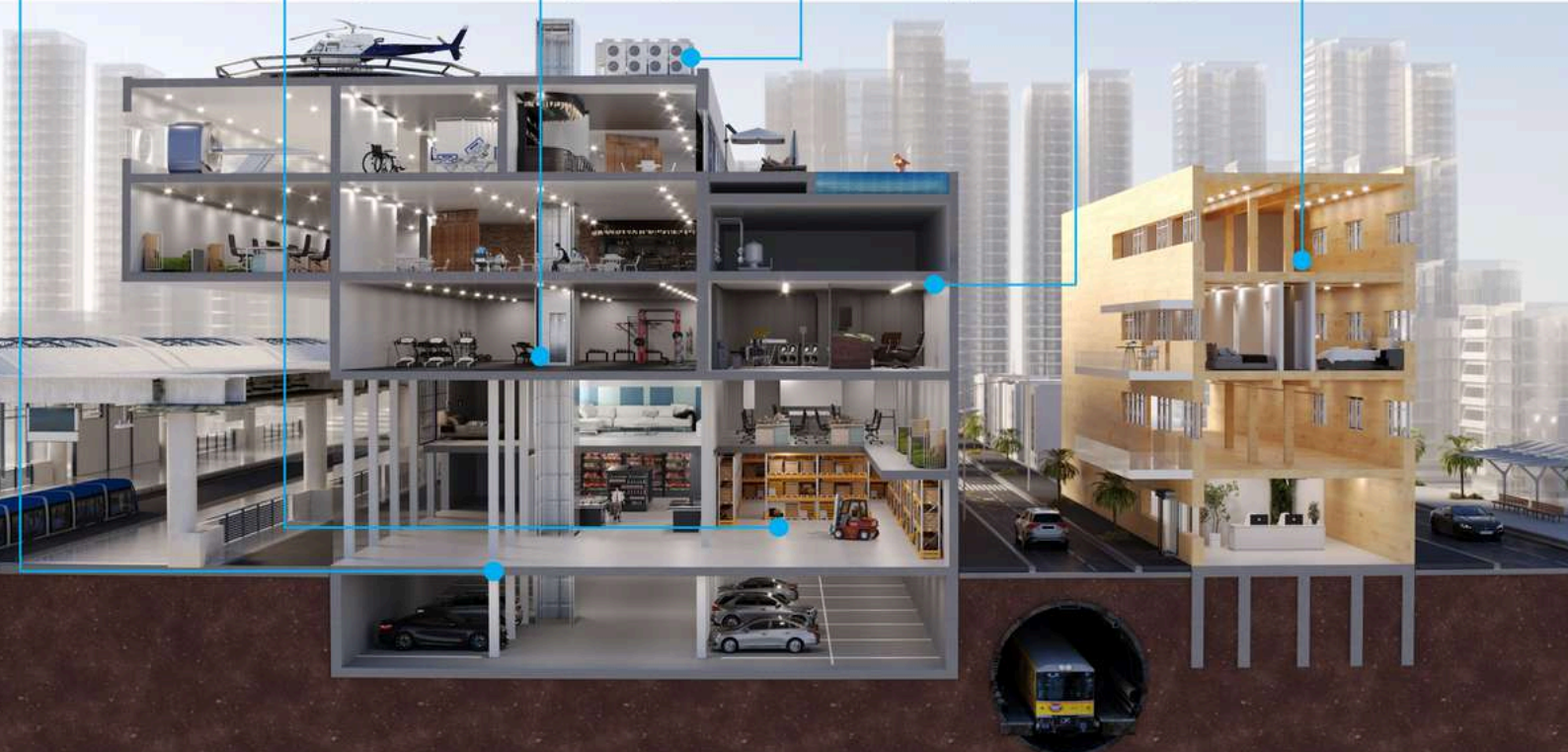
**stravifloor**  
by CDM Stravitec  
High-Performance  
Floating Floors

**stravigym**  
by CDM Stravitec  
Lightweight Isolated  
Gym Floating Floors

**stravimech**  
by CDM Stravitec  
Building Service &  
Mechanical Equipment

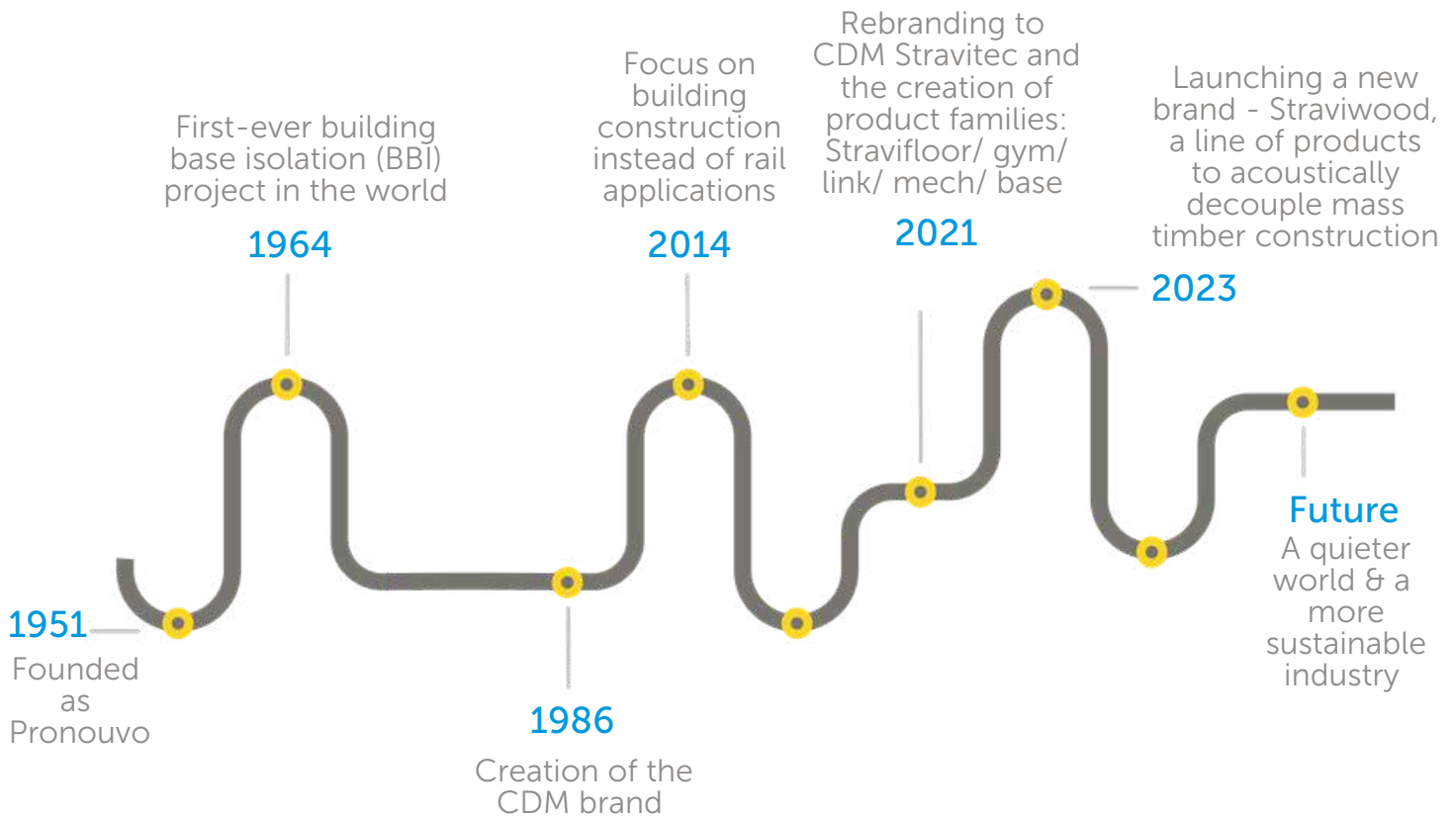
**stravilink**  
by CDM Stravitec  
Wall & Ceiling Elastic  
Decoupling

