SUSTAINABILITY REPORT YEAR 2022

INNOVATIVE GLASS FIBRE SOLUTIONS FOR A SUSTAINABLE WORLD

the fibreglass company

STATEMENT OF THE CEO (GRI 2-22)

The year 2022 has been very challenging for 3B, as it has been for most companies, particularly because of the war in Ukraine, the supply chain and the energy crises, as well the outrageous inflation that has been hitting the industry.

Simultaneously, we are now regularly and concretely experiencing the consequences of global warming and, as a company, we feel our responsibility. In this turbulent and multidimensional context, we realise to what extent environmental sustainability, social sustainability and financial sustainability must be part of our DNA if we are to be successful. We have integrated this in our ambitious and yet realistic business model. This is the red thread linking our actions in 2022 in terms of sustainable development.

We put a lot of energy in continuing to serve the growth markets of wind energy and automotive and construction at the appropriate level and pace. By delivering the right products we support our customers who are developing and manufacturing the electric vehicles that are essential to the energy transition. We are also partnering with key players who are creating and will be installing the next generations of wind turbines, by developing a new product line based on a very high modulus glass. Our products are essential components for a sustainable construction sector, as technical reinforcement materials or as part of insulation solutions.

« ... environmental sustainability, social sustainability and financial sustainability must be part of our DNA if we are to be successful. »

Our main areas of focus during 2022:

- **Reducing our CO_2 emissions** - both direct and indirect - and limiting our energy consumption are top priorities in all 3B sites, with major action plans in place. We have deployed a great deal of creativity to continue making progress in the difficult context of the year 2022.
- **We are looking at our entire value chain**, both upstream and downstream, knowing that each link in the chain must be able to develop its business in a sustainable way and pushing for it.
- **We continue developing our manufacturing capacity,** particularly in India with the preparation of the construction of a new plant. Its output will enable us to play a major role in India's and Asia's energy transition in the years to come.
- **We put in a lot of efforts in the circular economy**, with encouraging results in upcycling, recycling and eco-design
- **Our sustainability governance** is also strongly driven by the upcoming Corporate Sustainability Reporting Directive and the required alignment with the Global Reporting Initiative.

I am happy to report on the excellent work that our teams are doing everyday to make a greater contribution to global sustainability year on year.

Thank you for your work, your interest and your support.

Sincerely yours,

Ludovic PIRAUX,
CEO

TABLE OF CONTENTS

1. COMPANY

2. GOVERNANCE

3. PEOPLE

4. ENVIRONMENT

1. COMPANY

1.1 3B AT A GLANCE (GRI 2-6)

INNOVATION AND ENTREPRENEURIAL SPIRIT IN ESSENCE

3B-the fibreglass company is a leading developer and manufacturer of glass fibre products for the reinforcement of thermoplastic and thermoset polymers. They are produced from mineral raw materials, such as silica, which are melted to make glass. Glass is then fiberised. The material consists of extremely fine fibres of glass, or glass filaments, coated with a chemical formulation providing it with specific properties, such as resistance to shocks, high temperatures, fatigue, contact with fluids, etc. Our products are designed in our dedicated research centre in Belgium, and optimised to serve the automotive industry, the wind industry and to be incorporated in performance composites. We operate 3 state-of-the art manufacturing facilities located in Battice (Belgium), Birkeland (Norway) and Goa (India).

UNIQUE KNOWHOW AND ASSETS TO SUPPPORT OUR CUSTOMERS

Every day our people deliver innovative, value creating solutions to our customers around the world. 3B is a human-scale company: through genuine proximity we develop strong partnerships with our customers and offer our people the opportunity to learn and grow within the company. Thanks to a rich heritage in glass fibre development and production that goes back more than 50 years, we can boast an excellent knowhow and innovation capacity, that we place at the service of our customers' growth and development.

SUSTAINABILITY, A PRE-CONDITION OF SUCCESS

Glass fibre is a material of choice to produce sustainable composites, as a long-term solution for material substitution. The growing need for composites is driven by megatrends: the increase of world's population, its urbanisation and connectivity needs, as well as climate change and resource scarcity. 3B operates in an industry that is at the forefront of the sustainability challenges. Among our key customers are some of the world leaders that set the pace for CO_2 emission reduction and green energy. By supporting them and by developing a responsible company strategy, we take an active part in the global sustainability endeavour.

At 3B, we consider our people to be the source of our success. We promote a safe workplace, where passion, entrepreneurial and team spirit, trust, respect and integrity are shared amongst all.

VALUES

Our corporate values are a critical part of who we are as a Company. They are our fundamental beliefs. They guide our actions. They influence the way we work and the way we engage with our customers.

STRENGTH

As the strength of our products reinforces composites applications, the strength of our people makes 3B-the fibreglass company a solid partner thanks to both competence and integrity. We offer dynamic strength to identify potential, leverage opportunities and act with flexibility in a solution-oriented manner.

RELIABILITY

We are fully committed and dedicated to our customers. They can count on us and on our products. With efficiency and discipline, we give our best to deliver consistent top-quality products and services, and meet customer demands. We do what we say. We fulfil expectations and keep promises.

PROXIMITY

With the objective of best meeting and exceeding our customers' needs, we maintain close relationships with them and build real long-term partnerships. We listen carefully to our partners and endeavour to understand their needs. This human proximity is completed with a geographical proximity with our European customers. And, as our customers expand globally, 3B has developed its international presence to support them with the same service level around the globe. Such a comprehensive proximity allows us to develop value added solutions beyond the product itself and to react quickly to changing needs and challenges.

1.2 VALUE CHAIN

UPSTREAM IN THE CHAIN

3B is serving major industries (automotive, wind energy, construction, Electrical & Electronic, telecommunications, marine...) and is one of the first links of the respective value chains as glass fibre is a key raw material for composites. As a matter of fact, we directly contribute to the sustainability of these industries through our own production and are accountable for the components that we incorporate into our products, such as minerals, chemicals and energy.

The sustainable development of our value chains requires the careful selection of raw materials, the decarbonisation of certain processes and the optimised use of all resources, whether energy or other. We are in constant dialogue with our suppliers and we encourage them to take the necessary steps to reduce their environmental and social impacts.

We use various tools to structure this dialogue (supplier audits, due diligence, product analysis, etc.).

We are also actively advocating the localisation of some specific value chains. An example of this is our commitment to a wind energy industry that uses local resources, particularly in Norway, where we are in ongoing discussions with the authorities to raise awareness of the availability of local manufacturing capacity for the development of major offshore wind projects in the region.

STRONG PARTNERSHIPS

We are well aware that there are few players who can act alone, so we favour partnerships with our customers and suppliers. We are also involved in several European consortia with projects aiming to make our industry sustainable.

DACOMAT (DAMAGE CONTROLLED COMPOSITE MATERIALS)

Under the coordination of Sintef AS, 3B, Polynt and Hexcel have joined with 10 other partners from end users, research organisations, ecology, certification and business development in the European research and innovation project DACOMAT. The role of the three materials companies is to develop glass fibre – vinylester composites with high interlaminar fracture resistance. Technically this is to be achieved by enhancing the capability of the materials to form interlaminar fibre bridging that provides a high fracture energy. To succeed in this 3B, Polynt and Hexcel have formed a close cooperation related to resin, fibre qualities and fabrics. The overall objective of DACOMAT is to use the fracture resistant composites to provide improved damage tolerance and damage prediction for large structures like wind turbine blades, bridges and other constructions, which results in longer lifetime of the blades and parts, easier repair and lower cost maintenance.

The DACOMAT project has received funding from the European Union's Horizon 2020 research and innovation programme under GA No. 761072. The DACOMAT project came to a successful conclusion in October 2022.

More information: DACOMAT - Damage Controlled Composite Materials

MC4 (MULTI-LEVEL CIRCULAR PROCESS CHAIN FOR CARBON AND GLASS FIBRE COMPOSITES)

MC4 gathers 15 partners from 8 countries covering the whole value chain: process developers, material manufacturers, and composite part manufacturers. The association of the skills and knowhow of the partners will enable the collaborative creation of a sustainable and viable circular process for composites. The project has 3 main goals:

- establish a multi-level circular process for carbon and glass fibre composites;
- develop economically realistic processes for recycling carbon and glass fibre composites into new, highly performant materials;
- strenghten the European capacity to recycle composites, and develop its raw material independence.

MC4 puts specific emphasis on the design and manufacturing of best practice examples of parts made from recycled materials. For five different domains, including automotive, aerospace, sports equipment, boats and urban furniture, composite products will be manufactured, with the aim of demonstrating the use of recycled material and enhancing the demand for recycled material in the different domains.

In particular, for glass fibre parts, we are focussing on the shredding of glass fibre composites that can then be re-used in new parts. We are also contributing to the development of a dynamic resin. Currently, a thermoset resin is used in these composite materials. This resin, once hardened, does not allow the element to be remodelled. The consortium has therefore designed a new resin whose characteristic is to soften when heated to 180°C, thus allowing the object to be given a new shape.

MC4 is funded by the European Union, under the topic HORIZON-CL4-2021-RESILIENCE-01-01 of the Horizon Europe programme. MC4 started on April 1st, 2022, and will be achieved in March 2025. The consortium is coordinated by Profactor, Austrian non-university research centre. More information: MC4

More information: https://www.mc4-project.eu/

1.3 STAKEHOLDER ENGAGEMENT (GRI 2-29)

STAKEHOLDERS	ISSUES	ENGAGEMENT PROCESS
Employees & workers	Workplace Health & Safety Employee engagement & wellbeing	Employee engagement survey Employee-manager (performance) reviews Union representatives Works council Other informal discussion arenas
Customers	Greenhouse Gas (GHG) emissions Product stewardship Sustainable innovation GDPR	(Pre-) Qualification discussions Customer questionnaires and ratings Fairs & conferences Customer satisfaction survey
Suppliers	Business ethics	Supplier discussions, negotiations and evaluations
Neighbouring communities	Emissions & pollution Traffic Landscape	Regular discussions with local communities Complaint mechanism via direct communication channels
Authorities	Compliance Emissions & pollution	Ad-hoc discussions and reporting
Financial institutions	Risk management and value creation Business Ethics	Ad-hoc discussions and reporting
Shareholders	Risk management and value creation Business Ethics	Board meetings and reporting
Industry associations	Greenhouse Gas (GHG) emissions Business ethics	Regular association meetings
New generations	Greenhouse Gas (GHG) emissions Emissions & pollution Business Ethics	Media On-site visits and networking events Internships

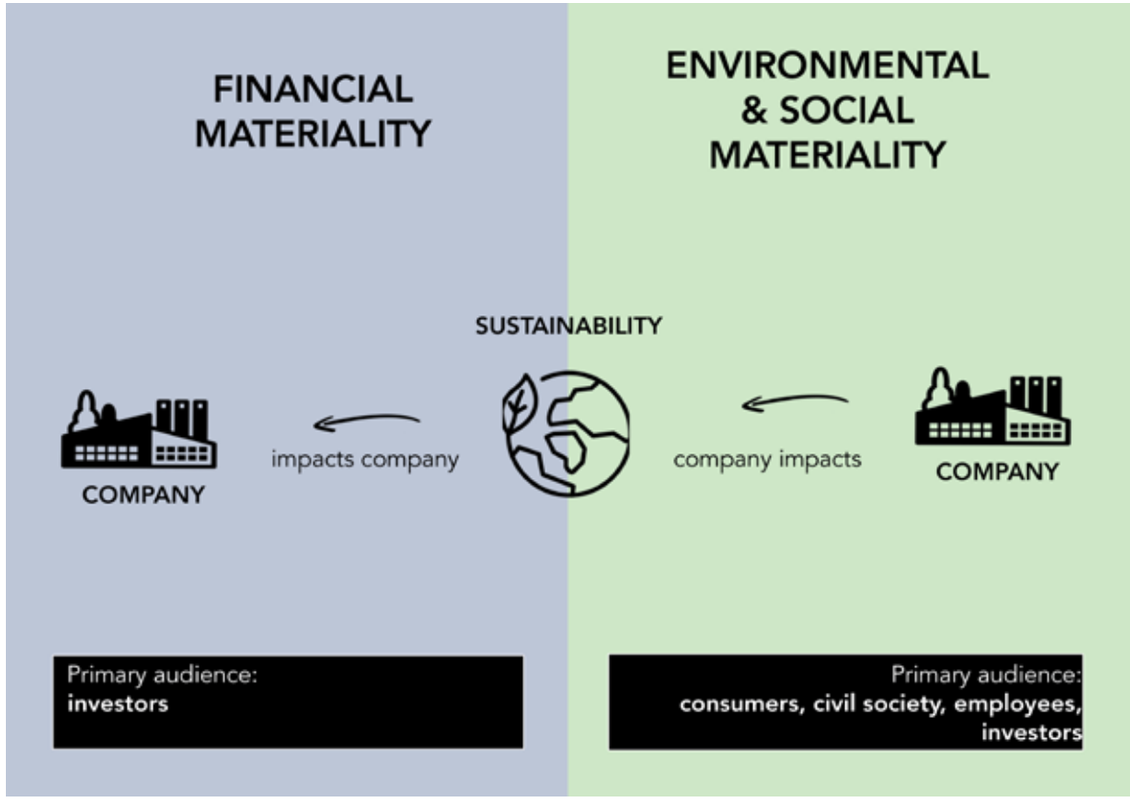
1.4 MATERIALITY (GRI 3-1)

DOUBLE MATERIALITY APPROACH

Material topics are topics that represent the organisation's most significant impacts on the economy, environment, and people, including impacts on their human rights.

