



CORPORATE SUSTAINABILITY REPORT 2025



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“Leading the way in a shifting landscape.”

The wood industry is evolving rapidly and facing unprecedented challenges. From the rise of alternative materials and increasing economic pressures to climate change, shifting global dynamics, and ever more complex regulations, companies today must continuously adapt while remaining true to their values. At Decospan, we see these challenges not as obstacles, but as opportunities to innovate, improve, and strengthen our commitment to sustainable growth. Receiving the Factory of the Future certification from Agoria and Sirris is a recognition we are particularly proud of. This achievement reflects the dedication of our teams and confirms our ambition to lead in innovation, sustainability, and digital transformation.

Every day, we strive to combine craftsmanship with forward-thinking solutions that create lasting value for our customers, partners, and society. Collaboration lies at the heart of our approach. We ensure that our products and processes continue to meet the highest standards of quality and sustainability. At the same time, we remain committed to proactively anticipating evolving regulations, including the EU Deforestation Regulation (EUDR),

ensuring our products remain compliant while setting new benchmarks for responsible innovation. Over the past years, digital transformation has also become an essential part of how we engage with our customers. Through the development of our digital client portal and enhanced configuration and ordering tools, we continue to improve the customer experience and make collaboration more efficient and transparent.

One thing remains certain: meaningful and lasting progress can never be achieved alone. Sustainability is a shared responsibility. Together with our employees, customers, suppliers and partners, we continue to share knowledge, support one another, and innovate together to create natural solutions that last.

Pietajan Desmuck

CEO DECOSPAN

ABOUT US

A world full of favourite places. That's our mission.

At Decospan, we believe wood is more than just a material. It is a living memory of nature, carrying stories of time and life in every grain. This spirit of wood guides our craftsmanship and reminds us of our deep bond with the environment. Inspired by this philosophy, our ultimate goal is to shape a world full of favourite places: meaningful environments where people feel most connected, inspired, and at home.

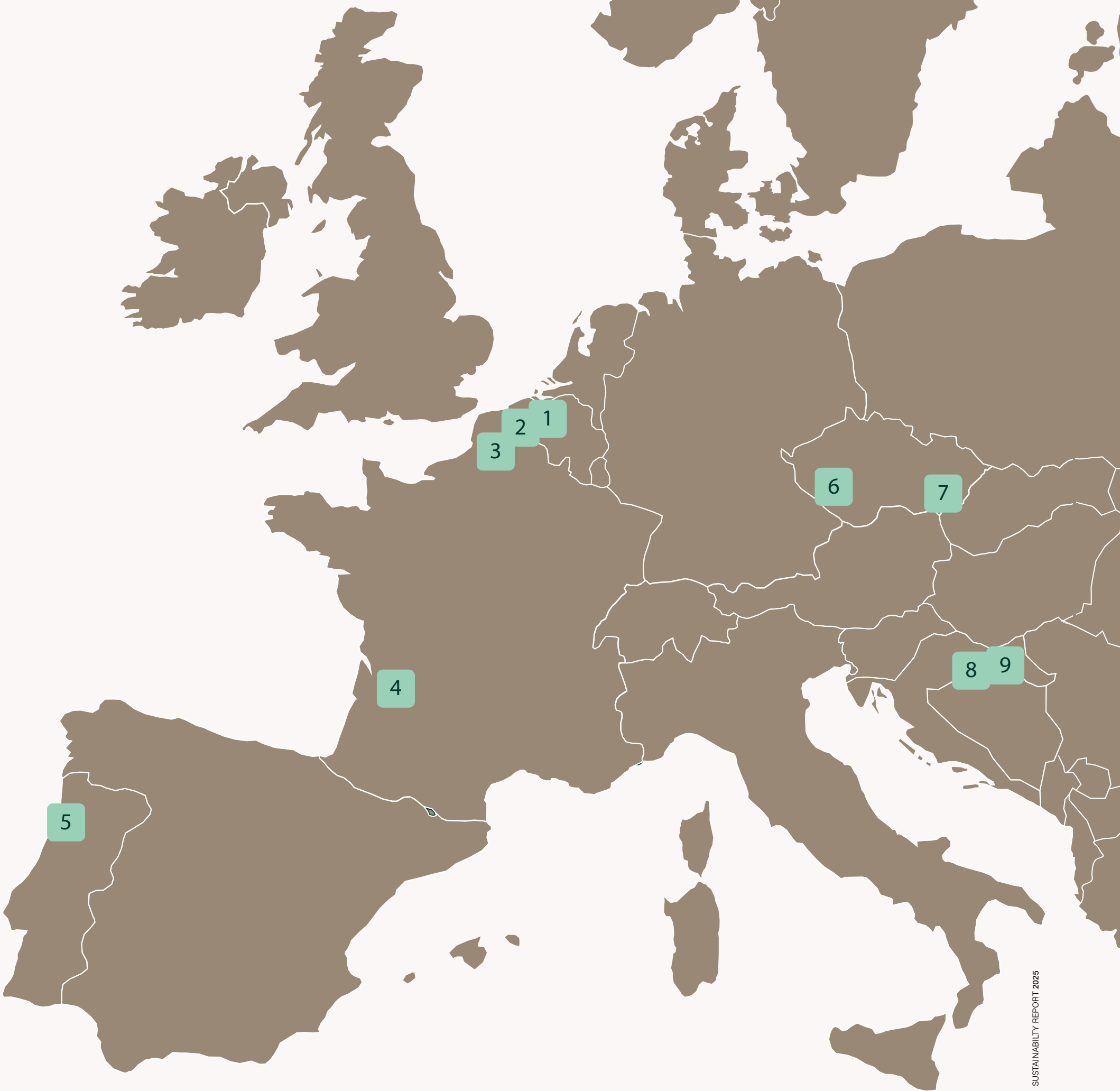
This mission is inherently tied to our responsibility to protect the planet. We cannot create tomorrow's favourite places without protecting the planet today. The United Nations Sustainable Development Goals (SDGs) guide us in making informed decisions to ensure the future resilience of our business. Relevant SDGs were identified and linked with the contents of this report. We aim to ensure that our passion for wood honours nature's patience, fosters responsible production, and builds a legacy that breathes alongside future generations.