**straviwood**  
by CDM Stravitec  
Acoustic connectors for  
timber structural elements



# TIMELINE

## MILESTONES



# IN NUMBERS



30% Women  
70% Men



27  
Nationalities



7 Offices



2 Production Sites  
Wavre (BE)  
Toronto (CA)



+15 Partners



+77 000 Springs  
+ 100 Km of  
Steel Channels  
(/year)



Area Equivalent to  
+10 Football  
Fields across  
Europe using  
Stravigym Solutions,  
in the last 3 Years



60 R&D  
Projects in 2025  
&  
+200 in-house  
Lab Tests (/year)



# WHAT DOES CDM STRAVITEC AIM FOR?



WE STRENGTHEN OUR BUSINESS



ON A LARGE SCALE



WITH SUSTAINABLE MINDSET



AND STRONG COMPANY VALUES

# WE STRENGTHEN OUR BUSINESS



## Work Smart

Using our customization know-how, we have launched smart solutions to answer yours and the mass market needs.

## Work Efficiently

Data and AI integration will streamline our workflow, allowing us to improve solutions more efficiently.

## Work Together

By sharing our expertise and skills across teams, we can learn from each other and design solid and reliable solutions to any problem.



# ON A LARGE SCALE



## Grow Local

By optimizing our processes, we want to foster the growth of our team and boost our department's quality work.

## Grow Global

With joint effort, we can scale up and enter new markets in Europe and North America by 2027. Together, we can make the world a quieter place.

## Grow Future-Proof

Our top-notch solutions help us meet your expectations and allow us to grow as the top-tier solution provider in the noise and vibration market.



# WITH SUSTAINABLE MINDSET

## Think Green

Together, we are dedicated to making the world a greener place by reducing our emissions by 55% by 2030, as part of the EU Green Deal goals.

## Think Circular

Our hard work will set new industry standards, thanks to our green product line, crafted from reused/recycled subcomponents.

## Think Different

Sustainability is more than a buzzword to us. It is a tangible approach that we will apply to challenge and innovate the industry from the inside.



# OUR VALUES



## OPEN-MINDED

We strive to be empathetic in all our interactions by keeping an open mind and respecting each other's abilities, qualities, and opinions. That's the Stravitarian way to achieve the best results.



## PARTNERSHIP

In every interaction, we share knowledge, communicate clearly, and rely on each other's talents to achieve the best results. That's how Stravitarians work together.



## ENERGISED

Commitment and energy mean we can create solutions for the most complex problems. A healthy balance between work and life, with a sprinkling of fun, keeps everyone dedicated and energised. That's how a Stravitarian stays passionate.



## RAISE THE BAR

We challenge ourselves and the way we work, ensuring that we continuously improve our solutions for our clients and colleagues. That's the Stravitarian excellence we offer.



## OPEN-MINDED

We strive to be empathetic in all our interactions by keeping an open mind and respecting each other's abilities, qualities, and opinions. That's the Stravitarian way to achieve the best results.



## THINK DIFFERENT

In our pursuit to create added value for our clients and organisation, we foster curiosity and creativity. We raise questions, encourage new ideas, and anticipate needs before they arise. A Stravitarian is one step ahead.



# LOCAL PRESENCE

Belux (HQ)

Canada

Czech Republic

France, Switzerland and Maghreb

Portugal & CPLP

Spain

Sweden

United Kingdom

United States of America



# CERTIFICATIONS



Our ongoing strategy for maintaining the highest levels of quality and customer satisfaction, we are committed to a program of continuous development and improvement of our quality management system in conformity with ISO 9001.



We recognize the responsibility we bear in creating a more sustainable future. We have extended our efforts to obtain ISO 14001:2015 and show our company's commitment to improve our environmental performance through more efficient use of resources & reduction of waste.



CDM Stravitec has been honoured with the SDG Pioneer Award by the United Nations, recognizing our company's outstanding commitment to sustainability and innovation in the construction market.



# WE ARE SDG PIONEER 2025

CDM Stravitec has been officially recognised as an SDG Pioneer and awarded the prestigious SDG Pioneer Certificate by the United Nations! It is valid for a period of 3 years.

This global recognition is a testament to our deep, active, and measurable commitment to integrating the UN's 17 Sustainable Development Goals (SDGs) into the very core of our business strategy, operations, and culture.

The SDG Pioneer program identifies companies and leaders who are not just supporting the SDGs, but are actively driving innovative, impactful change to achieve them by 2030. The SDG Pioneer Certificate is more than an award, it's an independent validation of our efforts to be a responsible global citizen.

To achieve this, we demonstrated excellence across several key areas, proving that sustainable impact is woven into our DNA.



# CDM STRAVITEC: A GREAT PLACE TO WORK

Great Place to Work® is a globally recognized certification that identifies high-trust, people-first workplace cultures. It is determined primarily through an anonymous survey where employees evaluate their organization on dimensions like respect, fairness, and pride. Earning this badge validates a company's commitment to a positive work environment and serves as a gold standard for employee satisfaction.

CDM Stravitec has officially been certified for 2025, recognising excellence in workplace culture across three key regions:

- Belgium (HQ)
- France
- United Kingdom

This certification validates CDM Stravitec's commitment to a "people-first" philosophy and its status as an employer of choice in the engineering sector.

**Belgium - HQ**  
Trust index 80%



**France**  
Trust index 95%



**United Kingdom**  
Trust index 84%



# SUSTAINABILITY: A JOURNEY OF CONTINUOUS INVOLVEMENT

## A COLLECTIVE EFFORT GUIDED BY EXPERT STRATEGY

For CDM Stravitec, sustainability is not a destination but a continuous journey of improvement as both a corporate entity and a global citizen. We believe that long-term growth must go hand-in-hand with responsibility, which is why sustainability is placed at the very core of our operations.

### The Voka Charter for Sustainable Business (VCDO)

Our commitment is reaffirmed by our ongoing partnership with Voka, which helps us define and achieve concrete goals. We are proud to announce that our organization was once again honored with the Voka Charter for Sustainable Business (VCDO) for 2025.

This recognition follows an independent evaluation of our efforts to work strategically on sustainability. The VCDO framework draws inspiration from the United Nations' 17 Sustainable Development Goals (SDGs), providing a roadmap for meaningful action.

Over the past year, our teams implemented targeted initiatives that directly contribute to these global goals, and our colleagues were honored to receive the 2025 certificate during Voka's annual gala evening alongside other forward-thinking businesses.

### Strategic ESG Framework

To ensure our vision remains focused and measurable, we have partnered with a specialized third-party organization to define our ESG (Environmental, Social, and Governance) company objectives.

This framework provides:

- A Clear Direction: Defining where we want to go in the coming years.
- Measurable Impact: Ensuring our actions result in tangible benefits for the environment and society.
- Accountability: Establishing a structured approach to responsible entrepreneurship.

This renewed recognition and our strategic ESG goals encourage us to keep striving for a future where innovation in noise and vibration isolation is matched by our dedication to a sustainable world.





# OUR SUSTAINABILITY STRATEGY

## 01. SUSTAINABLE SOLUTION & PRODUCTS

### #1.1 THE RIGHT SOLUTIONS

We strive to lead in the noise and vibration market and to be known as a top-tier solution provider committed to meeting customer expectations with the right solutions.

### #1.2 INNOVATIVE SOLUTIONS

We bring curiosity and creativity to add value for clients and organizations. We aim to be the preferred partner through cutting-edge technology and collaborative solutions.