When performing the materiality analysis, the double materiality approach has been considered: How is the sustainability impacting me (shared value)? What is the impact of my company on my stakeholders?

« Markets evolve and value drivers shift. Topics that definitely did not count yesterday may make or break an organisation today, while what might be important today may turn out to be irrelevant tomorrow. Therefore 3B aims to review its materiality analysis annually to ensure that the sustainability strategy is in line with stakeholder expectations.»



MATERIALITY ANALYSIS

3B's materiality analysis is updated every year according to the following process:

1° Identification and pre-selection of issues

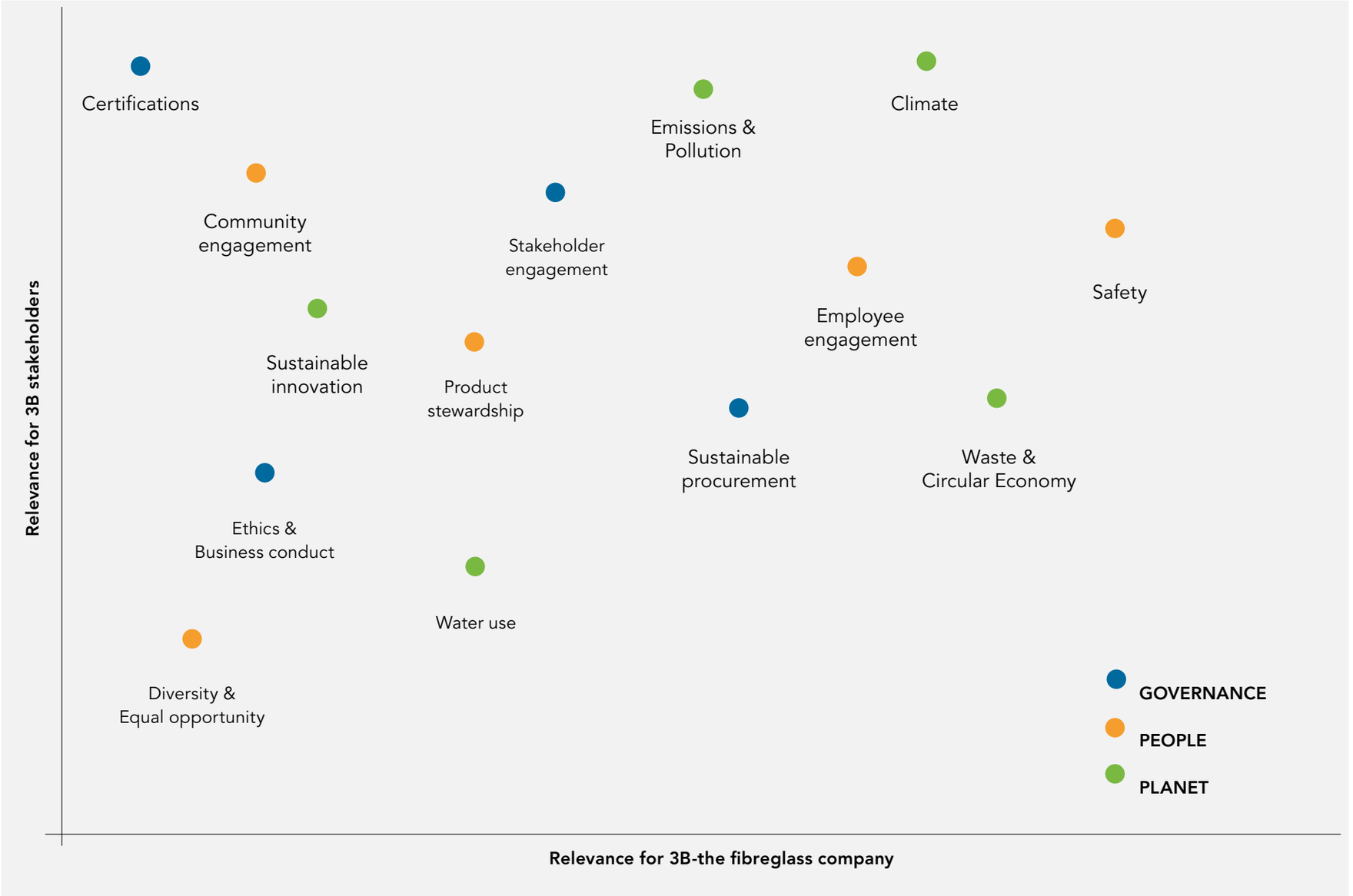
2° Evaluation of the significance of issues

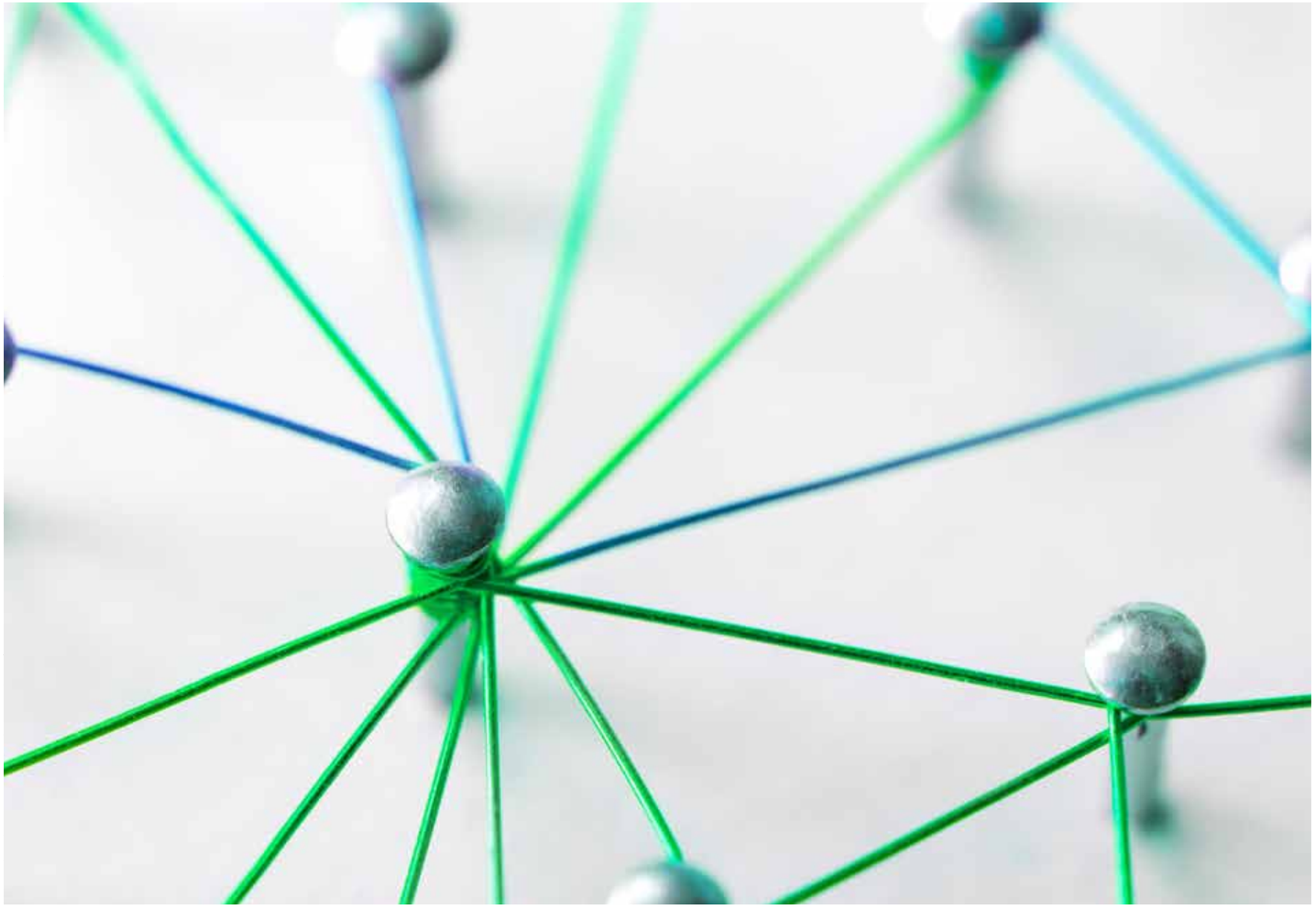
3° Approval of material topics

The evaluation of significance has been realised with the relevant internal stakeholder representatives.

The review of following standards and guidelines has been used as reference in order to determine the relevant sustainability context:

- Sustainability Accounting Standards Board (SASB)
- United Nations Sustainable Development Goals (UNSDG)
- United Nations Global Compact principles
- Business Social Compliance Initiative
- SA8000 – Social certification programme
- ISO 26000 – Social Responsibility
- Task Force on Climate-related Financial Disclosure (TCFD)
- Organisation for Economic Co-operation and Development (OECD) guidelines for multinational enterprises
- Global Reporting Initiative
- Science-Based Targets initiative (SBTi)
- SBTi net-zero standard





1.5 ASSOCIATIONS

(GRI 2-28)

3B is a member of the following industry associations :

Glass Alliance Europe

GLASS FIBRE EUROPE

At local level, 3B participates in representative industry associations.

1.6 CERTIFICATIONS

Through external certifications we want to assure our customers that our products, systems and organisation are safe, reliable and respect the environment.

All our plants are certified:

- ISO 9001
- ISO 14001
- ISO 45001.

Our plant in Battice (Belgium) is assessed annually by the EcoVadis Corporate Social Responsibility (CSR) rating platform - see table opposite.

The EcoVadis methodology covers 21 criteria across four themes of environment, fair labour practices, ethics/fair business practices and supply chain.

The methodology is built on international CSR standards including the Global Reporting Initiative, the United Nations Global Compact and the ISO 26000.

PLANT	2013	2016	2018	2019	2020	2021
Battice	52	67	68	70	70	68

2. GOVERNANCE

2.1 ETHICS AND BUSINESS CONDUCT

3B is committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of business ethics and conduct, in full respect of people's right to privacy. The way we engage in business relationships must also reflect the company's core values.

3B's commitment to ethical and lawful business conduct is a fundamental, shared value of the Board of Directors, management and employees and it is critical for the success of the company. These standards for business conduct provide that senior management and employees will uphold ethical and legal standards vigorously as the company pursues its financial goals. These standards are not voluntary but mandatory.

To support this commitment, 3B has a Business Code of Conduct in place.

It reflects the business practices and principles of behaviour expected from each 3B staff member. The Board of Directors is responsible for setting the standards of conduct contained in the Code and for updating these standards as appropriate, to reflect legal, regulatory and societal developments.

The Code is intended to provide guidance and help in recognising and dealing with ethical issues and to foster a culture of honesty and accountability. Every employee must read and understand this Code as well as its application to the performance of his or her duties, functions and responsibilities, and formally adhere to it.

3B's Code of Conduct covers the following topics:

- Human rights, including anti-discrimination
- Environment Health and safety
- Quality
- Roles and responsibilities
- Compliance with applicable laws
- Anti-corruption
- Conflicts of interest
- Confidentiality
- Personnel and assets
- Market place responsibilities

3B's Code of Conduct is the common foundation of people's practices. This reference document has evolved over time to always reflect current practices and issues. An explicit reference to the Code of Conduct is included in each new employee's employment contract. When joining the company, employees thus commit to the Code. For those already employed, the Code is circulated and discussed when significant amendments are made. We have also put a routine in place, so that all our staff is invited to review the document regularly. This process ensures that all have an up-to-date and in-depth knowledge of its principles.