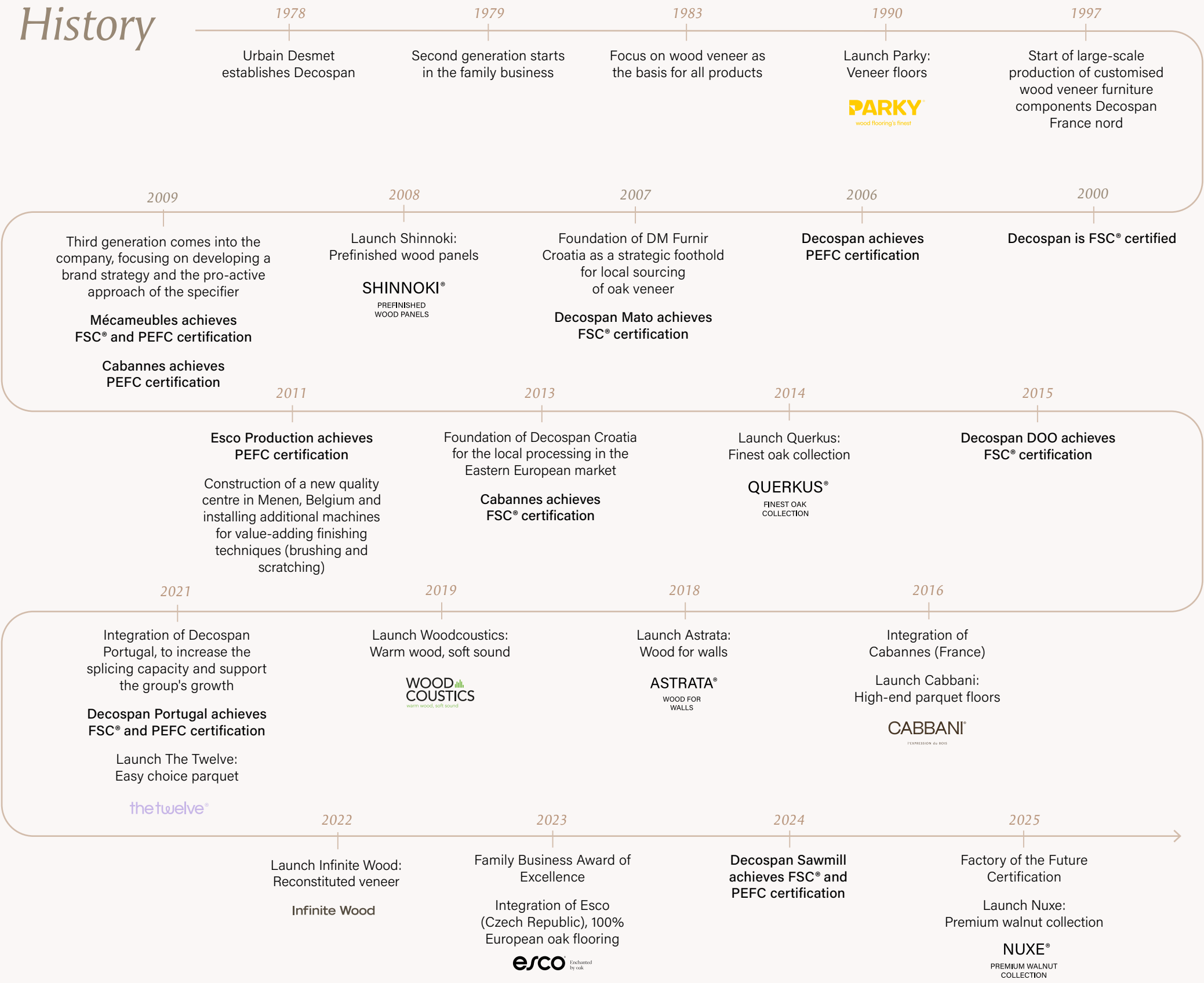
Global Activities:
9 production sites
in Europe

Our production activities are exclusively based in Europe.
We operate nine manufacturing facilities across five countries.

- 1 DECOSPAN Belgium RL
Veneer products
- 2 DECOSPAN Belgium LW
Wood flooring products & coating division
- 3 DECOSPAN France nord
Cut-to-size veneered products
- 4 CABANNES France
Splicing division & parquet flooring production
- 5 DECOSPAN Portugal
Splicing division
- 6 ESCO Czech Republic
Parquet flooring production
- 7 DECOSPAN SAWMILL Czech Republic
Sawmill, lumber & lamella production
- 8 DECOSPAN MATO FURNIR Croatia
Splicing division
- 9 DECOSPAN DOO Croatia
Veneered products production



History



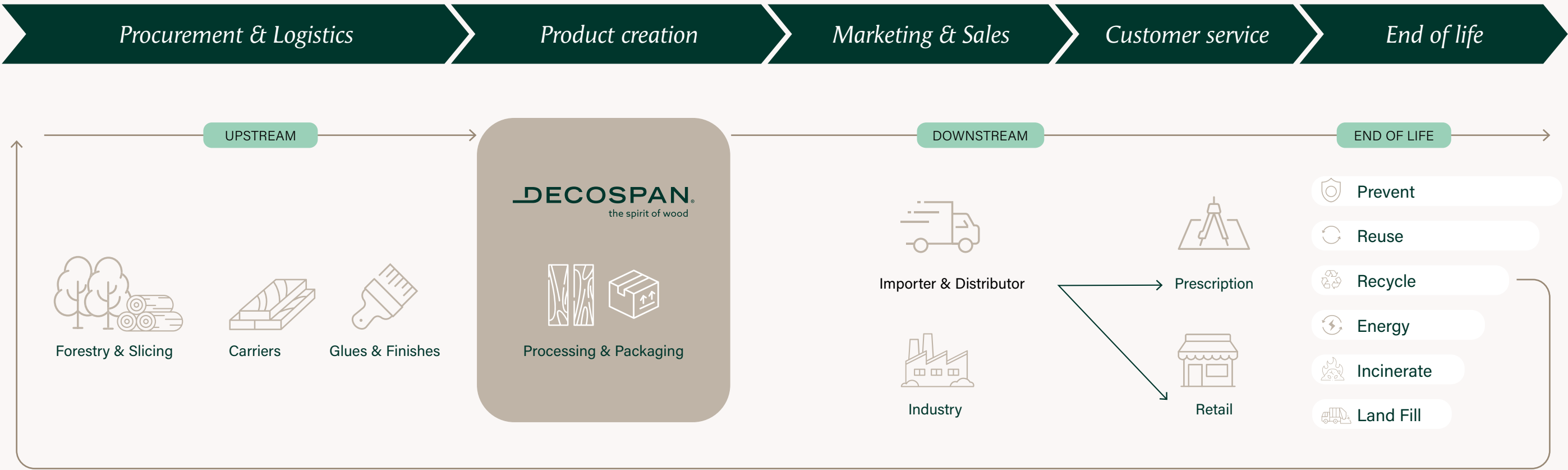
Our Value Chain

At Decospan we strive to initiate changes across every dimension of our value chain.