### #1.3 GREEN PRODUCTS

We set new standards in the noise & vibration isolation industry by elevating existing products and innovating new eco-friendly products. Our green line, crafted from recycled subcomponents for reusability and easy disassembly, is dedicated to making your world a quieter and greener place.



02. OPERATIONAL EXCELLENCE

**#2.1  
PROCESS  
OPTIMIZATION**

We are committed to optimizing processes, reducing costs, and maintaining quality. By working more efficiently, we foster the growth of our organization and the development of our employees.

**#2.2  
QUALITY  
ASSURANCE**

We put quality first and ensure that all the organization's processes are followed via quality and environmental management system.

**#2.3  
DIGITALIZATION**

We are dedicated to riding the digital wave, using data to make informed decisions. We seek to integrate AI, automate tasks, boost efficiency, and unlock the wealth of information available to us.



03. CLIMATE ACTION

**#3.1**  
**CARBON**  
**FOOTPRINT**

We contribute to the EU Green Deal Goals by aiming for a documented scope 1 and scope 2 emission reduction with 55% by 2030.

**#3.2**  
**ENVIRONMENTAL**  
**IMPACT**

We measure and reduce our environmental impact under five categories: packing materials (waste), material use, waste, water consumption and biodiversity.

**#3.3**  
**SUSTAINABLE**  
**PROCUREMENT**

We aim to consistently prioritize sustainability in our procurement processes.



04. PEOPLE FOCUS

**#4.1  
SAFETY &  
WELLBEING**

We put safety first. We aspire to create a “one group spirit” and a harmonious environment where our motivated employees feel valued and respected to become CDM Stravitec ambassadors.

**#4.2  
LEARNING &  
DEVELOPMENT**

We care. We learn. We grow. Through effective training programs and ongoing development, we are committed to creating a culture of continuous learning and support where everyone can reach their full potential.

**#4.3  
COMPANY  
VALUES &  
CULTURE**

Our culture is based on values. These are the essence of who we are. Our ambition is to make them a natural part of our everyday work, creating a culture and environment.



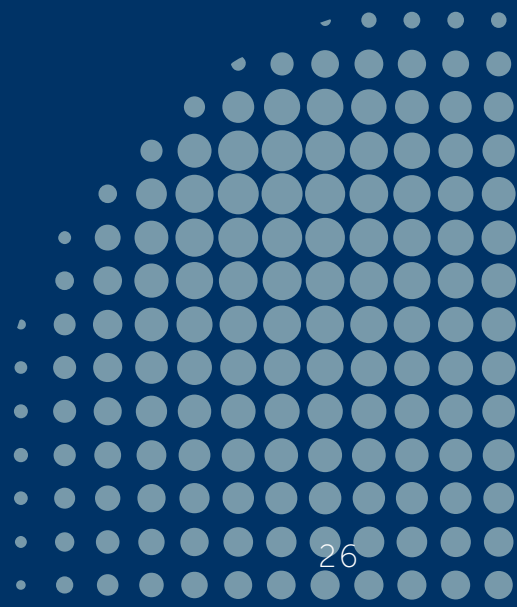
05. CORPORATE RESPONSIBILITY

**#5.1**  
**CORPORATE**  
**GOVERNANCE**

Our commitment to integrity and accountability is the basis of our corporate governance principles. We safeguard the interests of our stakeholders but also inspire trust and confidence in our actions.

**#5.2**  
**PHILANTHROPY**

We believe that success should not only be measured by financial gains but by the positive impact we create in the world. Our philanthropic vision is rooted in the core values that define us as a company.



# ENVIRONMENT

In this section, we provide a transparent overview of our environmental footprint by detailing our carbon emissions across Scopes 1, 2, and 3. We will examine our rigorous approach to mitigating the pollution of air, soil, and water, alongside the waste management protocols that ensure a circular and efficient operational lifecycle. Finally, we will demonstrate how we apply the principles of ecodesign to develop responsible solutions that minimize impact from the very first sketch to the final installation.



# CO<sub>2</sub> EMISSIONS PER SCOPE

Tons CO <sub>2</sub> emissions	2024	2025	Variation
<b>Scope 1</b>	312,7	239,4	-23%
Fleet Vehicles	186,3	130,7	-30%
Heating	125,2	108,7	-13%
Material	1,1	0,0	-100%
<b>Scope 2</b>	6,6	7,4	12%
Electricity	6,6	7,4	12%
<b>Scope 3</b>	198,5	121,7	-39%
Business Travel	198,5	121,7	-39%
<b>Grand Total</b>	<b>517,7</b>	<b>368,5</b>	<b>-29%</b>

Overview of evolution per scope: Detail for Scope 1 & 3 on next slides.

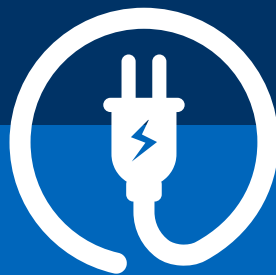
Scope 2: The increase in electricity-related emissions is mainly due to the relocation of the warehouse from HQ to Wavre.

At HQ, on-site solar panels covered a larger share of the electricity consumption, which reduced reliance on grid electricity.

At the Wavre site, solar production covers a smaller portion of the needs and the applicable electricity emission factor is less favourable than at HQ. As a result, the move has led to higher electricity-related emissions.



**Fossil Fuel**  
447 340 kWh



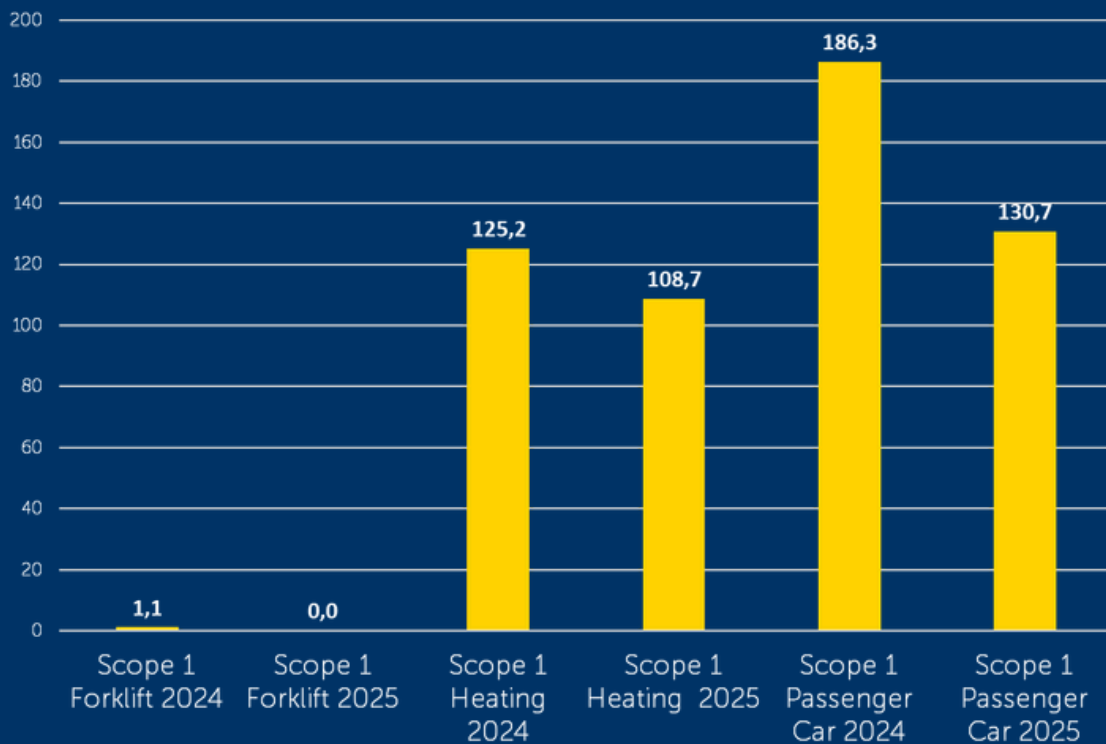
**Electricity: 127 721 kWh (90% renewable)**

**TOTAL ENERGY CONSUMPTION ACROSS ALL OFFICES 2025: 575 061 KWH**



# DETAIL SCOPE 1: HIGH CO2 REDUCTION DRIVERS

Ton of CO<sub>2</sub> emissions per scope



**Total CO<sub>2</sub> emission in 2024: 517,7 tons**



**Reduction by Heating: 16,5 tons (3,2%)**



**Reduction by Passenger car: 55,6 tons (10,7%)**

The reduction in passenger car emissions is mainly due to a decrease in the company fleet. This follows the partial outsourcing of on-site installation activities in France, which previously required regular travel by company vehicles. As fewer company cars are now in use and fewer kilometres are driven for these activities, overall passenger car emissions have decreased.