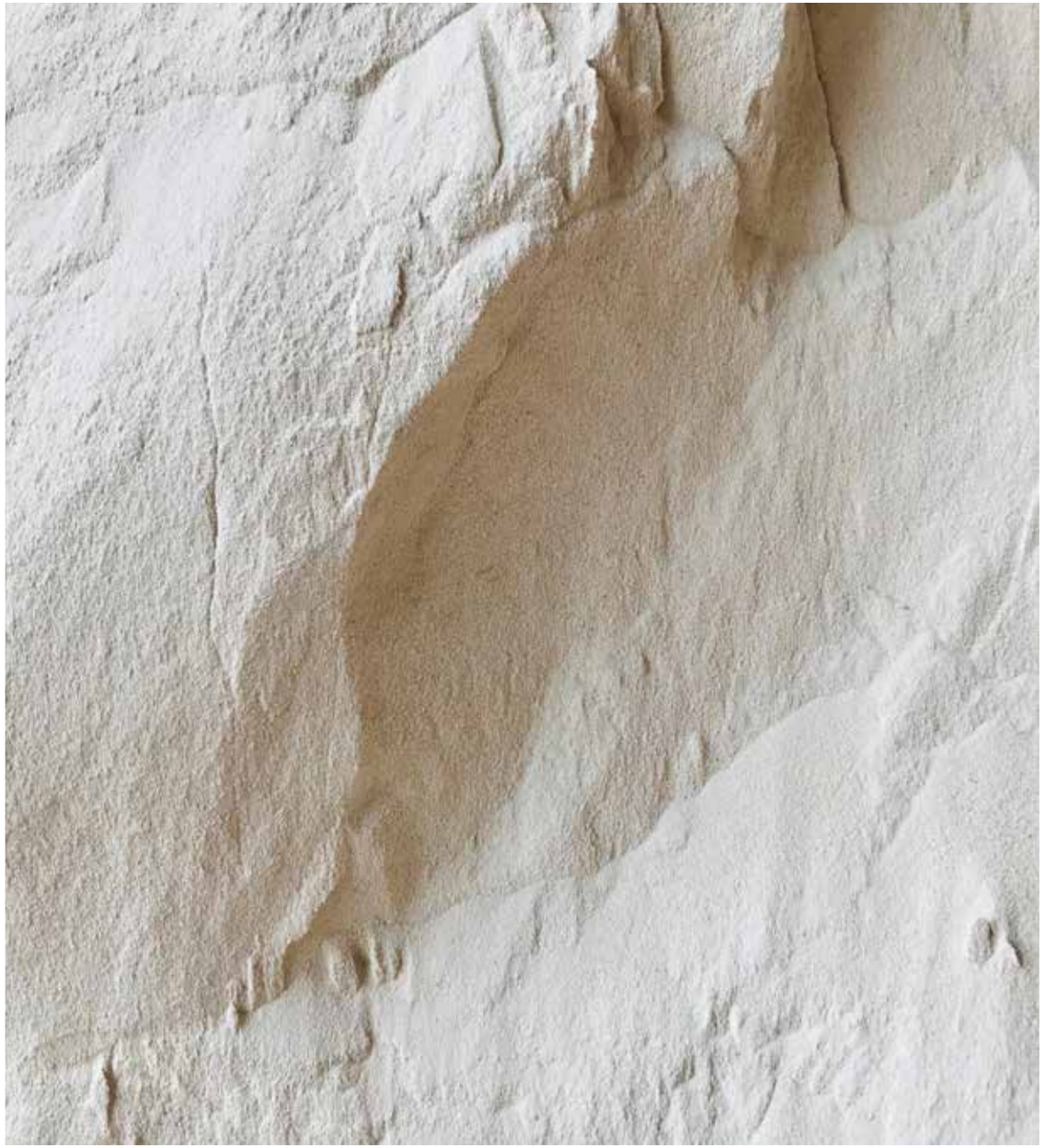
In 2022 3B has integrated the requirements related to the European Whistleblowing directive and prepared an ad-hoc scheme, available for internal as well as external stakeholders (policy, reporting channels, report treatment structure...).

3B will continue improving awareness of the Code of Conduct and its principles through regular communications.

Adherence rate performance measurement:

2018	76%
2019	86%
2020	90%
2021	91%
2022	91%

« We are a transparent and accountable company, ensuring that ethics and social responsibility are firmly rooted in our organisation. »



2.2 SUSTAINABLE PROCUREMENT

3B requires its suppliers to respect human rights and the environment.

Therefore 3B has the following actions in place:

- Supplier Code of Conduct to ensure clear communication of sustainability expectations to our suppliers;
- compliance with applicable sustainability laws and regulations as well as the application of Human Rights and Environment Due diligence is part of our purchasing General Terms and Conditions;
- sustainability criteria are part of the pre-qualification process and supplier evaluations;
- audits are performed annually covering quality, health and safety, business continuity, human rights and environmental topics.

A Supply Chain due diligence process has been started, supported by third-party experts. Objective is to assess 100% of our suppliers by 2025.

Our suppliers represent a critical component of our proposition of high performance and value. Therefore, in line with its mission, 3B collaborates with its suppliers to identify further opportunities to improve responsible business practices. To actively engage its suppliers in the journey towards sustainability, 3B has developed a Supplier Code of Conduct, which is to be applied by all 3B suppliers worldwide. The Supplier Code of Conduct forms the foundation for the cooperation between 3B and its suppliers in order to achieve its quality, sustainability and performance objectives.

Our Supplier Code of Conduct is available from our website.

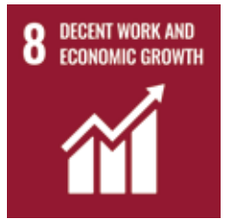
Sustainability and social responsibility are important elements in our supplier selection process as reflected in supplier pre-qualification and evaluation forms, supplier audit questionnaire.

Supplier CSR performance is reflected in the overall yearly supplier evaluation and allows us to identify suppliers that need to be followed up more closely to improve their CSR performance.

As part of our carbon neutrality programme initiated in 2020, we are working hand in hand with our mineral raw material suppliers to track and reduce their carbon footprint which constitutes an important part of our carbon footprint.

For the coming years 3B has foreseen the following sustainable procurement action plan:

- regular trainings on CSR to sourcing teams,
- improvement of the OH&S screening of (sub-) contractors,
- improvement of CSR supplier survey response rate,
- CSR supplier risk assessment and due diligence process,
- training for specific at-risk suppliers.



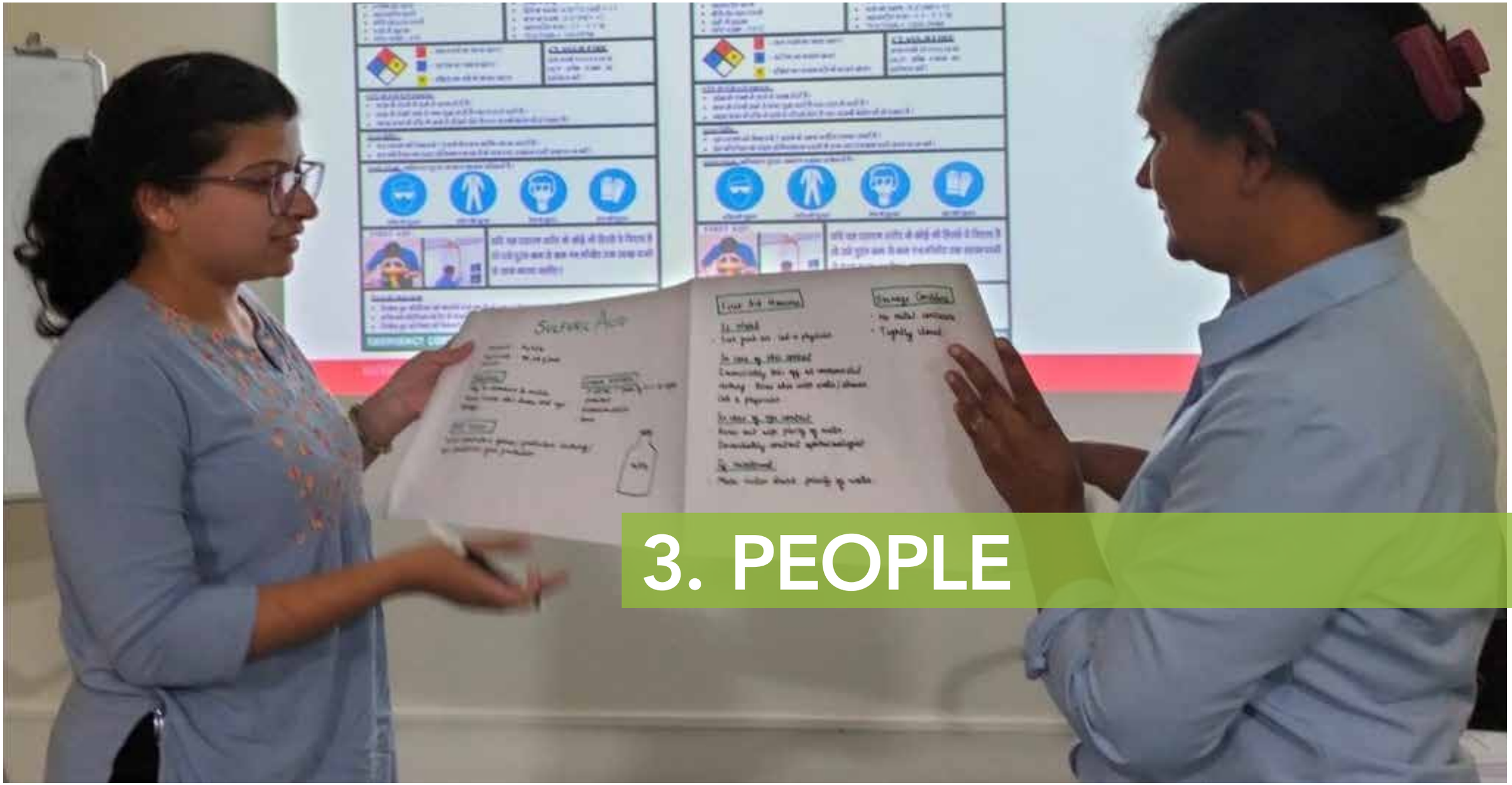
2.3 WHISTLEBLOWING AND GRIEVANCE MECHANISM

In compliance with the EU Whistleblower Directive, 3B has implemented a whistleblowing system, readily available to all stakeholders both within and without the company, wanting to report serious and factual accounts related to topics impacting the general interest.

In accordance with our ethical rules and the legal provisions in force, a dedicated form allows to file a report in complete confidentiality. The report will be processed in accordance with legal requirements and within the allotted timeframe, or more quickly if possible.

More information is available in 3B's Whistleblowing policy.

The Whistleblowing mechanism complements the solutions available to all interested parties to report problematic facts. For any grievance related to the interests of an individual, all systems and supporting people within the company remain in place (management line, prevention professionals, persons of trust, HR...). 3B will make sure to listen carefully to any grievance expressed, in a safe environment. Confidentiality is maintained to the extent permitted by law, and we are committed to taking the necessary steps to resolve the situations reported.



3. PEOPLE

3.1 HEALTH AND SAFETY

PRINCIPLES

Our objective regarding health and safety is and remains very clear:

Objective = 0 accident.

Health and Safety principles are promoted, recognising that all accidents are preventable, that safety is the responsibility of everyone and that working safely is a condition for employment at 3B.

POLICY

At 3B we make sure the health and safety of our people is at the very heart of our priorities. This principle is translated in actions every day, at all sites, emphasising our commitment to safety.

We have seen it over the last years: safety requires a constant and strong focus from all within the company. But this is only possible if we have clear guidelines, alignment on standards to be followed and if we are able to support each other by learning from the colleagues we are working with every day as well as from what happens at other sites.

Our **Occupational Health and Safety (OH&S) Policy** offers a synthetic view of our approach and provides a reference framework for each 3B staff member. Local charters focus on site specificities.

The OH&S policy explains clearly what is expected from everyone within the company.

The commitment of each staff member as an individual:

- put safety first with stop-think-act approach to each situation;
- be vigilant for oneself and for colleagues;
- apply rules in all circumstances.

