

september 2025

The Sustainability Manifesto



we green it
together

Smart choices drive a better future.

Letter from the CEO

Sustainability Manifesto: Our Compass, Our Commitment, Our Future

Dear colleagues and partners,

Welcome to our Manifesto, our compass, our set of commitments, and our guide to what sustainability means to us at VMI. This Manifesto is more than just words on a page. It is developed as part of our company-wide Sustainability Program, it reflects the discussions within our pillar teams and the leadership of our Steering Committee. It is a true reflection of our values and our ambition.

Urgency and Opportunity

At VMI, sustainability is both a responsibility and an opportunity. We recognize the urgency of today's environmental challenges and the need to change course to ensure a viable future for coming generations. From a business perspective, the same truth applies: our long-term success depends on integrating sustainability.

“We recognize the urgency of today's environmental challenges”

In our own operations, we are committed to reducing waste, using green energy, and lowering our carbon footprint. Since 2021, we have halved Scope 1 and 2 emissions, with the goal of becoming carbon neutral by 2030. In 2025, we were awarded an EcoVadis Gold Medal for sustainability, also reflecting our efforts as an inclusive employer. These are milestones we can be proud of.

But our vision goes beyond our own operations. As a global market leader, we have both the responsibility and



the scale to make a difference. We believe our advanced technologies can play a pivotal role in helping our clients and the broader industry become more sustainable. That is where our true impact lies. This is also the vision set by the Manifesto.

Empowering Customers, Sustaining the Planet

We have built a strong track record as a trusted partner, designing high-quality, tailored machines that meet our clients' unique needs. In conversations with them, it is clear that their commitment to sustainability goes far beyond compliance. It reflects a genuine belief in its importance.

Our role is to help them turn that belief into action, and to remain their trusted partner in new ways: reducing their carbon footprint through more energy-efficient production, and driving machine innovations that cut waste.

But it doesn't stop there. We can also empower our clients to create products with real-world impact. For example, by designing machines that enable the use of bio-based materials in tires, reducing the release of toxic microplastics into the environment.

Rethinking Innovation and the Supply Chain

It's time to rethink not only how our machines are designed and operated, but also how they are managed across their entire lifecycle. This means building a more resilient and responsible supply chain, extending product lifespans, applying circular design principles, and launching end-of-life programs. If we are serious about reducing our footprint, and that of our customers, we must work more closely with suppliers and encourage innovation at every stage.

A People-Centered Approach

At VMI, sustainability is deeply rooted in our commitment to people. We have always been a people-centered company, proud of our 80 years of history and our 2,000-strong dedicated workforce: the VMI Family.

This Manifesto is a call to action for all of us here at VMI. Because real change happens when we stay committed to a shared vision.

Harm Voortman
President & CEO

Our sustainability mission

From tires to cans, care, and beyond, VMI's technology powers critical industries, and with that comes both opportunity and responsibility.

Take tires. Every year, more than 2 billion tires roll off production lines around the world. It's a massive industry, but one with a significant environmental footprint: an estimated 6 million tons of tire-related microplastics enter our environment annually, including into our oceans.¹

Our machines are designed with purpose.

As a global leader in tire manufacturing equipment, VMI plays a central role in this industry. The machines we design and build are used by our clients to produce tires that keep the world moving.

Through smarter machine design, we enable more efficient production processes, for example, by reducing material input and scrap waste. In addition, our machines indirectly support the vision for sustainable road mobility. For example, by enabling our clients to produce tires with reduced rolling resistance, which helps lower road emissions.

Across all the sectors we serve, our focus is the same: designing machines that drive more sustainable production and create products for a greener future. Whether it's reducing material waste, or increasing energy efficiency, our machines are designed with purpose.

Many of our customers are taking bold steps toward sustainability in their production processes, and we're proud to support them in helping them succeed in their goals. Together, our efforts and those of our clients contribute to a more sustainable world across the industries we serve.

Our mission in a nutshell.

We're innovators at heart, continuously seeking smarter ways to design machines for a greener future.



¹ Tire Pollution: The Hidden Source of Toxic Chemicals

Three steps to achieve our sustainability mission

How VMI's commitment to sustainability creates value for clients and end-consumers, driving impact at a global level.