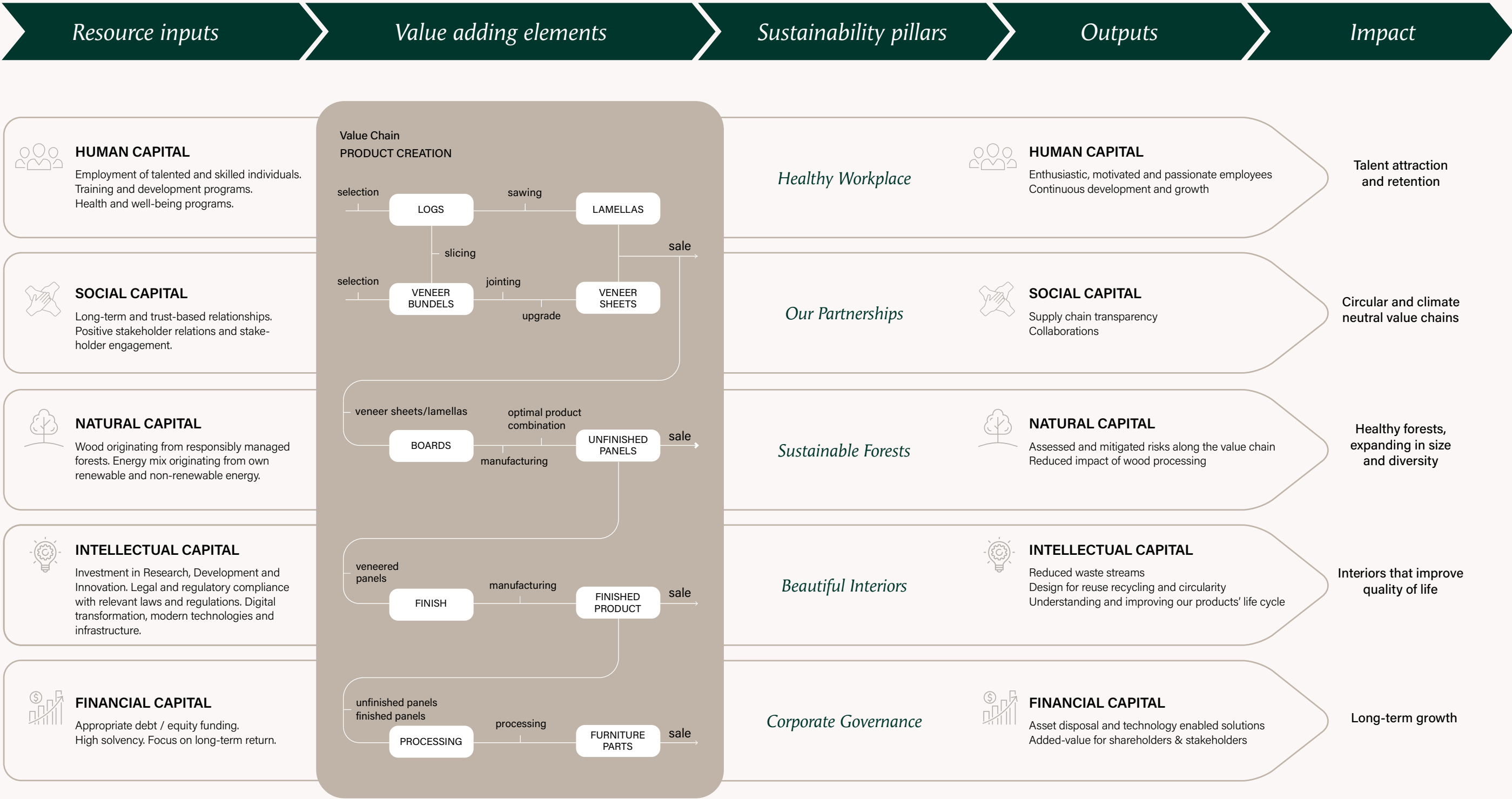
Our upstream partners supply the raw materials that are essential for our operations, including responsibly sourced wood products, as well as chemicals such as glues and finishes.