The commitment of the company as an organisation:

- provide ad hoc working conditions;
- organise ad hoc training;
- perform risk analyses;
- conduct supplier evaluation;
- engage in continuous improvement;
- ensure legal and technical compliance.

The Safe work practices guide translates the principles from the policy into common practices. Having the same activities, we are facing the same challenges, we have the same guidelines at all 3B sites. Relying on a set of common rules, we capitalise on shared knowledge and boost internal collaboration. Each 3B staff member must know, understand and apply the Safe work practices. Each 3B site then provides more detail for their specific implementation in the local context. The Safe work practices guide is a living document reflecting 3B's preventive actions and covering risks encountered at 3B. It tackles 12 transversal themes and provides practical rules for each:

#1 General safety principles
#2 Contact with glass
#3 Traffic
#4 Slips, trips & falls
#5 Risk-based thinking
#6 Protective equipment
#7 Work on powered systems
#8 Confined spaces
#9 Body mechanics & ergonomics
#10 Work at height
#11 Simultaneous operations & co-activities
#12 Change management

The global OH&S policy and the Safe work practices provide a shared framework for all 3B people. They are key elements for further building our safety culture. Moreover, these standards are directly reflected in our relationships with our customers and suppliers.

ACTIONS

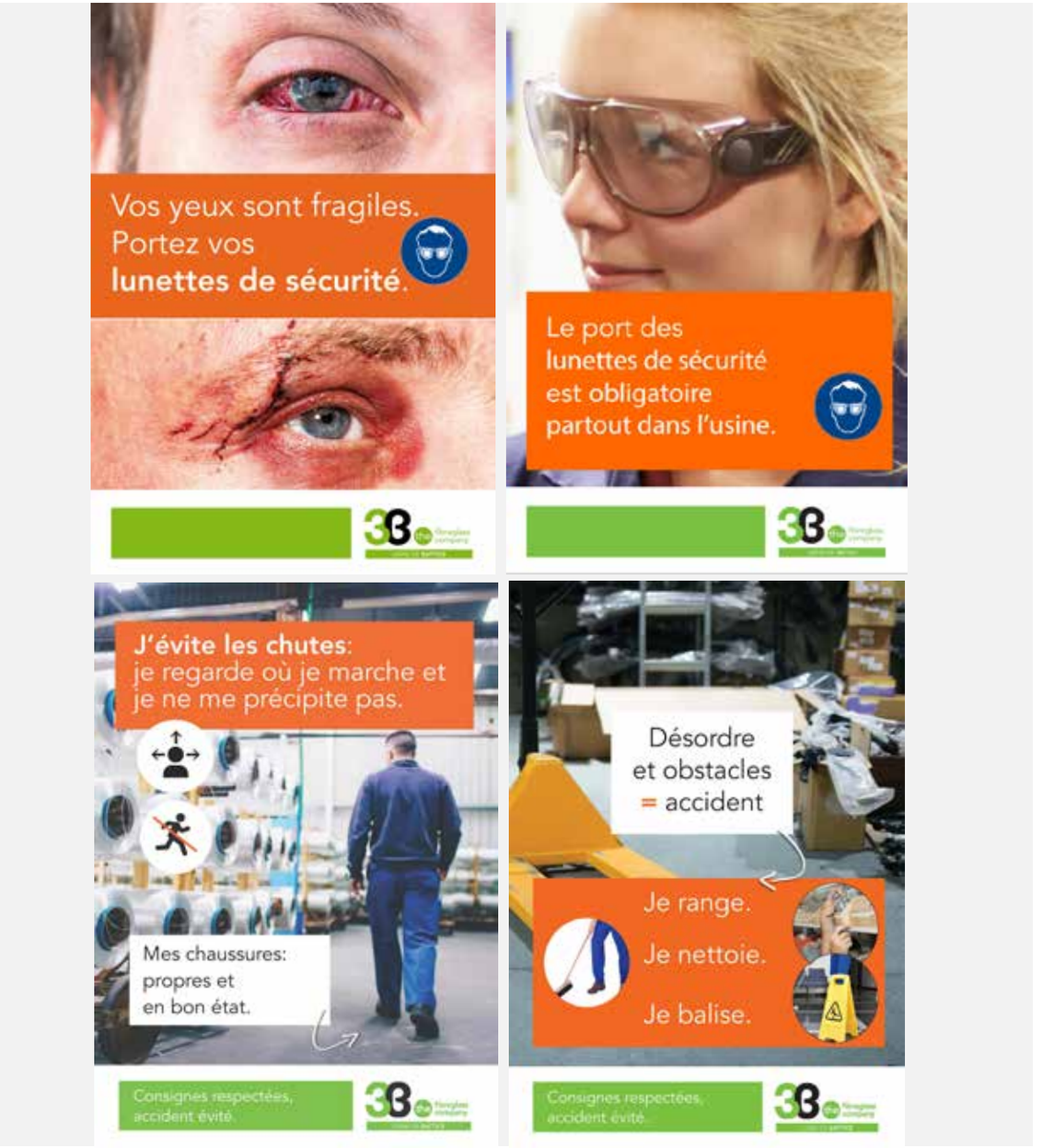
Awareness-raising, training, coaching and communication actions are carried out every day. Each month we communicate OH&S results to all 3B staff members and comment specific incidents, challenges or achievements.

Every year safety programmes are organised in all 3B plants to increase safety awareness and reinforce safety engagement throughout the company, based on shared objectives and principles. In 2022, after the long-lasting impacts of the COVID crisis, safety prevention actions got back to normal. Our safety programmes are focussing on key topics related to our activities. We also consider it very important to cover safety issues encountered in everyday life, so that our staff's approach to safety is total and benefits them both in the performance of their duties, on their way to work and at home.

BATTICE (BELGIUM)

In Battice, the plant teams have implemented strong safety roadmaps as part of a 5-year safety improvement plan. The in-depth work and actions are supplemented by thematic safety campaigns. For example, in 2022, we have put a lot of focus on Personal Protective Equipment use, housekeeping and main causes for strips, trips and falls.

Our Battice Science & Technology that houses the company's R&D centre and head office is home to both office staff and technical and scientific teams who handle equipment and products requiring special expertise and safety measures. Safety promotion activities in this building take into account these varied profiles. In 2022, in addition to the site's safety roadmap, a week-long safety programme: first aid, especially in relation with heart failure or CVA, reporting dangerous situations, risk analysis method, prevention of psychosocial risks, ergonomics, safe biking, safe driving.....



COMPANY BIKE PROGRAMME

In 2022, 3B launched a company bike programme for all staff in Belgium. With the support of a bike leasing company, 3B offers its staff the opportunity to purchase a conventional or electric bicycle on favourable terms in order to encourage and intensify commuting by bicycle. This is part of our general policy to reduce our environmental impact and more specifically our roadmap to reduce our CO2 emissions. All employees have the opportunity to contribute and optimise their home-work trips, to the benefit of their health. In this context, we have organised specific workshops about cycle safely, both as cyclists and car drivers.

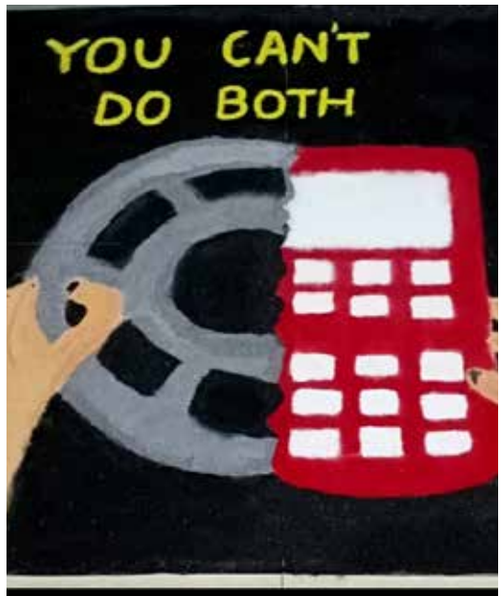
BIRKELAND (NORWAY)

In Birkeland, safety training programmes forcussed on fire fighting, first aid and use of defibrillators (especially for electricians), glass in hand...

GOA (INDIA)

In Goa, in 2022, safety training and awareness programmes focussed on the main hazards: fire fightning programmes for all and for specific groups, work at height and scaffolding inspection, health, road safety, chemical safety, housekeeping and 5S, etc. A lot of attention has been devoted to the selection, information and management of external contractors, with several training sessions, a new charter and revised procedures for optimal safety, both for external workers and for 3B staff. As usual the plant safety week coincided with the Indian national safety celebrations, always scheduled in March.

The pervasiveness of safety issues in our interactions with our colleagues and partners is beautifully demonstrated each year through events and competitions that allow our staff to express their creativity while thinking and acting. Here are a few examples of such creations (rangoli, posters, etc.).

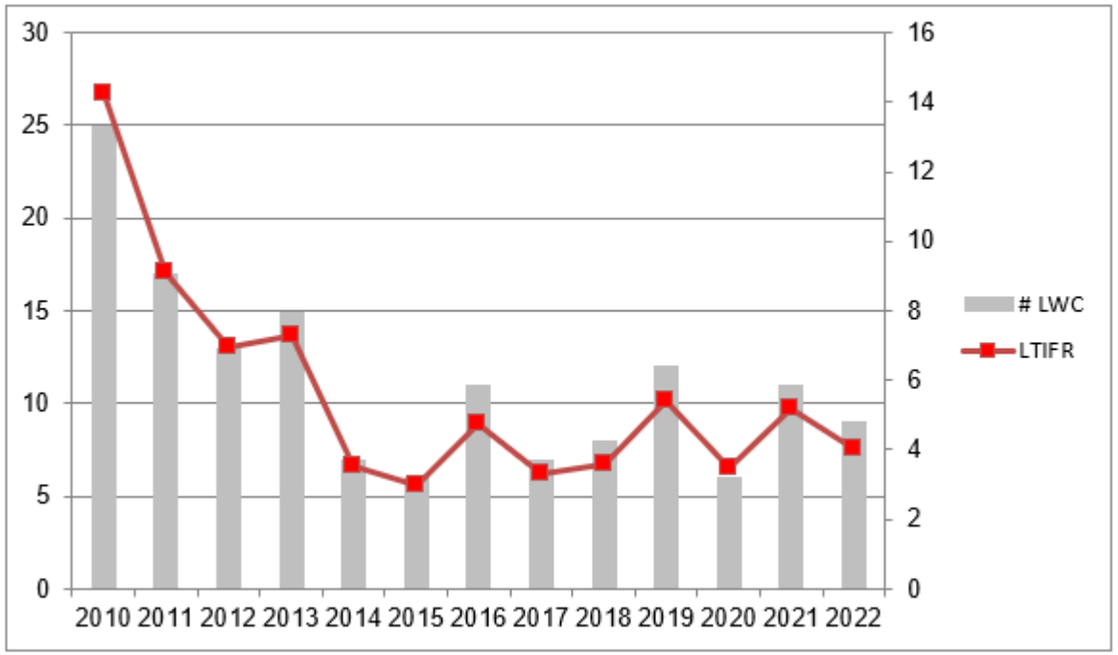


STATISTICS

We strongly believe in a safe work environment and we need to relentlessly focus on the task with 100% concentration.

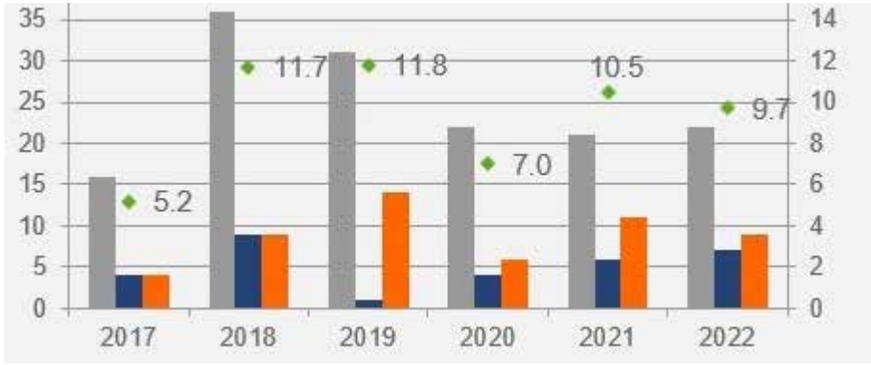
However, safety results had been plateauing in recent years.