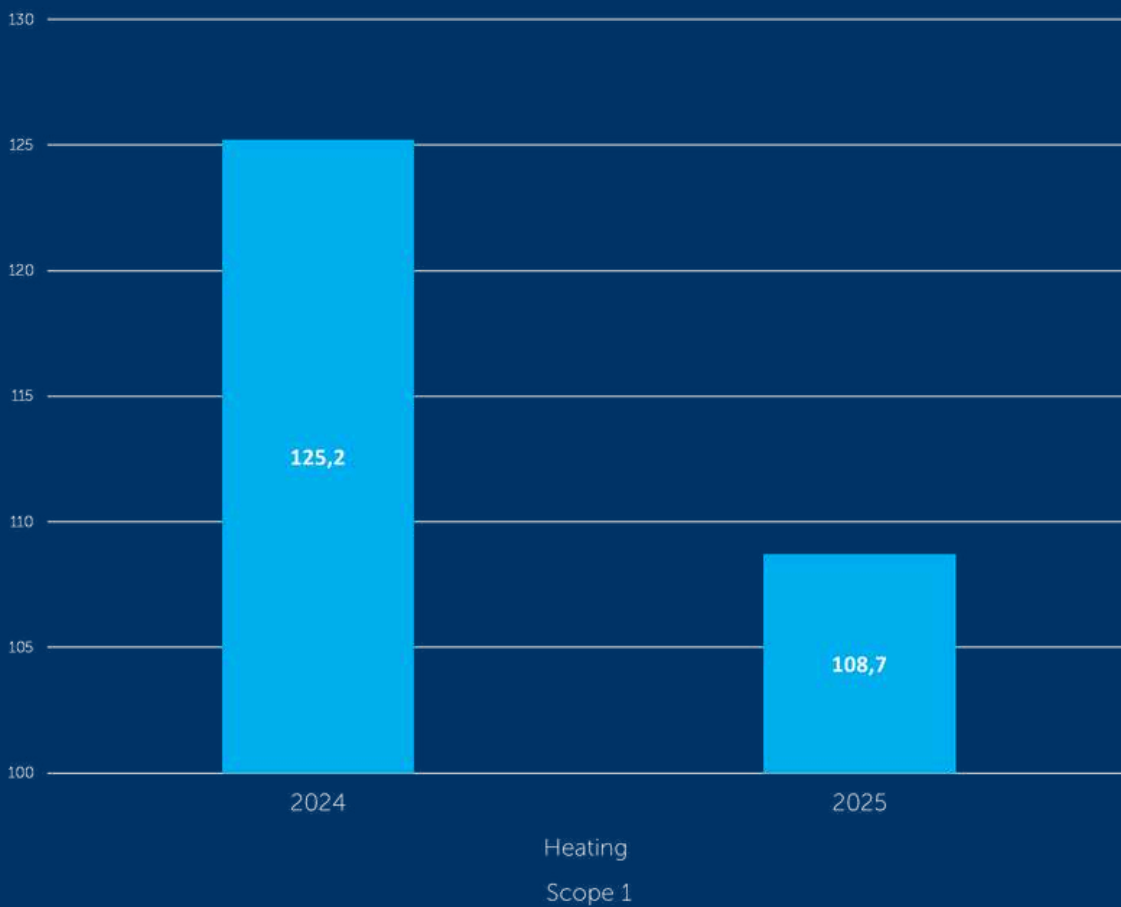


**Material: the diesel forklift was discontinued in 2025 and replaced by an electric forklift.**



# GOALS FOR CO<sub>2</sub> EMISSION REDUCTION OF HEATING

Ton of CO<sub>2</sub> emissions per scope



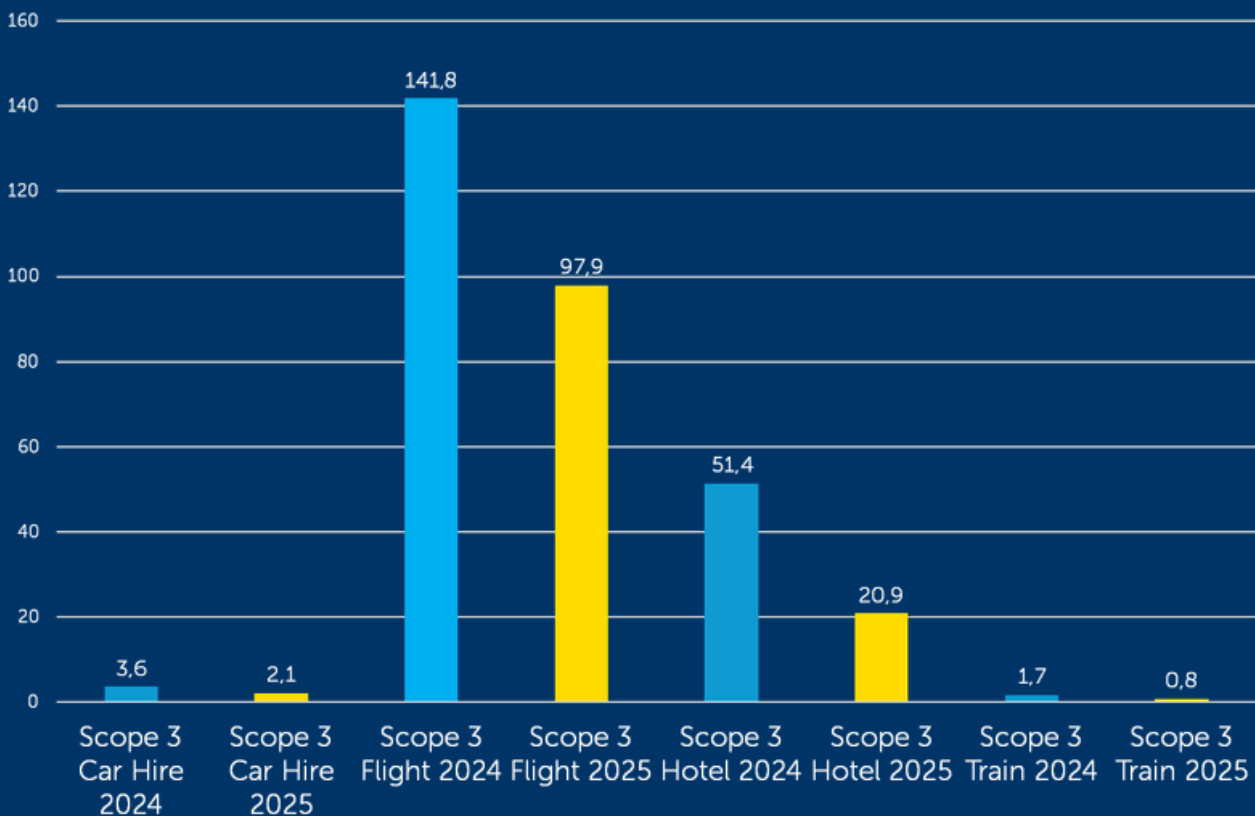
As part of our commitment to decarbonization, we set a 2025 target to lower heating-related energy use by 8%. Through the successful merger of two production and warehouse facilities, we achieved a final reduction of 13.2%.