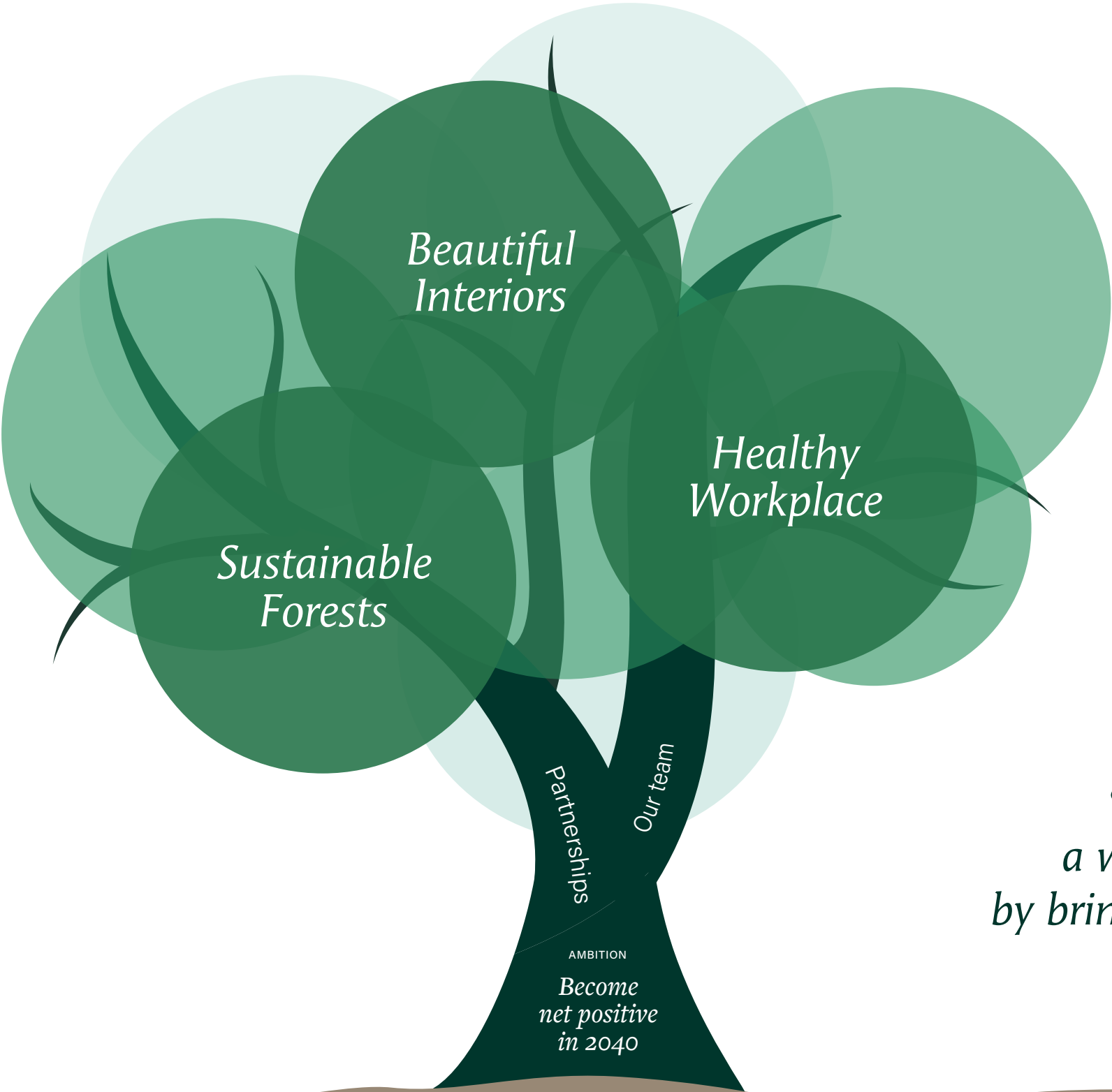
We strategically produce high-quality wood products distributed through various channels. In managing the end-of-life phase of our products, we employ the cascading principles, also recognised as the Waste Hierarchy, which prioritises the optimal handling of waste.

“Decospan is committed to creating and adding value in both social and environmental domains, with sustainability pillars taking precedence in our mission.”



How we create value





*“ Our mission is to create
a world full of favourite places,
by bringing wood into everyone's life.”*

Sustainable Forests

To achieve our mission, it is essential to manage our forests properly. This not only requires transparency throughout the value chain, but also educating consumers and actively engaging local communities. We are committed to playing our part in reforestation and restoring biodiversity. Therefore, **our ambition is to contribute to the creation of healthy forests that grow in size and diversity.**

Rooting 2025

Responsible sourcing

We maintain transparency in the supply chain and trace the wood from country of harvest to finished product.

We prioritise sourcing wood from sustainable forests and suppliers who adhere to responsible forestry practices.

AMBITION

- 100% of all suppliers sign our Pure Wood Charter

99%

Branching 2030

Responsible sourcing

We ensure that our wood products are certified by reputable organisations such as FSC® or PEFC.

AMBITION

- 100% of suppliers are FSC® or PEFC certified
- 100% sourcing from responsibly managed forests

Maximising resource utilisation

We optimise wood cutting and veneer production processes to reduce waste.

AMBITION

- 20% reduction of wood waste streams

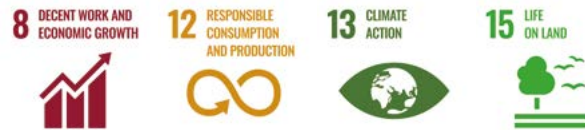
Flourishing 2040

Protecting ecosystems

We will support the growth of 3 million trees to combat global warming and enhance biodiversity.

AMBITION

- Double the CO₂ absorption compared to the amount captured in our products, by increasing land cover/forest surface and increase in biodiversity value



OUR SUSTAINABILITY FRAMEWORK

Responsible sourcing

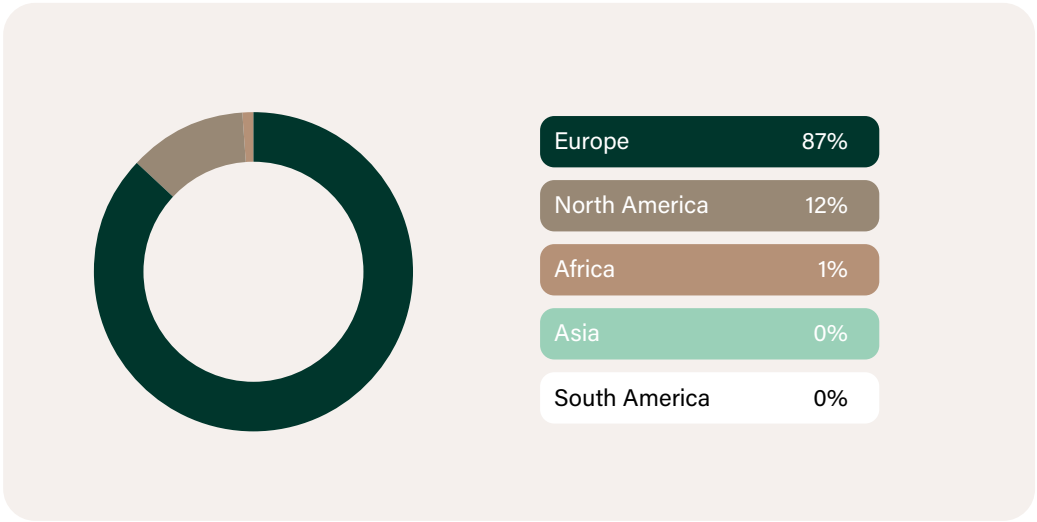
Our primary raw material is wood. The trees providing us with wood veneer play a crucial role in carbon storage and oxygen production. Recognising the vital importance of wood, we want to assure our stakeholders that our wood originates from responsibly managed forests.

Our Pure Wood Charter, consists of **ten guiding principles that demonstrate our dedication to the responsible sourcing and use of wood**, ensuring the preservation of forests and ecosystems for future generations, as well as social aspects. We request our suppliers to sign and fully adhere to all principles in this charter.