EVOLUTION OF LWC AND LTIFR



In order to reflect the importance of all severe injuries, we are using a compounded indicator (Accident Index) including all accidents with injuries requiring medical treatment (Recordable injuries - REC).

Accident index = 60%*Lost Workday Case (LWC) + 30% + Restricted Work case (RWC) 10% RECordable injury (REC)



	2018	2019	2020	2021	2022
Accident index	11.7	11.8	7.0	10.5	8.7
Engagement survey[1] - % of our people that believe all necessary measures are undertaken to ensure their safety	82%	94%	-	90%	-
Lost Workday Cases (inc. contractors)	9	14	6	11	9
Lost Time Injury Frequency Rate (LTIFR)[2]	3.6	5.4	3.5	5.2	3.9
Total Recordable Injury Frequency Rate (TRIFR)[3]	4.8	4.0	3.7	3.6	2.9

1 The company-wide engagement survey is now conducted every other year. No survey in 2022.

2 LTIFR = #LWC*1000000/Manhours worked

3 TRIFR = (REC + RWC + LWC) * 200000/Manhours worked

3.2 COMMUNITY ENGAGEMENT

Our plants are important economic players in the regions where they operate. Strong links exist with the local population and authorities. 3B therefore believes that the company has a strong responsibility towards local communities. The company's approach focuses on safety and health issues as these are areas where we believe our experience and contribution are most relevant and legitimate.

At all 3B sites, relationships with the community have been patiently built over the years, both to inform people about our activities, environmental footprint, projects, and to share our expertise and carry out preventive activities on safety and health related topics.

ACTIONS

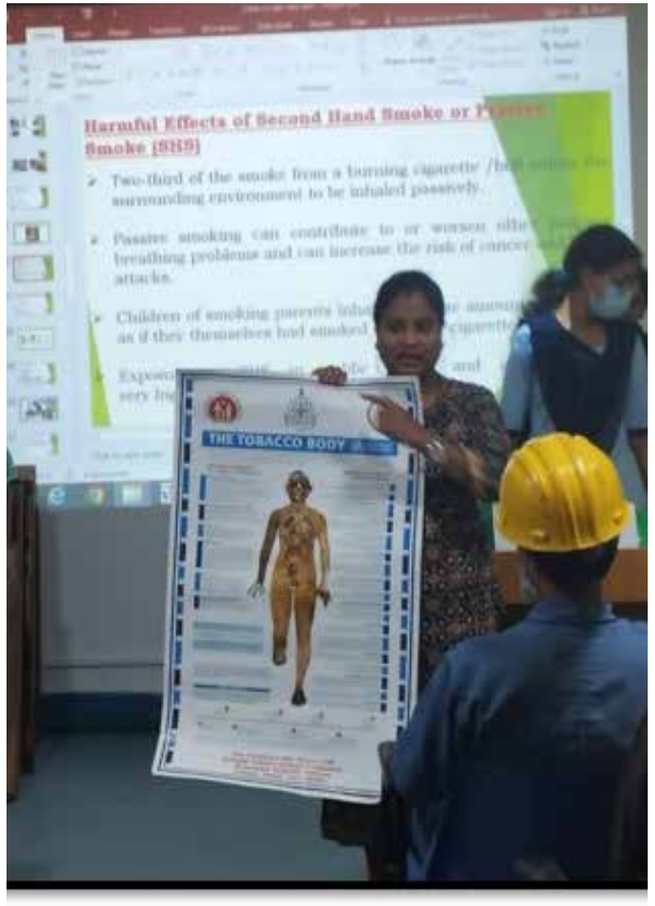
BIRKELAND (NORWAY)

In 2022, our plant in Birkeland hosted an exercise performed together with the local fire department in Birkeland and Lillesand. The joint group trained on establishing the command post together with the fire department as well as on optimal collaboration between our internal smoke divers and those from the fire department.

GOA (INDIA)

As in previous years, the team in Goa also made sure to organise health-related activities benefiting the local community of Covale and to engage with local safety and emergency services.

Blood donation camp, 3B's Goa plant



Vaccination camp (top left)

Polio prevention (bottow left)

Health talks organised at the local health centre of Covale for the population. Here sessions devoted to tobacco use and to malaria and dengue (top right)

BATTICE (BELGIUM)

In Battice, as part of our action plan to reduce our CO_2 emissions and to reach carbon neutrality by 2050, we have developed a master plan integrating green electricity production on our sites (photovoltaic panels), as well as a landscape plan. This project has involved intense dialogue with the local authorities, which 3B sees as major partners for the sustainable development of our industrial sites. The first phase of the plan has been implemented: 3568 photovoltaic panels have been installed on the roof of the Battice plant for a capacity of 1.6 MWp. The second phase will be carried out in 2023 and 2024. The PV project has been carried out with a local company.

Visit of local press and authorities after completion of the first installation phase of photovoltaic panels on the roof of the plant in Battice.

CELEBRATIONS

In 2022, 3B celebrated 2 major anniversaries: the 50th anniversary of our plant in Birkeland and the 25th anniversary of our plant in Goa.

On these occasions, we organised celebrations for our staff and their families, who are part of the local community. Visits, presentations and awareness-raising on safety in an industrial environment were among the activities on offer.

3.3 PRODUCT STEWARDSHIP

SDG 3.9 *By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.*

POLICY

For 3B product stewardship means:

- having the responsibility to make health, safety and environmental protection an integral part of all daily work;
- ensuring that adequate EH&S information is available to assess the health and safety hazards of each product for its intended uses;
- having a product stewardship policy based on risk prioritisation;
- ensuring that product stewardship is engaged in product/process design and improvement processes;
- ensuring that customers are provided appropriate product stewardship information.

IMPLEMENTATION

The product stewardship strategy has been implemented:

- presence of a dedicated regulatory and product steward;
- development of a regulatory policy defining the rules that we want to follow when we develop a new product and/or when regulation changes modify the safety aspect of our current product portfolio;
- continuous and proactive monitoring of the regulatory status of all our sizing ingredients and launch substitution project launch when appropriate;
- clear and complete regulatory support provided to our customers as well as Sales & Marketing team concerning chemical risks related to our products;
- implementation of a regulatory management system (Safety Datasheet management, regulatory watch and reviews, …);
- in-depth chemical risk and industrial hygiene review for all sizings (for lab development purposes or for the industrial ones);
- active partnership with Business, Sales & Marketing, Supply Chain and R&D teams to ensure global regulatory compliance for all products (REACH, food contact, water contact);
- advice to R&D and Business teams on regulatory requirements and regulatory impact during New Product development processes;
- monitoring, interpretation and communication of regulatory issues that will impact products and business strategies;
- development and maintenance of effective relationships with various regulatory authorities and certification institutes (CARSO, K&H, …);
- management of ongoing regulatory compliance (REACH, FDA, …);
- active participation in trade association and industry specific meetings and programmes;
- monitoring and management of emerging issues in the areas of product stewardship, quality, and chemical regulation.

OBJECTIVES

Our product stewardship objectives are:

- ensuring that all harmful chemicals are identified and phasing out action plans are defined;
- ensuring proper follow-up of potentially harmful chemicals;
- phasing out of harmful substances in all our production sites;
- following up on suppliers' contractual obligation to communicate any change and modification in hazards mentioned in safety datasheets;
- ensuring that no safety datasheet is older than 3 years.

3.4 EMPLOYEE EXPERIENCE

PHILOSOPHY

At 3B, we consider the engagement of our staff to be a key factor for success and sustainability. It is regularly measured, but more importantly, our human resources policy aims to provide everyone with the best possible conditions to function harmoniously on a daily basis and to develop. In our view, it is essential that our staff members:

- know what is expected of them in their work and receive regular feedback about their performance;
- have the information they need to do their job and receive the right level of training;
- understand the company's strategy and can develop within it.

In compliance with application laws and regulations, our staff members are free to join unions or other representative groups. Ad hoc representative bodies are active within the company and transparent communication is provided to staff representatives.

ENGAGEMENT

« Our people are the source of our success. »

In order to support a strong and sustainable company culture as well as engagement, 3B provides staff members with regular information about the life of the company and its results, the opportunities that are open to it, the evolution of our markets, etc.

Various channels are available (intranet, quarterly communication session, meetings, posters, etc.) and the company ensures that regular exchanges are held within the teams, particularly for deskless staff who can be more remote from digital communication tools. A network of boards exists within our factories, as a place for privileged exchanges on production performance, quality and safety. Daily meetings are held, bringing together representatives of different groups of people and allowing for continuous dialogue. In parallel to this organisation, any question can be asked openly, either by going to one's direct supervisor, or by contacting site or corporate management, or by using the existing open and anonymised communication channels.

Every two years we run a survey to assess the level of engagement of our teams as well as their perception on various topics such as:

- the general feeling of employees vis-à-vis the company,
- the feeling of belonging and what impacts it;
- the effectiveness of the communication within the company,

- the level of understanding of the vision, strategy and main objectives of the company,
- the commitment to our values.

This survey is an additional opportunity for all staff members to express themselves. It is anonymous. Based on the outcome of the survey, plans are established to continuously improve at corporate level, site level and within departments and teams. The survey cycle has been extended to 2 years in 2021 to allow for a richer and longer term analysis and implementation of actions. Below, the detailed scores of the survey are given. No results for the year 2022. Next survey will be conducted in 2023 as planned.

	2018	*2019*	*2020*	*2021*	*2022*
The understanding of the vision, strategy and main objectives	3.94/5	4.08/5	-	4.00/5	-
The way our values are lived within the company	3.79/5	3.92/5	-	3.98/5	-
The effectiveness of the communication	3.42/5	3.55/5	-	3.62/5	-
The overall satisfaction level vis-à-vis 3B as an employer	7.13/10	7.49/10	-	7.75/10	-
Overall engagement score	3.90/5	4.05/5	-	4.08/5	-

3.5 DIVERSITY, EQUAL OPPORTUNITY AND INCLUSION

SDG 5.5 *Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life*

SDG 10.2 *By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status*

SDG 10.3 *Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.*

PHILOSOPHY

As an international company, we see every day that the teams that bring together people of different profiles, origins or ages are dynamic and innovative. Indeed, each individual brings his/her own experience, his/her own perception and enriches the work of all. Between the different company sites, temporary exchanges are frequent and particularly appreciated, both professionally and humanely. Several employees also have the opportunity to go and work in another entity in the long term, with active support from the company.

3B sees diversity as an advantage and a benefit.

At 3B we aim to have a corporate culture where gender equality and diversity are compatible with the prevailing model.

We are committed to diversity and equal opportunities and believe that improvement starts with monitoring this diversity and addressing eventual gaps in corporate culture and mindset. At 3B, understanding and working with people from varied origins is part of this culture.

Vocational activities in Birkeland: visit of the plant for a group of female students of the Valstrand Skole, municipality of Birkenes, as part of the Norwegian national recruitment project with the aim of increasing the percentage of women in industry. (Credit: Lillesands-Posten).

Celebration of Women's Day in our plant in Goa

Diversity facts and figures are given in the table below.