This operational synergy allowed us to exceed our goals by streamlining our infrastructure and eliminating energy redundancies, marking a significant milestone in our roadmap toward a low-carbon future.



# DETAIL SCOPE 3: HIGH CO<sub>2</sub> REDUCTION DRIVERS

Ton of CO<sub>2</sub> emissions per scope



Total CO<sub>2</sub> emission in 2024: 517,7 tons

Reduction by flight: 43,9 tons (8,5%)

Reduction by hotel: 30,5 tons (5,9%)

Important: Freight transport has not been included as category from scope 3 because of difficulties of collecting correct data.



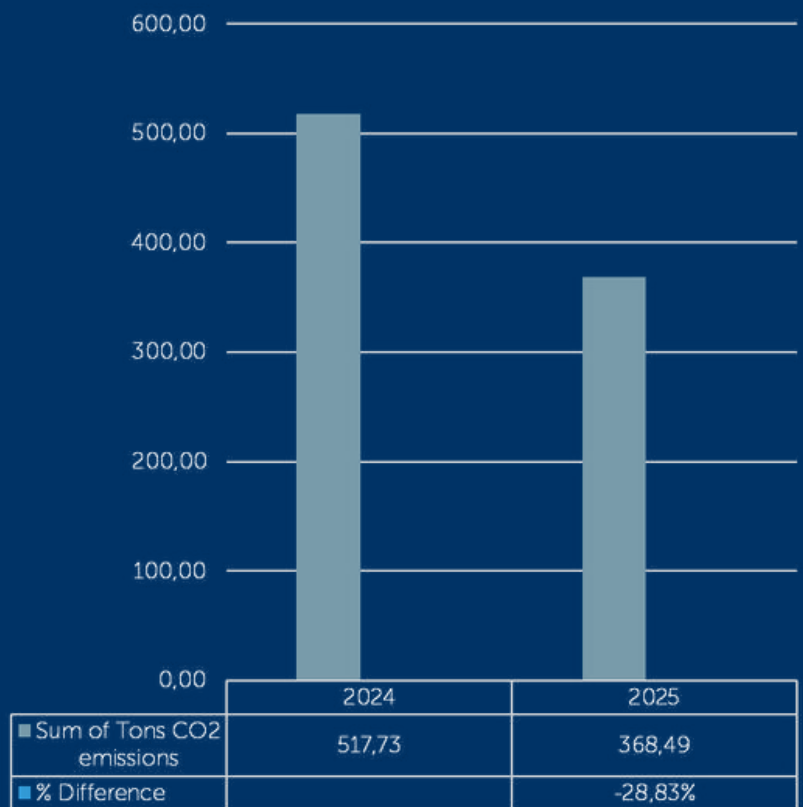
# ANNUAL CO<sub>2</sub> EMISSIONS

OVERALL REDUCTION BY 29% OF EMISSIONS VS 2024

The change of these figures might be related to higher/lower turnover. Therefore, it is important to add the notion of Carbon Intensity, which calculates the Tons of emissions per Million € of turnover.

**Conclusion is that we have a very significant improvement (-23%) of our Carbon intensity in 2025:**

Total CO<sub>2</sub> emissions (tons)



Year	Tons CO <sub>2</sub> emissions	Tons emissions per Million €	Variation
2024	517,7	21,5	
2025	368,5	16,5	-23%



# POLLUTION OF AIR, WATER AND SOIL

The activities carried out at the site have a limited environmental impact and are managed with the objective of preventing pollution of air, soil and water.

## AIR



The use of glue and similar products on site is limited to strictly necessary operations. This reduced use contributes to lowering potential emissions to air, including odours and volatile substances, and forms part of our general approach to minimise atmospheric emissions wherever feasible.

## SOIL



The risk of soil pollution is limited given the nature and scale of the activities carried out on site and the controlled handling of materials. Preventive measures are in place to avoid any release to the ground. In addition, a specific training session was provided to relevant personnel in 2025 on how to respond to a hypothetical glue spill, ensuring that appropriate containment and clean-up procedures can be implemented promptly if ever required.

## WATER



Water consumption in production is low, at approximately 1 m<sup>3</sup> per day. Consequently, the volume of wastewater generated is limited. The need for a specific wastewater analysis is currently under investigation, and an analysis may be conducted in 2026, if deemed necessary, in order to confirm the limited environmental impact and ensure continued compliance with applicable requirements. Overall, the site operates with a preventive approach aimed at minimising environmental impacts and maintaining compliance with environmental regulations.



# BIODIVERSITY: HABITAT AND LIVING AREA

The European stag beetle (*Lucanus cervus*) lives in warm, wooded areas with old trees and dead wood, especially oak. It breeds in decaying wood, where females lay eggs in rotting roots, stumps, or buried wood piles. Larvae develop there for several years.

As the species flies poorly and moves only short distances, breeding sites should be within 300–500 m of each other. Maintaining connected dead-wood habitats is therefore essential.

CDM Stravitec has created a dedicated wood habitat in its garden to support this species.

**CDM Stravitec has installed a [bee hotel](#) as a small but concrete action to support biodiversity.**

The bee hotel provides nesting space for solitary wild bees, which play a crucial role in pollination and healthy ecosystems.

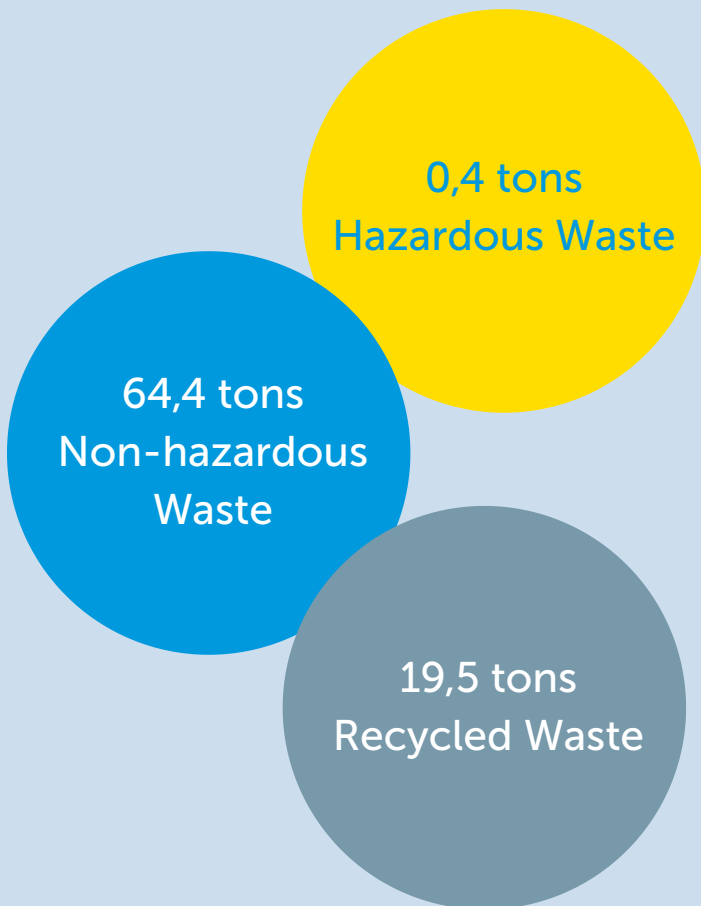
By creating this habitat, CDM Stravitec contributes to local biodiversity and raises awareness of the importance of protecting pollinators in our built environment.