Step 1:

What VMI Does

Step 2:

How Clients Benefit

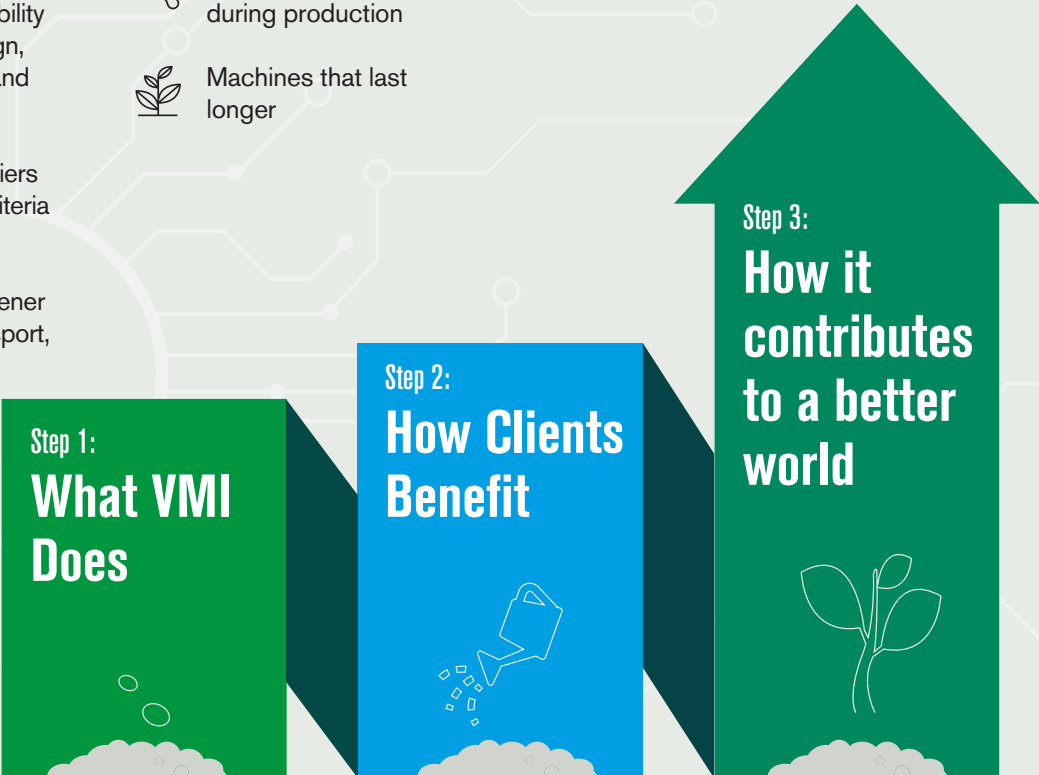
Step 3:

How it contributes to a better world

-  Partner with educational institutions on technology programs
-  Create a safe, inclusive workplace beyond compliance
-  Train employees on sustainability in all roles
-  Embed sustainability in machine design, manufacturing, and lifecycle
-  Work with suppliers meeting ESG criteria
-  Collaborate with suppliers on greener packaging, transport, and products

-  Safe, ergonomic machines for operators
-  Fewer input materials (e.g. rubber) and enabled use of 'bio-based' materials
-  Less waste and scrap
-  Lower energy use during production
-  Machines that last longer

-  Promoting cleaner, greener road mobility
-  Safeguarding the food safety of cans
-  Simplifying medication management for safer patient use



A detailed look at the three steps

From tires to cans, care, and beyond, VMI's technology powers critical industries, and with that comes both opportunity and responsibility.

Step 1:

What VMI Does

We design, manufacture, and support sustainable machines across their entire lifecycle, maintaining the highest sustainability standards throughout our operations and supply chain. Starting with a safe, inclusive workplace at VMI.

- We invest in the future by supporting technology education programs through partnerships with educational institutions, helping to build a strong pipeline of future talent.
- At the foundation of our sustainability strategy is the creation of a safe and inclusive workplace that goes beyond basic compliance and the industry standard.
- We invest in training on sustainability across roles, building internal awareness and capability. Our aim is to empower every employee to feel a part of our sustainability journey, and to be able to contribute to our mission.
- Together with our clients, and through the dedication, innovation and creativity of our people, we design and manufacture machines with sustainability in mind, across their full lifecycle. This includes continuous optimization as well as developing entirely new solutions.
- Our suppliers are held to strict Environmental, Social and Governance standards, ensuring that our commitment to sustainability extends throughout our value chain.
- We can't do it alone, and we work closely with suppliers on greener packaging, transport, and product solutions.

Step 2:

How Clients Benefit

Our efforts help our clients become more sustainable in their own operations.