The charter is reviewed every two years to ensure it remains aligned with evolving regulatory requirements and voluntary frameworks. The 2025–2026 edition was distributed at the end of 2024 to all wood suppliers working with Decospan Group. By the end of 2025, 99% of suppliers had signed the Pure Wood Charter. We continue to support, educate, and assess the remaining 1%, with the aim of fostering long-term partnerships and continuous improvement.

The majority of Decospan Group’s wood resources, 87%, originate from Europe, with approximately 12% sourced from North America and 1% from Africa. Sourcing from South America and Asia is minimal.

Origin of harvest for 2025 sourcing



OUR SUSTAINABILITY FRAMEWORK

Protecting ecosystems

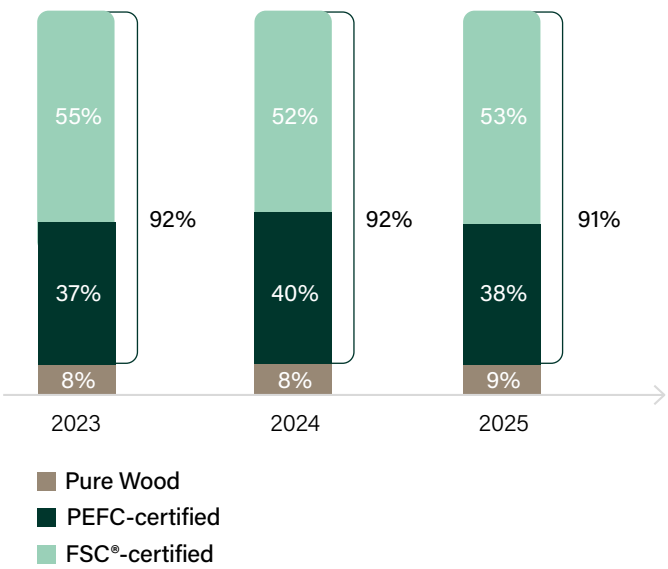
Deforestation and forest degradation pose substantial threats to forests, with significant social, economic, and environmental consequences on both local and global scale. They stand as major contributors to climate change and biodiversity loss.

The **EU Deforestation Regulation (EUDR)** is designed to address these challenges, requiring application of thorough due diligence. In addition to risk analysis, FSC® and PEFC certification schemes serve as key measures for mitigating potential risks.

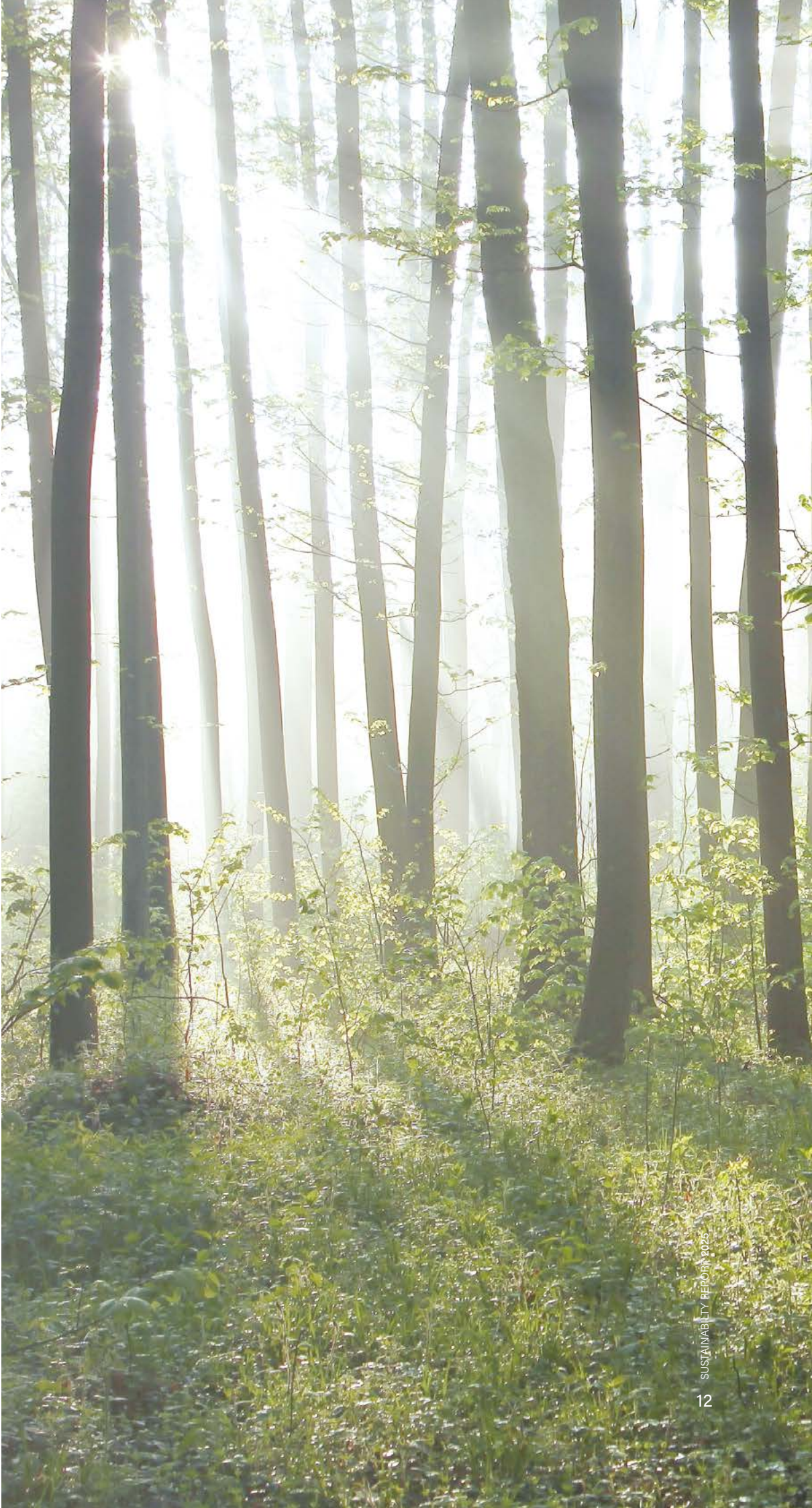
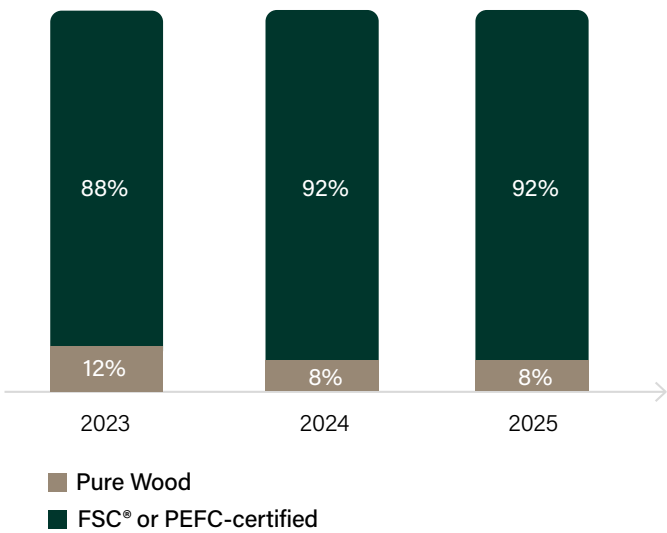
In 2025, 91% of the procured wood was covered by either FSC® or PEFC-certification. For the remaining 9% Pure Wood, we applied appropriate due diligence, thoroughly verifying the legality and ethics of the harvesting practices.