# WASTE

CDM Stravitec nv. is ISO 14001 certified, and waste management is fully embedded in our operational processes. In 2025, the HQ & production sites generated a total of 65 tons of waste.

Nearly 30% of this waste was recycled through dedicated streams such as metal, wood, plastics, and paper, reflecting our ongoing commitment to responsible resource use and continuous environmental improvement.



# CIRCULAR PRINCIPLES

**Ecodesign** is a design approach focusing on minimizing the ecological impact over the complete lifecycle of products and supports the strategies of the circular economy model.

The implementation of Ecodesign is supported with a specific tool, which can be used at the different stages of the design process.

The tool we use is the **Ecodesign checklist**, which is based on common sense and several rules-of-thumb, also known as Design for X.

With this tool we can quickly and systematically scan an existing product or product under development to reveal the opportunities for ecological improvement.

Some questions we ask ourselves to assess the entire lifecycle and value chain of the product are:

- Can we limit the number of different materials used?
- Are there any unnecessary materials or parts?
- Did we choose low energy consuming processes?
- Can we limit toxic emissions during the production process?
- Did we use low energy-consuming techniques to assemble the product?
- Can we use standard tools?
- Is the product upgradeable or modular?
- Is the reparability optimized?
- Do recycling facilities exist for this material?
- Did we design for disassembly?

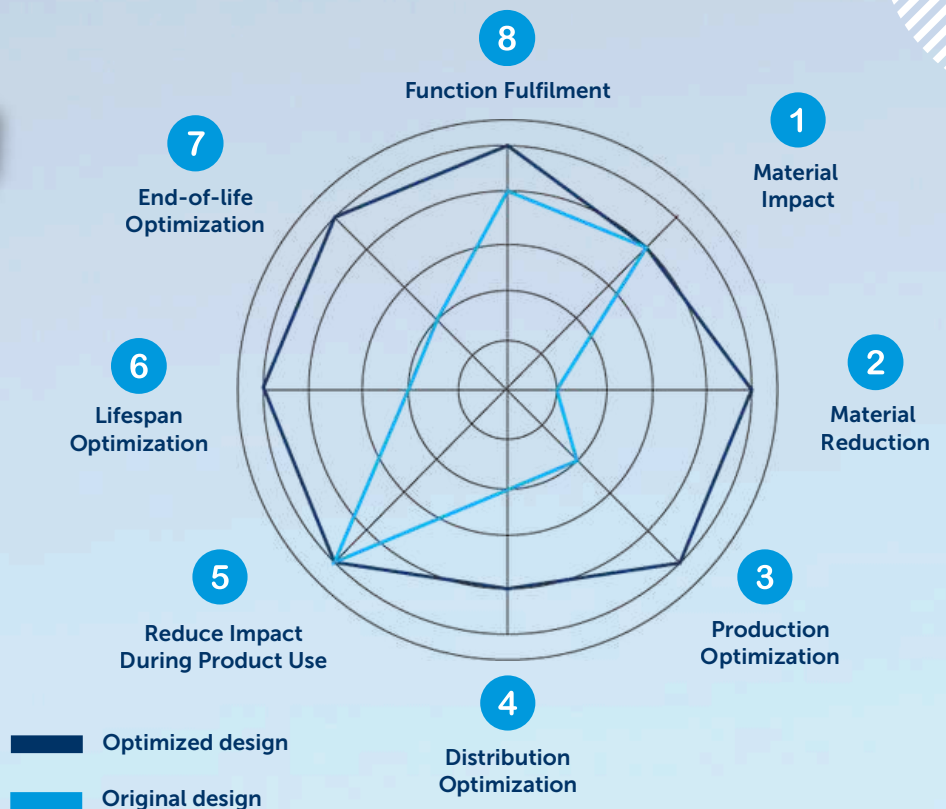


By evaluating one of our products using the Ecodesign list, we were inspired to redesign the solution completely. To compare the old and new design, we used the LiDS-wheel (Lifecycle Design Strategies). We were able to improve the product on several sustainability factors:

- Using a strong steel grade for the spring to reduce the amount of springs needed per ceiling
- Engineering the frame of the product for minimal use of raw steel
- All components mechanically click together, avoiding the need for gluing
- Thanks to the modular nature of the system, there is no need to ship the assembled product until the very last step in the distribution process
- The spring is designed to withstand overload conditions :even if the system is 70%overloaded, the performance is still guaranteed
- Thanks to Design For Disassembly, all components can easily be taken apart making it possible to reuse each component separately

## ECODESIGN

### USING THE LIFECYCLE DESIGN STRATEGY



# CIRCULAR PRINCIPLES: MATERIAL USAGE

In 2024, we made significant strides in [decoupling our production growth](#) from virgin resource consumption by accelerating our transition to a circular material model.

We are proud to report that the proportion of recycled materials in our manufacturing processes rose to 51%, a substantial increase from 37% in the previous year.

This evolution reflects our deepened commitment to closed-loop sourcing and waste reduction.



Furthermore, to ensure the resilience and sustainability of our supply chain, we maintained a rigorous [local-first procurement strategy](#), with 95% of our raw materials sourced from European origins.

By prioritizing regional suppliers, we not only minimize our logistics-related carbon footprint but also ensure adherence to the highest environmental and ethical standards.



# TRANSPARENCY AND LIFE CYCLE ASSESSMENT (LCA)

In 2025, we reached a significant milestone in our commitment to environmental transparency by completing [Environmental Product Declarations \(EPDs\)](#) for our [Stravifloor Channel](#) and [Stravifloor Deck](#) solutions. These EPDs encompass a wide range of technical variations, including different spring/hanger types and formwork options, and were designed to offer architects and engineers maximum flexibility.

This allows our solutions to be seamlessly integrated into broader building LCA studies, regardless of the specific concrete types or additional flooring layers chosen. Since early 2026, these declarations have been published on the ITB (Poland) and Eco-platform (EU) portals, ensuring global accessibility for sustainable building certifications.

To build on this momentum, we have launched studies for two additional EPDs and are currently evaluating further solutions in our portfolio to expand our contribution to the circular construction economy.



# SOCIAL & GOVERNANCE

In this section, we will demonstrate how much we value our employees and prioritize their well-being and safety. We will also explain what we do to maintain their happiness and how we learn from them every day.

At this stage, we have not yet established formal policies or reporting frameworks regarding anti-corruption, specific sector exclusions, or board diversity ratios. As our governance structure is still evolving, these metrics have not been defined or tracked for the current reporting period.



# OUR PEOPLE, OUR VALUES, OUR FUTURE...

Women and men, young and experienced, engineers and non-engineers — united by a shared ambition to make the world a quieter place.

We are building a culture of [continuous learning](#) and high performance, where people grow through [structured training](#), [knowledge-sharing](#) and [daily collaboration](#).

We continuously invest in smarter tools, processes and ways of working that increase efficiency and impact, driven as much as possible by the real needs and questions of our employees. This ensures strong ownership, engagement and sustainable change.

Across [9 countries](#), our teams stay in constant contact, sharing knowledge and best practices. At least once a year, we bring everyone together for two days to strengthen work relationships, build trust, and foster collaboration beyond borders.

Our [six core values](#) (Energised, Partnership, Ownership, Think Different, Raise the Bar and Open-Minded) are the backbone of our organization.

They are more than principles; they actively shape our decisions, behaviors and expectations. Together, they challenge us to take responsibility, collaborate openly, think beyond the obvious and continuously push our standards higher.