3B diversity indicators	2018	2019	2020	2021	2022
Number of nationalities	25	25	25	24	24
Engagement survey: «I recognise that the company respects diversity.»	3.92/5	4.11/5	-	4.00/5	-
% of women	10%	18%	18%	9%	9.4%
% of women in leadership teams (group and plant management)	12%	12%	13%	14%	21%

4. ENVIRONMENT

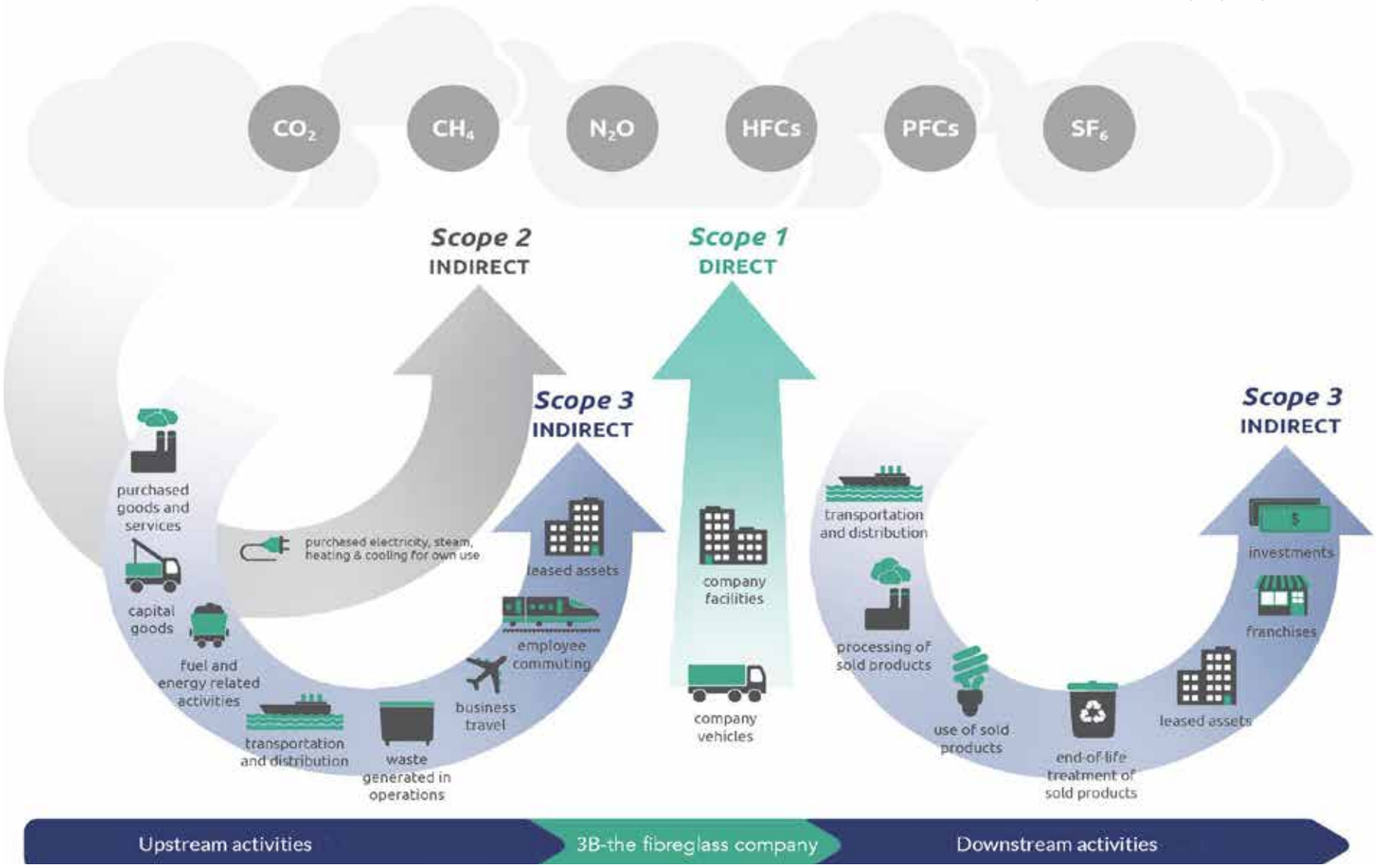
4.1 CLIMATE (GRI 305)

CO_2 EMISSIONS

CO_2 emissions are the major environmental impact of glass fibre manufacturing due to the glass melting process which requires a lot of energy.

As per the Greenhouse Gas (GHG) protocol GHG emissions can be divided in 3 scopes:

- Scope 1: Direct emissions corresponding to emissions related to fossil fuel consumption and decarbonation of raw material.
- Scope 2: Indirect emissions related to purchased electricity
- Scope 3: Indirect emissions related to purchased goods, transport, services



REDUCTION STRATEGY

The major hot spots related to GHG emissions for Continuous Glass Fibre are:

- fossil fuel combustion and production,
- decarbonation of mineral raw materials (on-site during melting and upstream in the value chain),
- use of electricity.

These hot spots constitute almost 80% of the carbon footprint[1] . Other elements of our carbon footprint are:

- transport of raw materials,
- downstream transport,
- mobility.

13 CLIMATE ACTION

we go for O carbon

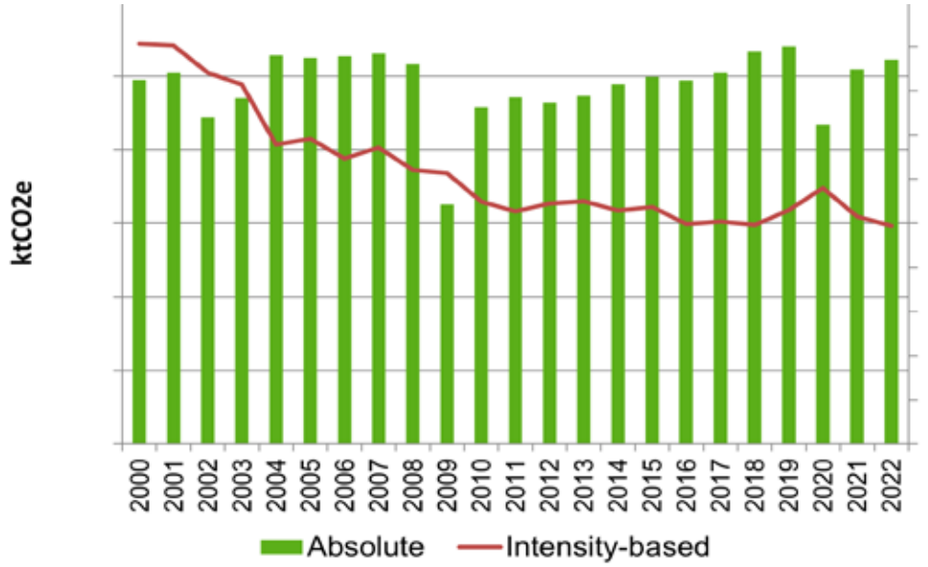
3B GLOBAL CO_2 EMISSIONS

	2021 data
Scope 1	101.84 kT CO_2
Scope 2	64.98 kT CO_2
Scope 3 (Cat. 2, 8, 10 > 15 excluded)	187.71 kT CO_2

« 3B is on its way towards carbon neutrality by 2050, working on all 3 scopes of the GHG protocol. »

DIRECT CO_2 EMISSIONS - GHG PROTOCOL SCOPE 1 (GRI 305-1)

Major efforts have been made over the last decades to implement state-of-the-art melting technologies which have resulted in a decrease of direct CO_2 emissions of 45% in 2022 vs 2000.



1 Cradle-to-Gate: LCA analysis Continuous Filamentous Glass Fibre (CFGF) Glass Fibre Europe

INDIRECT CO_2 EMISSIONS (ELECTRICITY) - GHG PROTOCOL SCOPE 2 (GRI 305-2)

We strongly believe that switching to greener electricity is the right move to make, not only because it is a key step towards the company's carbon neutrality, but also because we think it is our responsibility towards a cleaner environment.

Reducing CO2 emissions related to the electricity we consume is a three-track journey:

- improvement of our energy efficiency and reduction of electricity consumption;
- generation of renewable electricity on-site;
- sourcing renewable electricity off-site preferably through additional PPA or through the purchase of Guarantees of Origin (GO).

100% renewable = three-track journey

Power efficiency	Green power generation (on or near site)	Green power purchase (off-site)
Relighting	PV farm	PPA
Optimisation of electrical consumption of plant assets	Windmill	GO
Waste heat valorisation	Biogas cogeneration	

« By 2030, increase substantially the share of renewable energy in the global energy mix »

The quantity of renewable electricity use at each 3B site is dependent on its local integration and specific grid.

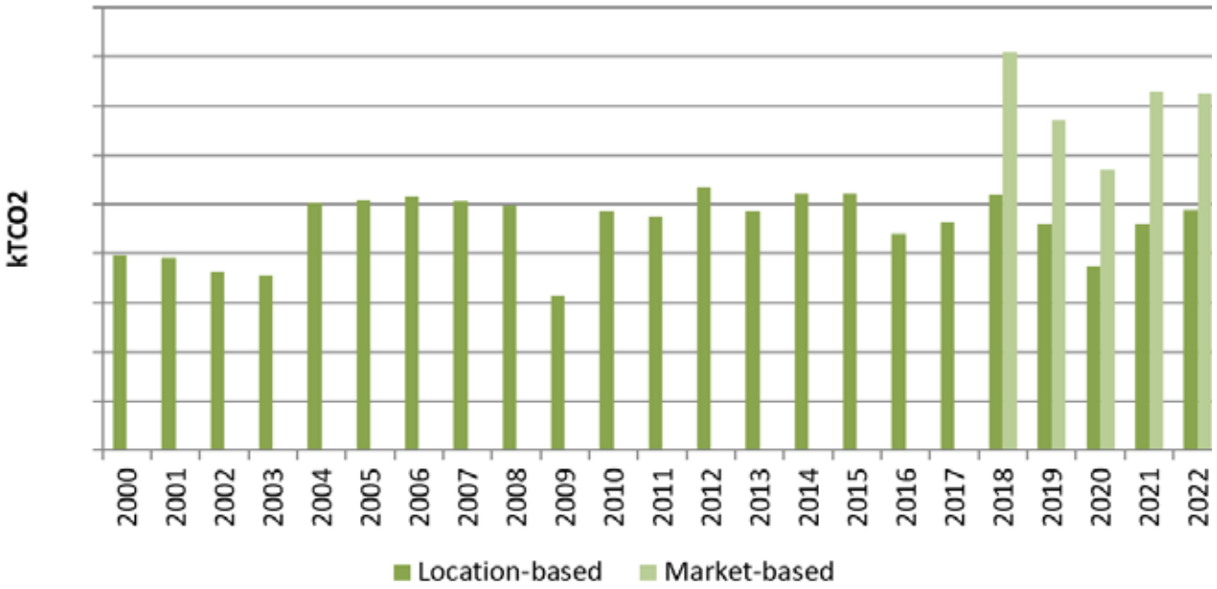
In Norway, 98% of the produced electricity is of renewable origin. However, according to the Norwegian Water Resources and Energy Directorate (NVE), in 2020 76% of the electricity was purchased in Norway without Guarantee of Origin (GO) . This results in a much higher market-based emission factor compared to the location-based emission factor, as for our Birkeland site the market-based emission factor is calculated according to the residual European mix.

As mentioned above and considering the cost and volatility of the purchase of Renewable Energy Certificates (REC), Guarantee of Origin (GO) in Europe, the purchase of REC will only be done in certain specific cases (customer request) in combination with on-site power generation and Power Purchase Agreements.

Our Norwegian plant is also a member of the Birkenes Wind Cluster and Wind Innovation Centre, which is supporting the development of a local 85 MW wind farm.

In Belgium, various projects have been launched in order to diversify our energy sources and to increase the renewable energy portion for electricity. The projects that are being considered:

- the installation of photovoltaic panels on our buildings, parking lots and adjacent fields,
- the installation of co-generation units,
- relighting of the plant,
- heat recuperation systems...



INDIRECT CO_2 EMISSIONS - GHG PROTOCOL SCOPE 3 (GRI 305-3)