Certified procurement



Certified suppliers



Healthy Workplace

Our people are our strongest asset, serving as the driving force behind our numerous accomplishments over the decades. We are dedicated to fostering a secure and comfortable workplace where everyone feels valued, respected, and included. An environment in which each team member has opportunities for personal and professional growth. Therefore, **our ambition is to cultivate a positive environment where people can grow and feel good.**

Rooting 2025

Provide a safe and comfortable workspace

AMBITION

- Decrease short-term absenteeism throughout Decospan with 10%

60%

Talent attraction and retention

AMBITION

- Provide a leadership and career development program to ensure 50% of leadership roles are filled internally, increasing internal mobility to 30%
- Achieve an Employee Engagement Score result over 75%
- Launch of Decospan Academy throughout Decospan Group
- Have Decospan's Code of Conduct available for all employees, including training

30%

✓ 100%

80%

80%



Branching 2030

Provide a safe and comfortable workspace

AMBITION

- Reduce workplace accidents below the sector average
- Implement an Industry-leading employee well-being program

Talent attraction and retention

AMBITION

- Further develop a comprehensive employee training and development program for all employees
- Maintain an Employee Engagement Score over 75%

Flourishing 2040

Provide a safe and comfortable workspace

AMBITION

- Zero accidents

Talent attraction and retention

AMBITION

- Increase mobility to 35% across Decospan Group
- Maintain an Employee Engagement Score over 75%



OUR SUSTAINABILITY FRAMEWORK

Talent attraction and retention

Our people remain the driving force behind everything we make and every relationship we build. In 2025, we continued to invest in the development, engagement and integrity of our teams across the Decospan Group, in line with the ambitions set out under Rooting 2025. These efforts are reflected, among other indicators, in a 6% decrease in short-term absenteeism compared to the end of 2024.

Leadership and Internal Mobility

We rolled out our leadership and career development programme during 2025, with the ambition of filling 50% of leadership roles internally and lifting internal mobility to 30%. The programme was executed as planned, and a number of newly opened leadership positions were filled by colleagues from within the Group. We are not yet where we want to be: 10% of leadership vacancies were filled internally in 2025, and internal mobility came out at 12%, partly explained by a strong nominal increase in new hires, which expanded the denominator significantly. Strengthening the internal pipeline remains a priority and we will further build on the programme in 2026.

Listening to employee feedback

Our Employee Engagement Score (EES) provides a structured and consistent approach to capturing employee feedback through a comprehensive engagement survey. We place strong value on these insights, as they help us understand

employee sentiment and enable the continuous enhancement of workplace conditions. The survey is a key tool for assessing commitment and overall motivation, while also offering valuable perspectives on job satisfaction, team dynamics, and leadership effectiveness. To minimise survey fatigue, we have adopted a two-year rhythm for our Group-wide measurement, with the next consolidated survey scheduled for end-2026. Based on the most recent results across all entities, the Group's EES stands at 76%, exceeding our target of 75%.

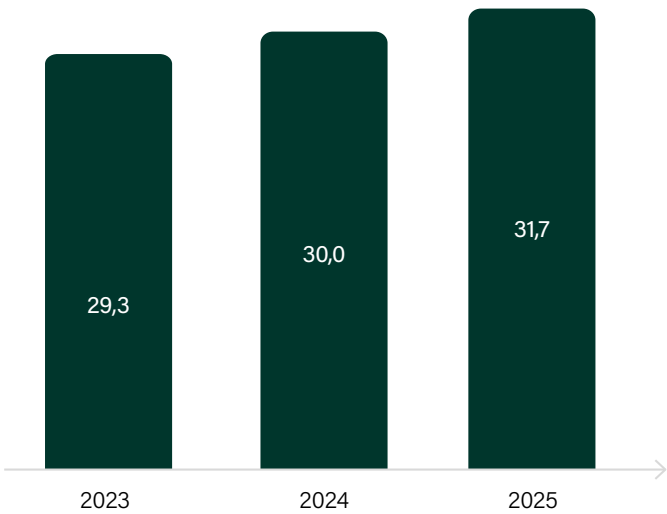
Training and development

Launched in 2024, Decospan Academy is our internal learning platform designed to equip every employee with the tools to grow and develop. In 2025, the Academy was successfully rolled out in Belgium, France, and Portugal. Expansion to the Czech Republic is planned for 2026, while the timeline for Croatia is currently being defined. Average training time per employee continued to increase, rising from approximately 30 hours in 2024 to around 32 hours in 2025. Our Code of Conduct outlines the values and behaviours expected of everyone working at Decospan. In 2025, the Code was published on SharePoint, ensuring accessibility for all employees, and was embedded into the onboarding process for new hires. A Group-wide communication campaign, together with supporting training for existing employees, is scheduled for 2026, thereby completing the ambition set for 2025.

Employee Engagement Score (EES)



Average number of training hours per employee



Health and well-being

At Decospan, our people are our most valuable asset. We foster health and well-being by prioritising a safe, comfortable workspace and promoting overall health and wellness.