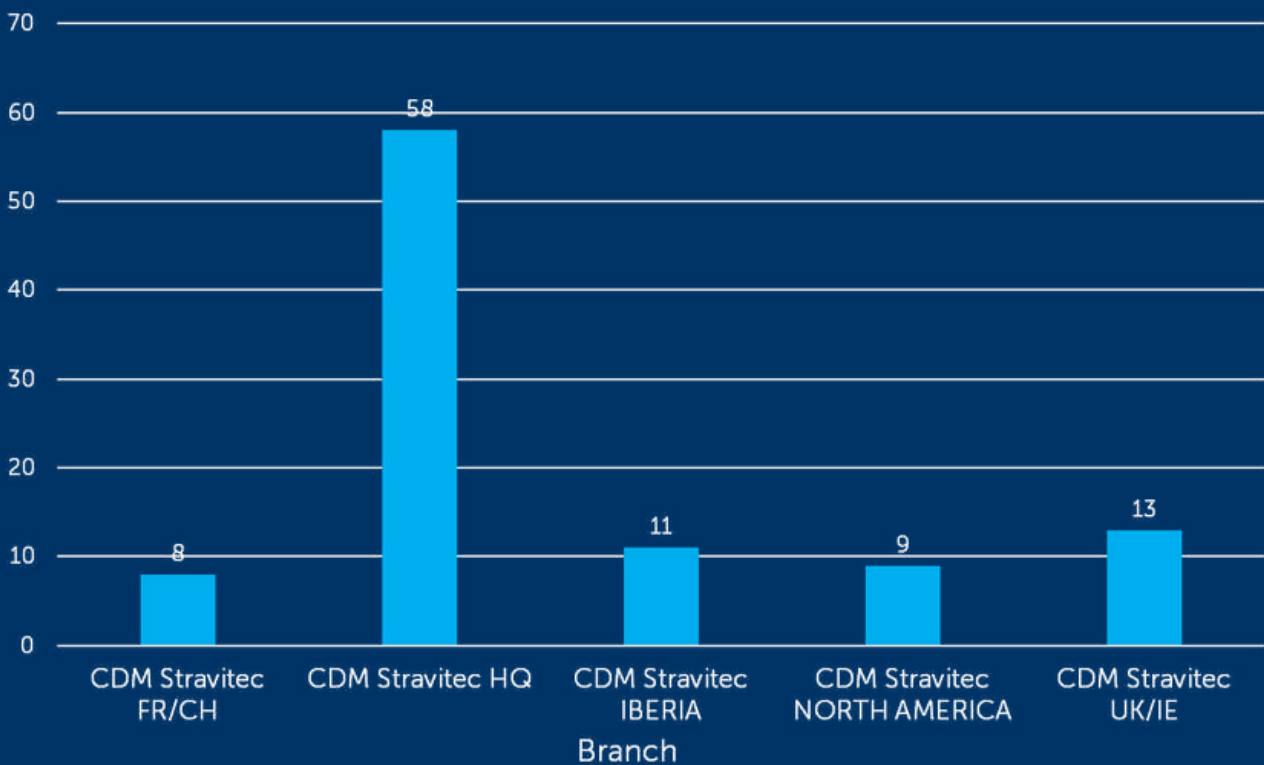


# GENERAL OVERVIEW



Currently we are working with 99 colleagues.

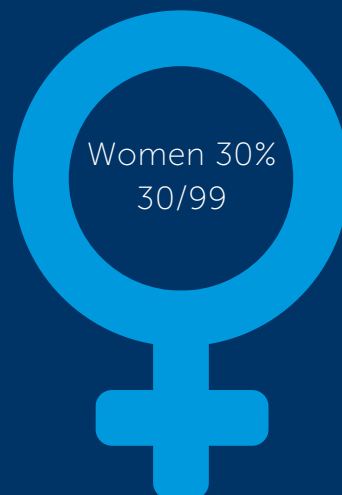
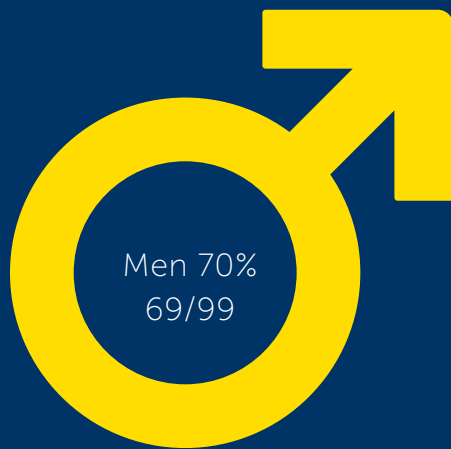
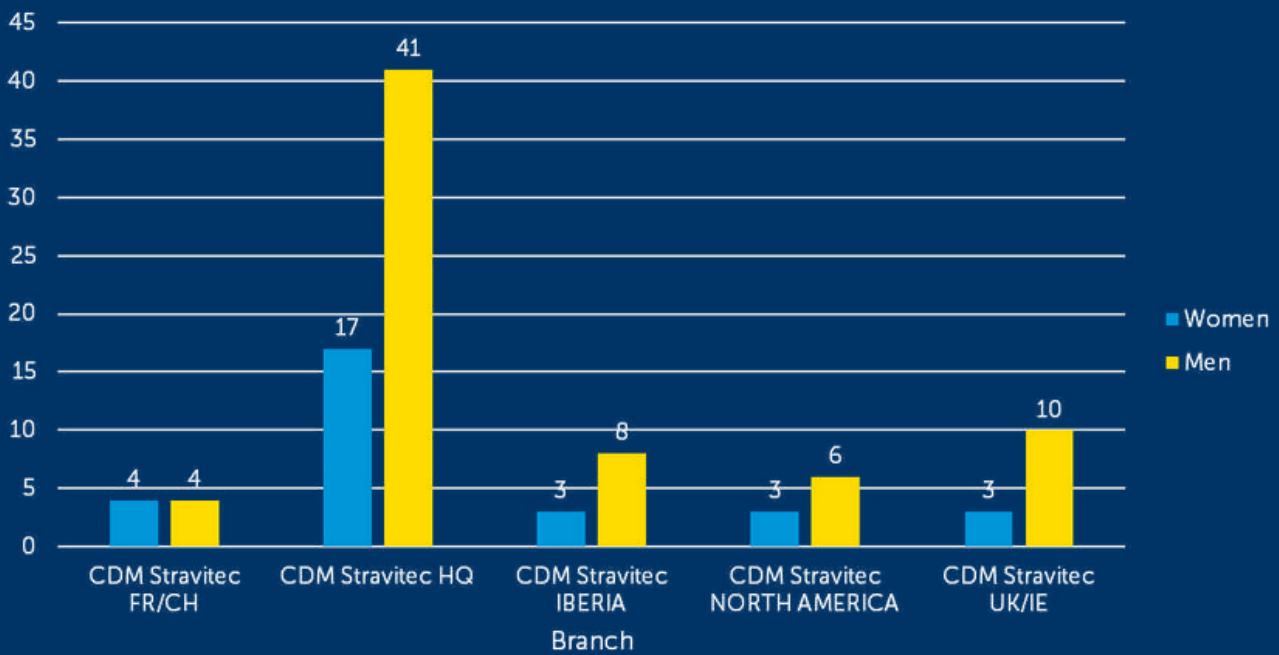
CDM Stravitec Group



# GENERAL OVERVIEW

In our Management comitee we have an equal number of women and men.

Gender Division CDM Stravitec Group



# STAFF RETENTION AND WORKFORCE STABILITY



Sickness absence is also extremely low across the organization. The few long-term absences that occurred were due to reasons unrelated to work, and short-term sick days are rarely taken, reflecting both the health and engagement of our teams.