- The safety and wellbeing of our clients are important to us, which is why we design machines that are safe and ergonomic to operate, incorporating these criteria into every stage of our machine design process.
- Our machines are engineered to use fewer input materials, such as rubber, and support the use of bio-based alternatives. In doing so, we don't just reduce material use in the production process, we help transform the end product into a more sustainable option overall.
- Our smarter machine design minimizes waste and scrap left over after production without compromising performance.
- Built for energy efficiency, our machines have reduced power consumption, leading to both environmental and cost benefits.
- Our equipment is designed for long-lasting performance, and we offer services to extend its lifespan, reducing the need for frequent replacements.



Step 3:

How it contributes to a better world

The cumulative effect of our efforts and that of our clients contributes to a more sustainable world, across the sectors we work in.

- We help accelerate the future of **cleaner, greener road mobility**. Our clients create real impact for the end consumer: lower rolling resistance reduces energy consumption and emissions, while betterperforming tires enhance the overall driving experience. In addition, our machines enable the use of bio-based materials, reducing microplastic emissions from tire wear that harm both the environment and human health.
- We contribute to **safeguarding the food safety of cans**. We help ensure that cans meet the highest food safety standards by integrating quality cleaning control in our machine design. While these efforts may happen behind the scenes, they protect consumers and their health.
- We help **simplify medication management for safer patient use**. Our client's solutions streamline the entire process, from storage to intake, making it easier for patients to follow prescriptions accurately. This minimizes the risk of errors, reduces health complications from incorrect medication use, and gives patients greater confidence and peace of mind.

We promise...

- ⚡ ... to create innovative, high-quality machine solutions that prioritize sustainability throughout the design process, focusing on reducing energy use, material use, emissions, and waste.
- ⚡ ... to treat the environmental impact of our machines with the same importance as their operational performance.
- ⚡ ... to embed sustainability across our entire supply chain, engaging with our suppliers, from material sourcing to manufacturing practices.
- ⚡ ... to prioritize the safety, health, and rights of our employees and those in our supply chain.
- ⚡ ... to maintain an inclusive, safe work culture that supports the well-being of our people.
- ⚡ ... to integrate sustainability in every aspect of our operations and in our relationships with customers, employees, and partners.
- ⚡ ... to continuously strive for improvement, embracing innovation as a fundamental part of how we work.

How we work: Our Approach to Sustainability

“We feel responsible”

It's clear that meeting global climate goals and securing a livable future for generations to come requires collective action. At VMI, we are determined to do our part. Our commitment to sustainability is rooted in the belief that our actions today can make a difference tomorrow. We feel a moral obligation to act now, so we never have to look back and ask, *Could we have done more?*

“We do it together”

At VMI, we proudly call ourselves the VMI family, and teamwork and collaboration are second nature to us. But our commitment doesn't stop at our own walls. We work closely with suppliers and clients to drive meaningful change throughout the value chain.

“We aim for smarter and better”

Innovation is in our DNA. We are always looking for smarter, more effective ways to operate. While we recognize we don't have all the answers, we actively foster a culture of curiosity around sustainability, constantly exploring new solutions and striving for continuous improvement.

What people are saying

We're do you see VMI in 10 years regarding sustainability?

"A resilient, circular supply chain where human rights are always upheld."
León van Bijnen, Supply Chain Pillar

"We are leading the way in green technology, delivering the most sustainable machines that produce the most sustainable tires."
Gerlof Korte, Products Pillar

"VMI is known not just for our products, but for our people. We have created a safe, inclusive workplace where everyone feels valued, supported, and empowered to bring their best to the table."
Jeroen Hofstra, Employment Pillar

"Together we take responsibility and action to reach maximum footprint reduction in our operations: every choice contributes measurably to a climate-positive future."
Robert Louis, Operations Pillar

"In cooperation with our customers, we have transformed road mobility to create a safer, healthier, and more environmentally friendly future."
Marcel Berkers, Commerce Pillar

"In 10 years, we will be side by side with our customers, optimizing the installed base for a greener and better future."
Erik Lapré, Services Pillar

Join us and be part of our mission



As of 2025, VMI has launched a sustainability program to drive sustainability initiatives across the organization and achieve its 2030 targets and beyond.

The interdisciplinary program engages all stakeholders through specialized teams, each focused on specific sustainability goals, and a Steering Committee that provides strategic oversight and alignment. As part of VMI, you are a fundamental part of our journey.

Real change happens when we collaborate, innovate, and stay committed to our shared vision.



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together

 VMI GROUP