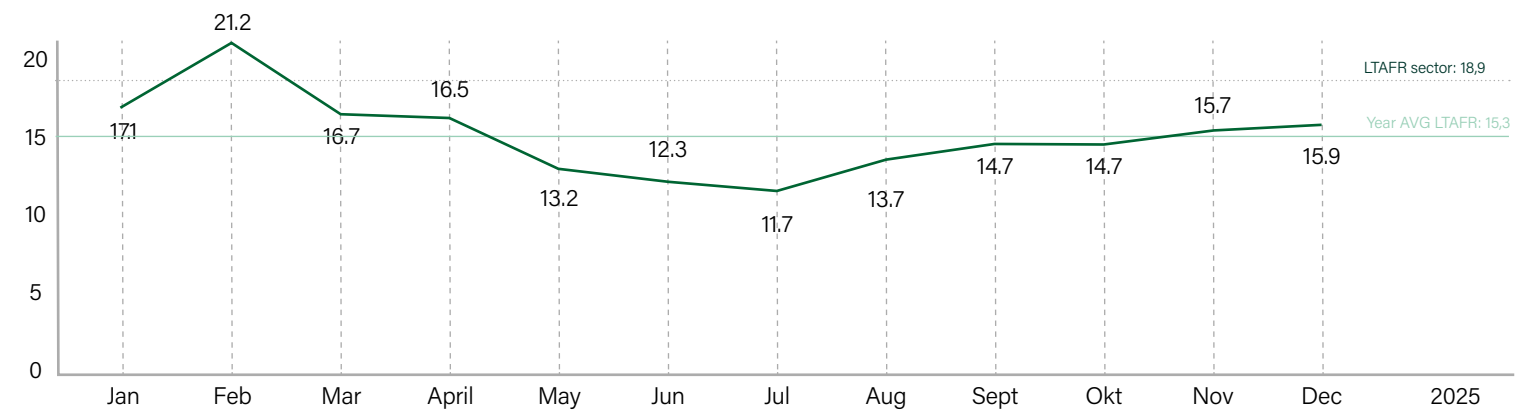
Providing a safe and comfortable workspace

We maintain a clean, safe, and ergonomic workplace. To strengthen safety at work, we use the Heinrich Pyramid, a crucial framework in occupational safety, as the base. This pyramid outlines the link between near misses, minor injuries, major injuries, and fatalities.

Regular safety knowledge assessments and our ongoing prevention campaign, featuring Golden Safety Rules, ensure continuous improvement. Any rule violation requires immediate reporting, making safety non-negotiable.

Our proactive approach reduced the Average Lost Time Accident Frequency Rate ¹ to 15.3 in 2025, well below the sector average of 18.9. We aim to further reduce by 2030. Our ultimate ambition for 2040 is to achieve zero workplace accidents.

Average Lost Time Accident Frequency Rate - Decospan Group



¹ The Lost Time Accident Frequency Rate (LTAFR) is calculated as the number of work-related injuries resulting in at least one lost workday per 1,000,000 hours worked during the reporting period.

Golden Safety Rules

I FOLLOW THE WORK INSTRUCTIONS AND I THINK BEFORE I ACT

1

- I act consciously and safely.
- I apply LOTO.
- I intervene in dangerous situations or behaviors.
- I do not suggest unsafe behaviour from the routine.
- I dare to ask for help from others.



I REPORT ALL ACCIDENTS AND HAZARDOUS SITUATIONS

2

- I report using the correct reporting form.
- I inform my manager and the prevention consultant of accidents and dangerous situations.
- I actively consider possible preventive measures.



I KEEP MY WORKPLACE ORDERED AND RANKED

3

- I ensure a clean and safe environment.
- I check my work materials before starting.
- I always store my work materials.
- I make sure that emergency exits, passageways and fire extinguishers are always accessible.
- I separate my waste and dispose of it in the right garbage can.



I WEAR MY PERSONAL PROTECTIVE EQUIPMENT

4

- I always wear safety shoes in production and warehouses.
- I wear the protective equipment provided for my task.
- I regularly check the condition of my personal protective equipment.
- I do not wear loose clothing, loose hair or jewelry near machines.
- I do not use headphones or earphones in the workplace.



I RESPECT THE RULES OF TRAFIC AND I GIVE WAY TO THE LIFT TRUCKS

5

- I respect the internal circulation plan.
- I maintain visual contact.
- I only drive a machine with a valid certificate.
- I use the forklift only for work-related trips.



I TAKE CARE OF MY COLLEAGUE

6

- I am aware of the risks associated with my machine and the environment.
- I supervise and inform my new colleagues.
- I make others aware of dangerous behaviors.
- I always set a good example.



Beautiful Interiors

Our products are our pride. We are on a mission to create beautiful decorative solutions for any interior by bringing wood into everybody's life. Our focus is on maximising the value of wood, ensuring that we can pass on our company to future generations. In the coming decades, we will progressively adopt low-emission adhesives and develop products that prioritise durability, reuse, and circularity. Therefore, **our ambition is to create superior and sustainable decorative solutions for any interior.**

Rooting 2025

Well-being in every molecule
Assess the chemical composition of adhesives.

AMBITION

- 20% of products zero added formaldehyde
- Examine biobased alternatives

✓ 100%

✓ 100%

Balanced life cycles
Understanding the environmental impact of our products throughout their entire life, from raw material extraction to disposal, aiming for improvement.

AMBITION

- LCA for all product categories
- EPD for all strategic collections

✓ 100%

✓ 100%

Branching 2030

Well-being in every molecule
Opting for low VOC adhesives, finishes, and eco-friendly options minimises air pollution.

AMBITION

- Adopt 100% eco-friendly chemicals for strategic collections

Balanced life cycles
Designing durable products, prioritising easy repair or refurbishment. Considering modular or disassembly designs enabling component replacement rather than disposing of the entire product.

AMBITION

- Extend the life cycle of wood products, aiming to surpass the typical 60-year growth cycle of a tree
- Offer 90% of products certified by default

Flourishing 2040

Well-being in every molecule
Opting for low VOC adhesives, finishes, and eco-friendly options minimises air pollution.

AMBITION

- Adopt 100% eco-friendly chemicals for all collections

Balanced life cycles
We offer customised solutions for integrating wood into interiors, evoking feelings of calm, connection to nature, cosiness and well-being.