These figures underline the stability of our workforce and our ongoing commitment to maintaining a supportive, fulfilling, and sustainable work environment for all employees.



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# WORKFORCE PARTNERSHIPS

As a project-driven organization, our staffing needs fluctuate throughout the year. For economic reasons, we maintain a minimal permanent workforce in our production teams, while seeking flexible solutions to manage peak periods effectively.

In 2025, we established partnerships with two specialized companies, Axedis and Ijsedal, to support us during busier times by handling routine tasks. These collaborations allow our permanent employees to focus on more complex projects, giving them the opportunity to continuously learn and develop their skills.



We are extremely proud of these partnerships, as they create a win-win situation: our permanent teams can grow and take on challenging work, while the employees of our partner companies gain real-world experience and exposure to our operational environment.



# COMPENSATION AND BENEFITS

**We are committed to absolute equality between men and women.**

Our compensation and benefits are determined solely based on the complexity and requirements of each role – without regard to gender, age, or country of origin.

This ensures fairness, transparency, and equal opportunity for all employees.

By putting our people, values, global connections, and equality at the center of everything we do, we create a resilient, forward-thinking organization, ready to grow, innovate, and lead with impact.



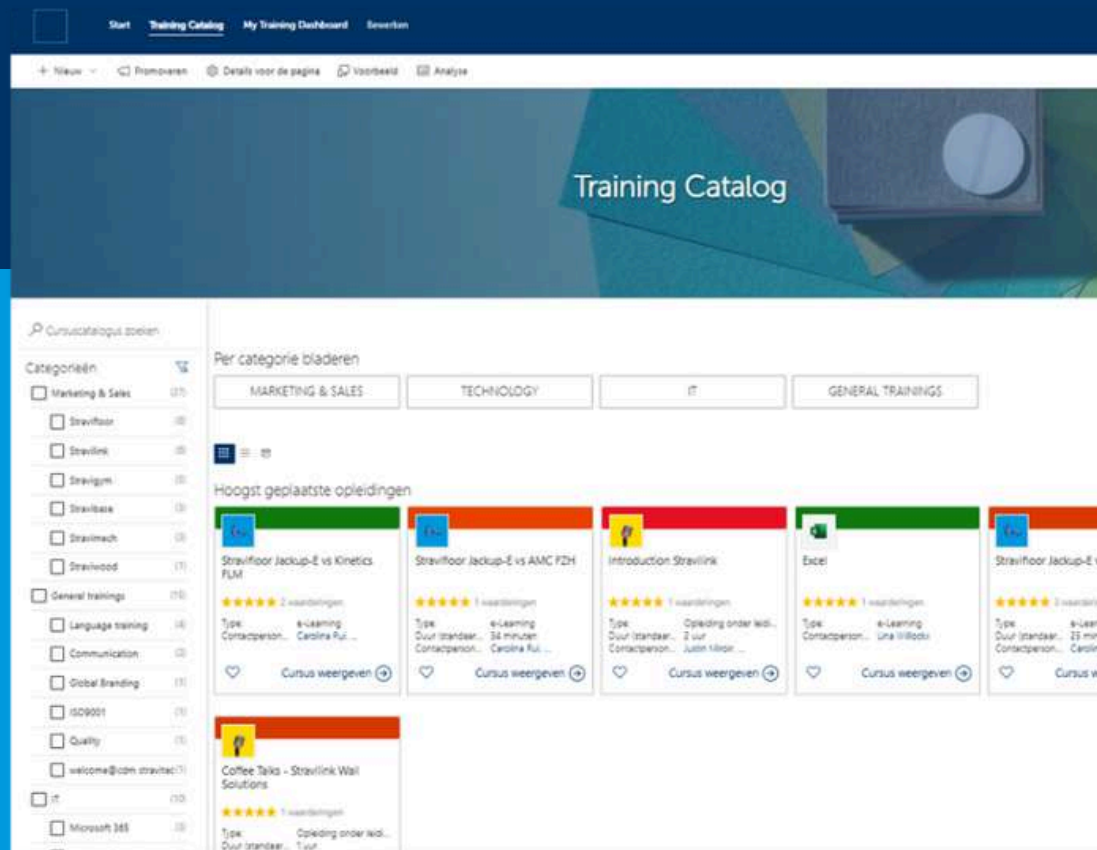
# LEARNING & DEVELOPMENT

In June 2025 we officially announced the launch of [StraviLearn](#), our Learning Management System (LMS).

StraviLearn provides [one central location](#) for everything related to [training](#):

- A comprehensive catalog of e-learnings, recorded presentations, and in-person sessions
- Easy access to knowledge anytime, anywhere, whenever you want...
- A streamlined way to follow and request trainings

From that date, all training is managed through StraviLearn.



With the launch of StraviLearn, we have taken a major step toward transparent knowledge sharing and continuous development for everyone at CDM Stravitec.

Today we have already **88 courses** in our StraviLearn catalogue.



# HEALTH & SAFETY

At CDM Stravitec, safety and prevention remain top priorities.

We are fortunate to have an internal prevention advisor who closely monitors and guides our safety practices. The recent relocation to a single, consolidated workplace in Wavre, has further improved our ability to oversee and manage safety measures effectively.



Regular safety inspections are conducted in our warehouse and production area in Wavre, ensuring that potential risks are identified and addressed proactively.

We are pleased to report that no workplace accidents have occurred. However, this does not mean we can be complacent, continuous vigilance is essential. Starting April 1, 2026, we will welcome a second prevention advisor, strengthening our commitment to maintaining a safe work environment.

We will also continue to invest in safety training programs. Recently, our team participated in a fire safety training, and an upcoming first aid course will further enhance our preparedness for emergencies.

Safety is a continuous journey, and we remain dedicated to fostering a culture where every employee can work confidently and securely.



# CDM STRAVITEC, A GREAT PLACE TO WORK

2 YEARS IN A ROW



Great Place To Work® certification is a key indicator of our commitment to a strong, inclusive and engaging workplace culture.

We actively invest in employee engagement by translating their feedback (to read in the GPTW results) into concrete, measurable actions.

- Company-wide workshops were organized to define actions on three levels:
- Individual level – what I can do myself
- Team level – how we collaborate and support each other
- Company level – organizational policies and initiatives

This bottom-up approach ensured strong ownership and alignment across the organization.

The combined actions led to a clear improvement in Great Place To Work® results in 2025. In 2025, we continued this momentum by organizing new workshops and follow-up actions, reinforcing our commitment to being – and remaining – a Great Place To Work® in 2026.



# GREAT PLACE TO WORK

## CONTINUOUS IMPROVEMENT

	2024	2025
Participation	90%	88%
Certification	4	3 (due to changes in the certification process)
Workshops	18	16
Actions	More than 242 were defined	More than 100 actions are defined
Group actions	8 group actions were selected with the commitment to make effective, measurable changes.	6 group actions were selected with the commitment to make effective, measurable changes.





As a compact international SME, we have already launched significant initiatives to place our people at the very heart of our organization.

By continuously investing in high-performance systems like StraviLearn, we empower our team's growth while fostering a culture of active listening.

Through the Great Place to Work workshops, we provide our employees with a genuine voice, encouraging them to take ownership of key actions while ensuring management remains accountable for driving effective change.

Moving forward, it remains essential to monitor our progress and celebrate our collective successes, while maintaining total transparency, even when navigating difficult economic decisions.

With our core values now clearly defined, our ongoing mission is to weave them into the CDM Stravitec DNA, ensuring they are not just stated, but lived consistently in our daily operations





We have qualified engineers in noise and vibration based at different locations around the world – they are only a phone call away. For general enquiries please contact our head office or visit our website.

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