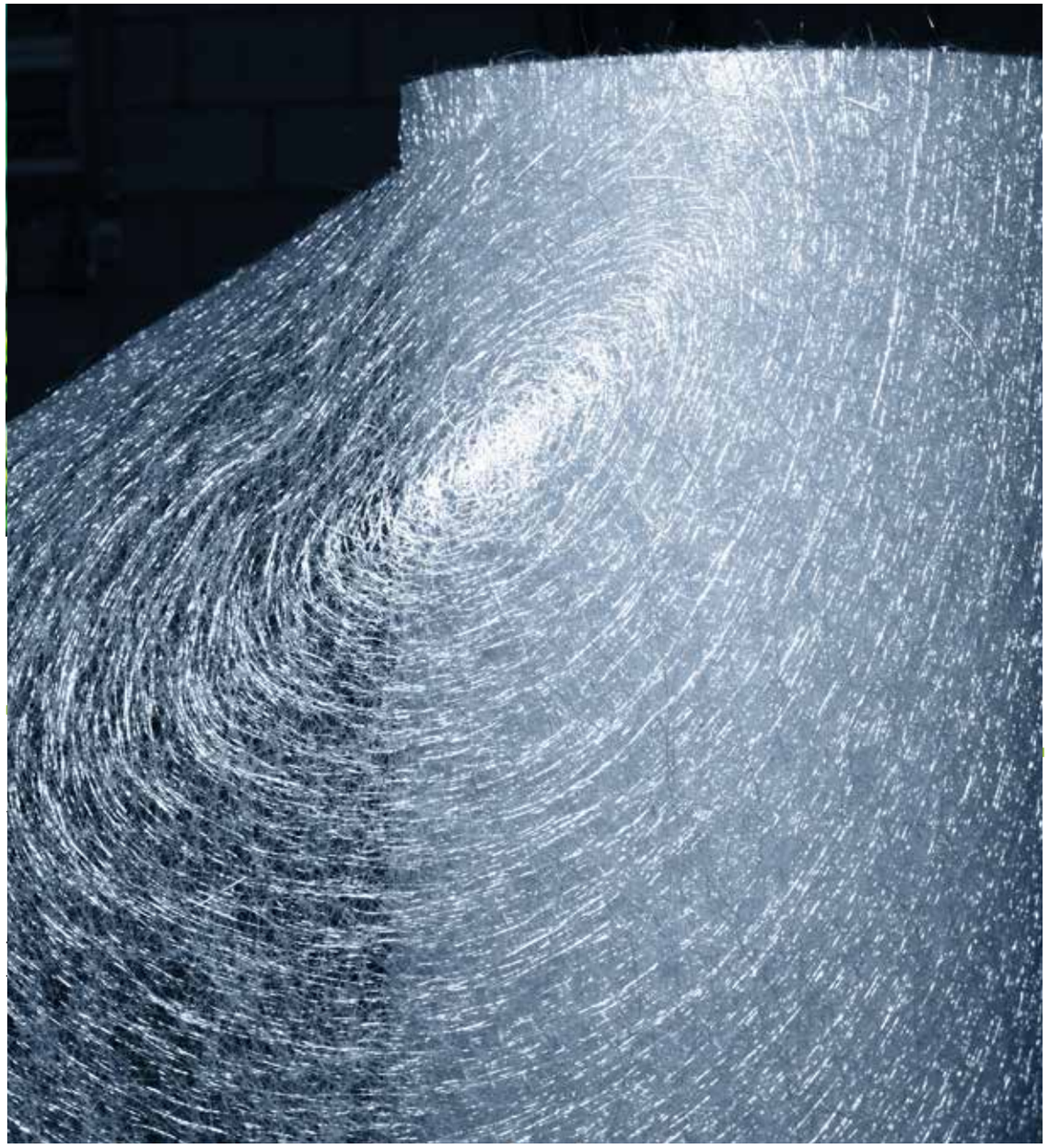
A mapping of the global CO_2 emissions has been performed in 2022 with 2021 data. The mapping has been performed according to the GHG protocol. Important contributors are:

- production of raw materials (batch raw materials, chemicals, fuels, ..)
- transport of raw materials
- downstream transport.

In 2022, 3B organised meetings with mineral raw material suppliers to improve understanding of their reduction strategy and join forces towards CO_2 reduction of the respective value chains.
3B also strives to reduce the logistics footprint:

- permanent search for technologies and solutions for new sustainable logistics alternatives around our plants
- footprint optimisation of road logistics (screening of suppliers based on sustainability criteria, green vehicles, …)
- optimisation of packaging solutions (bulk, higher loading, …)
- optimisation of logistics options (rail, water, heavy liner).

Scope 3 by category	
Purchased goods & services	100.15 kT CO_2 (53%)
Upstream transportation & distribution	39.1 kT CO_2 (21%)
Fuel and energy-related activities	25.41 kT CO_2 (14%)
Downstream transportation & distribution	20.70 kT CO_2 (11%)
Employee commuting	1.66 kT CO_2 (0.8%)



4.2 ENERGY EFFICIENCY

Energy efficiency is critical for the environmental as well as the financial sustainability of glass fibre producers.

All 3B plants are implementing energy management system principles and our plant in Goa is certified ISO50001.

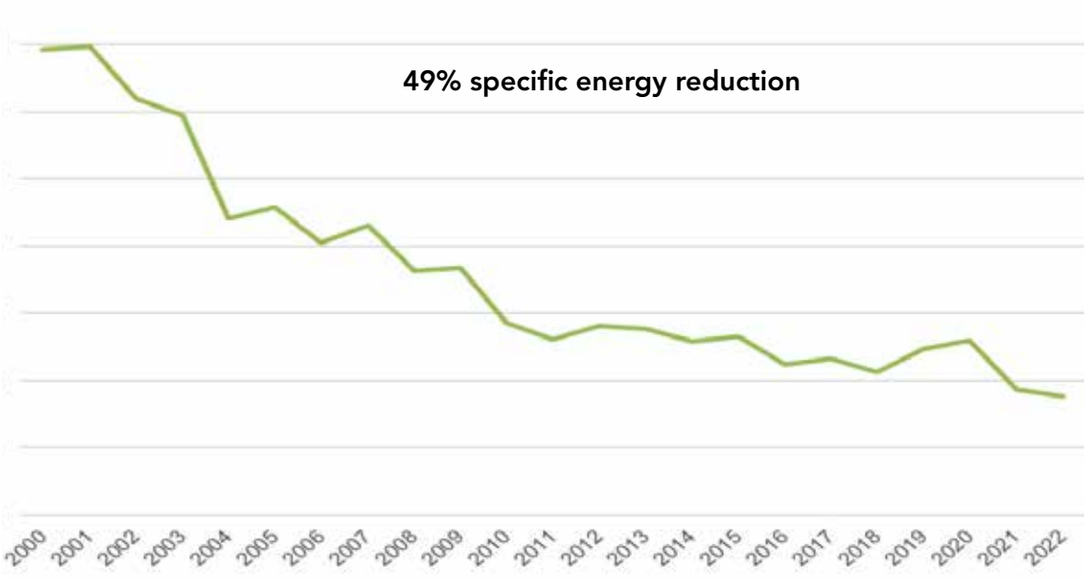
Major energy intensity reductions have been achieved over the last decades, with 49% reduction in 2022 compared to 2000.

These improvements were achieved thanks to various ongoing projects:

- improvement of the visualisation of energy losses and mapping of energy flows,
- introduction of new measurement equipment and tools supporting a fact-based analysis related to energy usage,
- creation of an energy team in our plants in Birkeland and Battice, responsible for the systematic follow-up of the energy usage and the identification of the most efficient energy reduction projects,
- improved governance around energy management in our Battice plant, with tracking of losses and higher focus around energy efficiency,
- reduction of power consumption in oxygen plant (plant in Goa),
- introduction of innovative melting technologies (Best Available Techniques),
- reduction of consumption in lighting,
- reduction in cooling towers, HVAC, compressors, …

We aim to further reduce our energy consumption by:

- further engaging productivity initiatives,
- making a step change with furnace rebuilds,
- improving monitoring of energy losses and implementing energy consumption reduction programmes,
- implementing energy management systems.



4.3 WASTE & CIRCULAR ECONOMY

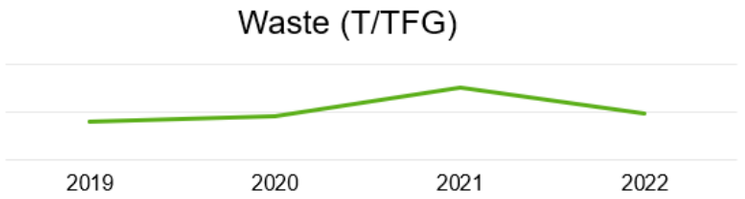
SDG 12.5 *By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.*

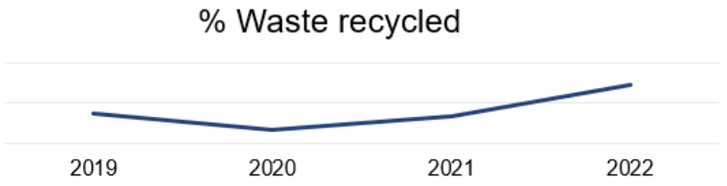
GLASS WASTE

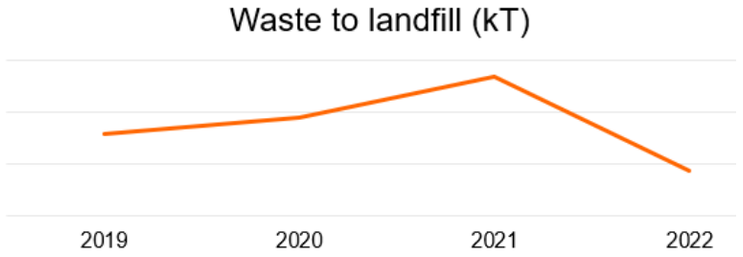
The most efficient way of doing circular economy is to avoid using or generating any excess material (waste, by-products, …), energy or water! This is why resource efficiency (energy efficiency, chemical efficiency, water use efficiency…) and productivity are always top priorities at all times (REDUCE).

As per the waste hierarchy pyramid, when the production of waste is unavoidable, recycling should be considered in the first place in order to reduce our environmental footprint related to raw material consumption (impact on resource scarcity) and reduce our glass waste (impact on land use by landfilling). 3B has put a lot of focus on suppressing landfilled glass waste with the objective of reaching ZERO glass to landfill.

Looking upstream of our value chain (see 3B's circular economy material ecosystem) 3B's long-term vision is to use pre-post-consumer mineral waste and external glass waste to replace virgin raw materials in order to reduce our material footprint (SDG 12) (stream 1B&1C in the figure 3B circular economy material ecosystem). Besides, the integration of portions of recovered mineral waste also has the positive effect of reducing Scope 3 CO_2 emissions, since the quantity of virgin raw materials is reduced by the same amount. Note that, as mentioned earlier, using recycled materials in our furnaces is a major challenge as this can potentially cause a decrease in productivity and the generation of additional waste, which we want to avoid by all means.







ULTIMATE OBJECTIVE =

ZERO GLASS TO LANDFILL

CIRCULAR ECONOMY ECOSYSTEM

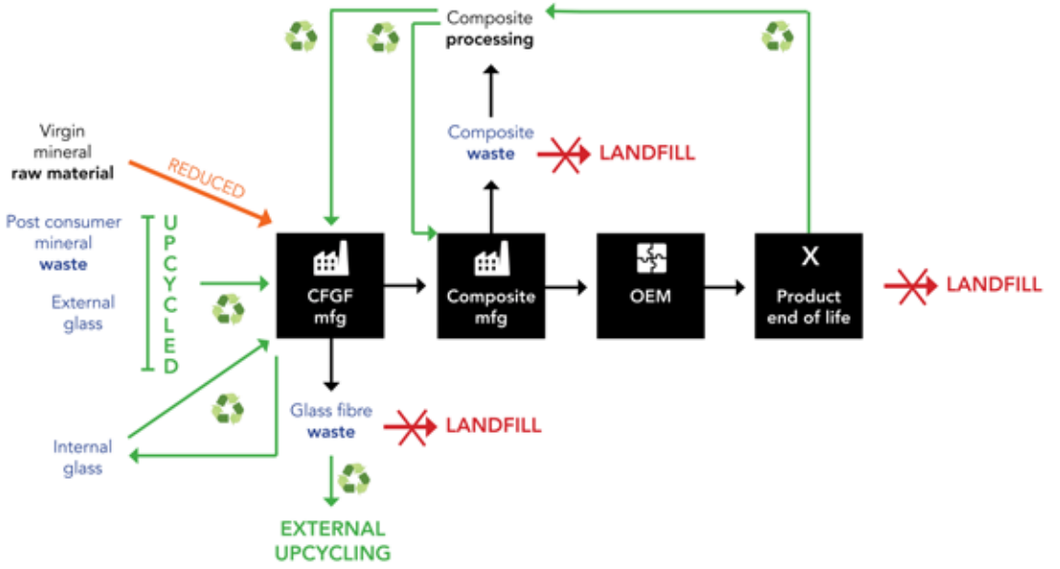
Glass fibre by-products used to be landfilled in the past and still constitute a major environmental impact for our plants.

In Goa, 100% of the glass waste is upcycled in other industries and in Battice and Birkeland several projects are going on.

Great efforts have been made earlier in Battice to reduce the amount of glass waste going to landfill. In 2018, these efforts resulted in a reduction of 80% (vs 2016). The last years we struggled to maintain economically sound upcyling solutions. Considering the upcycling costs, it is often more expensive for our off-takers to use secondary materials than using virgin raw materials.

In 2022, in Battice, we have a robust waste recycling contract in place, taking up the vast majority of our glass waste. In Birkeland several projects are on the radar and in the coming years internal recycling will also be started again.

In Goa “Zero-Glass-to-Landfill” has already been achieved since many years thanks to the existence of a market for by-products.



In order to continuously drive down the waste to landfill globally and reduce the material footprint, we cannot emphasise enough that the shift from a supply-driven market to a customer-driven (upcycling) market is crucial as well as the integration of a life cycle and holistic approach in product and process design.

With regards to our circular economy material ecosystem (see figure), 3B is currently involved in several projects related to the recycling of composites:

- Characterisation of the fibres after treatment of the composite (by pyrolysis or solvolysis) for potential re-use in our furnaces or immediately into composites. 3B is participating in the Decomblades project coordinated by Makeen Energy.

- Within the MC4 European project, 3B development of economically realistic processes for recycling carbon and glass fibre thermoset composites into new, highly performant materials:
  - development of 3R (Repairable, Reusable, Recyclable) dynamic resin (vitrimer) and the related processes by assessing the interaction between glass fibre and resin before and after recycling;
  - participation in manufacturing trials on low complexity parts for the recycling processes;
  - if necessary, sizing chemistry revision to make it compatible with the 3R resin.

4.4 WATER USE (GRI 303-1, 303-3)

SDG 6.4 *By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.*

PREVALENCE

Due to climate change, water scarcity becomes more and more prevalent for our sites.

Water scarcity occurs where there are insufficient water resources to satisfy long-term average requirements. It refers to long-term water imbalances, combining low water availability with a level of water demand exceeding the supply capacity of the natural system. In the future it is likely that predicted climate change will exacerbate this situation. A combination of less precipitation and higher temperatures will further reduce the amount of water available and economic impacts will highly affect several sectors. Low water availability and droughts have severe consequences on most sectors, particularly agriculture, forestry, energy, and drinking water providers.

Belgium is the third most water-stressed country among the nine European countries that can be considered water-stressed.

India is also considered to be a country with very high water stress, mainly due to the lack of access to safe water.

USE AND TREATMENT

50 % of the used municipal water is recycled in Battice and Goa (cfr. GRI 303-3). Both plants are permanently striving to optimise their waste water treatment plant in order to improve the recycling rate and decrease the municipal water use.

In Birkeland a high quantity of water is withdrawn from groundwater for cooling purposes. The outcoming hot water is delivered to the municipality afterwards for district heating.

OBJECTIVES

Our objectives relating to water use for the coming years are:

- improvement of the performance of our Waste Water Treatment Plants (WWTP) and increase of the recycling rate in all plants;
- improvement of people awareness on water scarcity and water use reduction.

Water use KPI	2019	2020	2021	2022
Volume of water withdrawn-Municipality (m³)	607,843	403,692	555,700	567,195
Volume of water withdrawn-Groundwater (m³)	2,190,000	2,102,400	2,190,000	2,190,000
Volume of water withdrawn-Recycled (m³)	40%	62%	50%	51%
Specific water use (m³/Ton product)-Municipality	4.7	4.6	4.9	4.2

4.5 SUSTAINABLE INNOVATION

SUSTAINABLE ADDED VALUE

3B works towards improving the performance of its products by creating sustainable added value and by supporting them in their growth strategies.

Most of the projects that 3B is supporting fit in one of the following 3 categories :

- **Productivity**: innovation projects that improve productivity have an important impact on the sustainability performance by using less resources (raw materials, energy, water) and reducing the amount of air-water emissions and waste to produce the same quantity of finished good.
- **New Product for Automotive and Wind**: Glass fibre products are key contributors for the components in the automotive and Wind market. The need for environment sustainability is calling for lighter vehicle, electrical vehicle, more efficient wind blades, recycling...

This means that the whole supply chain always needs to target leading-edge innovation programmes.

- **Product stewardship**: Driven by our product stewardship policy and international regulatory standards (REACH, …), we proactively seek to replace substances that are potentially harmful for customer health, employee health and safety and/or environment.

SUSTAINABILITY MATRIX

Sustainability is integrated in the programme for new solution development at 3B.

The sustainability performance of new solutions is evaluated against three dimensions:

- **People**: We evaluate the impact of the project on the health and safety of the people. The impacts could be internal when we consider our workers, or external if we consider our customers' workers, and it could also integrate the impact on final consumers.
- Planet: We consider the impact of the project on the Planet on a broad sense, focusing on both resource consumption and emissions, internally or externally, from our customers down to the end users. "Emissions" includes air-water emissions and waste; "Consumption" refers to resource efficiency of water, energy and all raw materials.
- Profit: in order to be sustainable, we need to develop innovative solutions that bring value not only for our company but also for our customers.

Those three dimensions are rated according to objective criteria. A Sustainability Matrix can then be drawn as shown on next page. Each project is illustrated by a bubble and position into the matrix. The size of the bubble is related to the financial impact it should have on 3B.

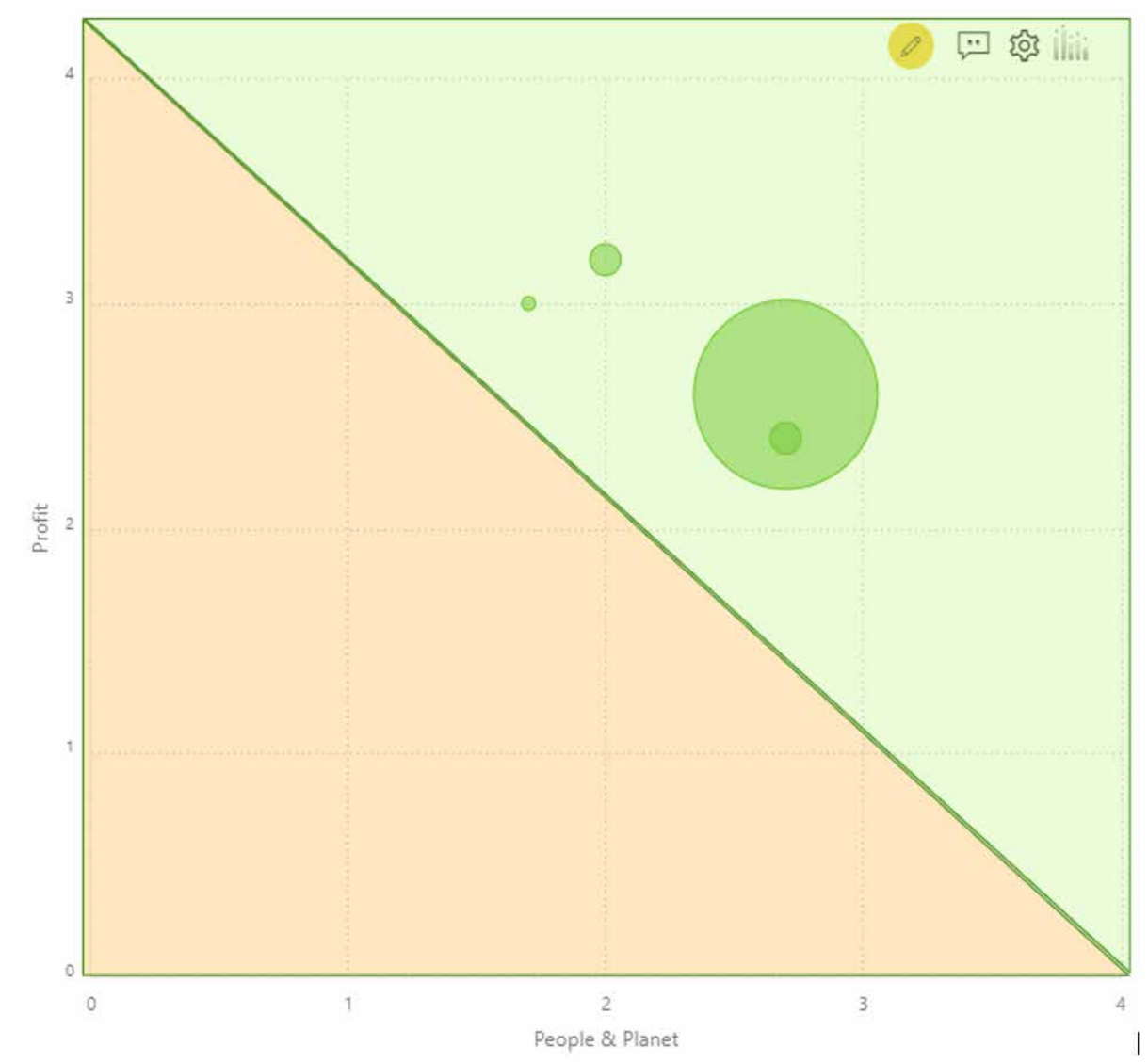
A project is considered to contribute positively to our Sustainability objectives when it is positioned in the top right triangle of the matrix.

The Sustainability Matrix is an element of the Business Cases that are built, discussed, approved and followed at the 3B Value Added Committee. The threshold that has been defined distinguishes projects having positive impact on the sustainability criteria (People and Planet).

In 2022, looking at our top key projects, 100% of the projects were above the sustainability threshold.

3B strives to always have 100% projects above threshold having positive impact on the People and Planet sustainability criteria.

	2018	*2019*	*2020*	*2021*	*2022*
% of projects above threshold	*100%*	*93%*	*92%*	*100%*	*100%*



4.6 EMISSIONS AND POLLUTION

3B commits to apply the precautionary principle[1] and systematically perform environmental impact assessments. Where there are threats of serious or irreversible damage, lack of full scientific certainty will not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

3B is supporting scientific research, including independent and public research, on related issues, and works with the national and international institutions concerned.

3B is joining industry-wide collaborative efforts (Glass Fibre Europe, Glass Alliance Europe, ...) to share knowledge and deal with the issue of precaution, in particular in regard to production processes and products around which high levels of uncertainty, potential harm and sensitivity exist.

3B is applying the Best Available Techniques (BAT) as per the Industrial Emission Directive and always strives to minimise its emissions.

In line with the GRI standards and with the transparency reporting principles, air and water emissions of the major pollutants are given below.

All 3B plants are ISO14001 certified and in line with these requirements:

- Risks and opportunities are determined related to stakeholder expectations.
- Action plans are established to achieve pre-determined environmental goals.
- Environmental impact assessments are regularly reviewed.
- Monitoring of potential environmental non-conformities and implementation of corrective and preventive actions.
- Continuous improvement of the environmental management systems is carried out.

Air emissions (GRI 305-7)	2018	2019	2020	2021	2022
NOx emissions (kg)[12]	220.127	224.789	146.854	158.313	152.574
PM emissions (kg)	15.342	13.803	9.300	8.654	8.990
Water discharge quality (GRI 306-1)					
COD (kg)	65.367	48.168	33.758	51.854	47.157

We further aim to:

- improve the data collection and consolidation of air and water emissions;
- improve (internal) communication on environmental requirements and performance;
- ensure environmental emissions and pollution are always considered priorities during decision-making processes and change management.

1 The precautionary approach, principle 7 of the United Nations Global Compact initiative, is based on Principle 15 of the 1992 Rio Declaration

2 Goa plant not measured

SUSTAINABILITY REPORT YEAR 2022

Disclaimer of Liability The data and information set forth in this publication is provided exclusively with the view to facilitating the selection of a product and/or service. The information containedin this publication is based on actual laboratory data and/or field test experience. We believe this information to be accurate, but do not guarantee in any manner its suitability to the user's process or assume any liability arising out of its use or performance. The user, by ordering the products and/ or services described herein, agrees to be entirely responsible for thoroughly testing any application to determine its suitability before committing to production. It is key for the user to determine the properties of its own products and/or compounds when using a product and/or service herein described. We do not give any representation or warranty, express or implied, as to the accuracy or completeness of the data and information contained in this document, and shall have no liability to the user or any other person resulting from the use of or reliance on any such information. Further, we do not give any representation or warranty, express or implied, as to our products and/ or services, including in respect of their merchantability and fitness for a particular purpose, and shall have no liability to the user or any other person resulting from the use of or reliance on any such products and/or services. Only those representations and warranties set forth in a supply agreement, when, as and if it is executed, and subject to such limitations and restrictions as may be set forth in such agreement, shall have any legal effect. Statements included in this document are not, and may not be construed as, representations or warranties or as inducements to infringe any patent or violate any law, safety code or insurance regulation. 3B reserves the right to modify the content of present document without notice and without incurring in any obligations.

CLOSING - KNOWLEDGEMENTS

This year 2022 has been yet another disrupted year, notably affected by the consequences of the war in Ukraine, the energy crisis and inflation. Our industry was impacted very heavily.

Yet, we are grateful to our people, our customers and suppliers for the continued cooperation and support towards sustainable development.

Thank you!

This report covers the period from 1 January 2022 to 31 December 2022. It is published annually and is available from www.3b-fibreglass.com
For more information, please contact communication@3b-fibreglass.com

3B the fibreglass company