AMBITION

- Offer 100% of products certified by default



OUR SUSTAINABILITY FRAMEWORK

Striving for balanced life cycles

Executing product Life Cycle Assessments

Environmental Product Declarations (EPD) have become a way to verify a product's environmental impacts, creating a baseline to monitor and improve the effect of products on the environment.

Decospan's life cycle assessments and environmental product declarations revealed that the core board, typically MDF or particleboard bonded with fossil-based resins, account for the largest environmental impact in the veneered products. In this context, Decospan explored the use of biobased materials as alternatives to conventional panel boards, adhesives, and finishes within a Living Lab initiative, during 2025. By switching to biobased MDF, the share of natural-origin materials in finished panels can increase, from approximately 86% to 96%.

In collaboration with Keukens Dekeyzer, a showroom model using biobased MDF and our veneer was successfully developed. Various alternative materials were tested, including agricultural waste fibers, recycled cardboard, and hemp and flax fiber boards.

While some options showed strong technical performance, particularly natural fiber boards, they require adjustments in processing and cannot be considered direct substitutes.

Similarly, biobased adhesives were evaluated in collaboration with multiple suppliers. Although some solutions met technical requirements, challenges remain in terms of durability, colour stability, shelf life, and consistent availability.

The project also highlighted that performance depends on the full system—material, adhesive, and finishing must be carefully aligned to avoid issues such as delamination. Using Circular Transition Indicators (CTI), the partners identified configurations with over 99% biobased content and up to 90% recycled input, allowing to reduce CO₂ impact significantly.

Despite promising results, large-scale adoption remains constrained by higher costs and limited market readiness. The study underscores that further progress will depend on close collaboration across the value chain and supportive policy frameworks to enable the transition to biobased and circular materials.



Powerful Partnerships

Achieving this strategy requires collaboration. Realising these goals will call for a collective effort. Hence, we seek powerful partnerships with sustainability-minded allies, who share our dedication to shaping a fully circular, climate-neutral value chain. **Together, we will persist in achieving our goals, while fostering a flourishing business for the generations to come.**

Rooting 2025

Enhancing our ecological impact
We evaluate our carbon impact and commit to establishing scientifically-based transition strategies.

AMBITION

▪ Establish scientifically-based transition plans towards carbon neutral operations for the Decospan group

✓ 100%

Partnerships in the value chain
We will establish collaborative relationships. We encourage transparency by engaging in open dialogues.

AMBITION

▪ 2 new partnerships by end 2025 (R&D)

✓ 100%

Branching 2030

Enhancing our ecological impact
We shift to renewable energy sources like wind, solar, or bioenergy for our facility's energy needs.

AMBITION

▪ Transition to 100% renewable energy sources

Partnerships in the value chain
We will collaborate with suppliers and customers to jointly reduce carbon emissions across the supply chain

AMBITION

▪ To have a full understanding of our scope 3 emissions and implement concrete initiatives to drive measurable progress toward net-zero

Flourishing 2040

Enhancing our ecological impact
We implement a zero-waste policy in our manufacturing process. We will recycle and reuse wood scraps and veneer offcuts.

AMBITION

▪ Zero wood waste

Partnerships in the value chain
We will create a system for product take-back, recycling, or repurposing at the end of a product's life cycle. We will explore partnerships with recycling or refurbishing facilities.

AMBITION

▪ Circular solutions for wood products



Enhancing our ecological impact

Reducing greenhouse gas emissions

In 2025, we took an important step in the transition of our operations by replacing our existing biomass boiler in Belgium with a new hybrid energy system. We continuously reassess our energy strategy in light of technological developments.

While biomass is traditionally considered a low-carbon energy source, as the associated CO₂ emissions are classified as biogenic, it nevertheless involves the combustion of valuable raw materials. These materials may increasingly be used in higher-value applications, such as circular wood use and material recycling. By moving away from a fully biomass-based system, we aim to contribute to a more efficient use of resources within the broader value chain.

The newly installed hybrid system combines high-efficiency gas technology with electrification, allowing for flexible energy sourcing depending on availability and demand. As a result, we see increased energy efficiency per unit of production. However, the transition away from biomass combustion temporarily leads to an increase in reported CO₂ emissions compared to previous years. This is due to

the inclusion of fossil emissions from natural gas, as well as indirect emissions from grid electricity. This marks a shift from predominantly biogenic emissions, previously reported as carbon-neutral under current accounting standards, to a more explicit reflection of our actual energy inputs.

Despite this temporary increase in reported emissions, we are confident that this transition represents the most balanced and future-proof solution. A fully electric alternative is currently constrained by limited grid capacity, while investing in a new biomass installation would continue to rely on combustion of wood streams that could be valorized differently.

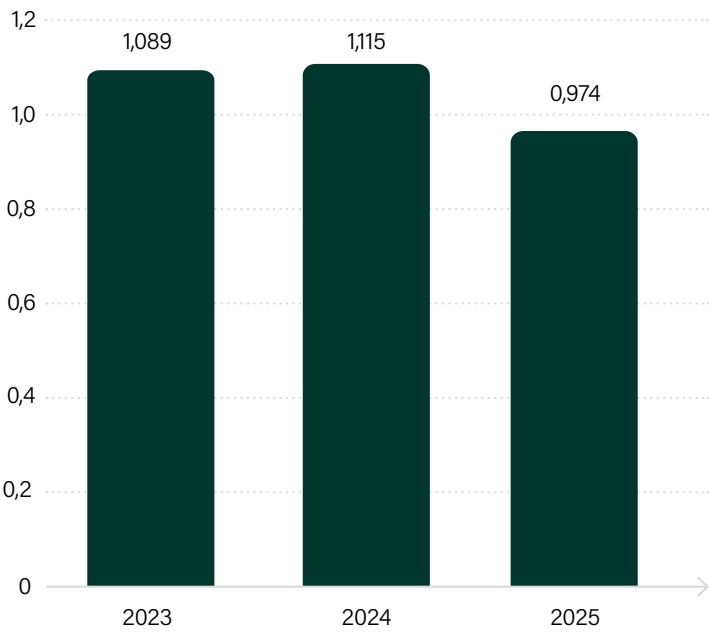
The hybrid approach enables us to reduce dependency on a single energy source, increase operational flexibility, and prepare for further electrification as infrastructure evolves.

This step allows to balance carbon performance, resource efficiency, and long-term resilience of our operations.

CO₂- emissions (t CO₂-eq.)



Energy Intensity (kWh/m²) veneered product

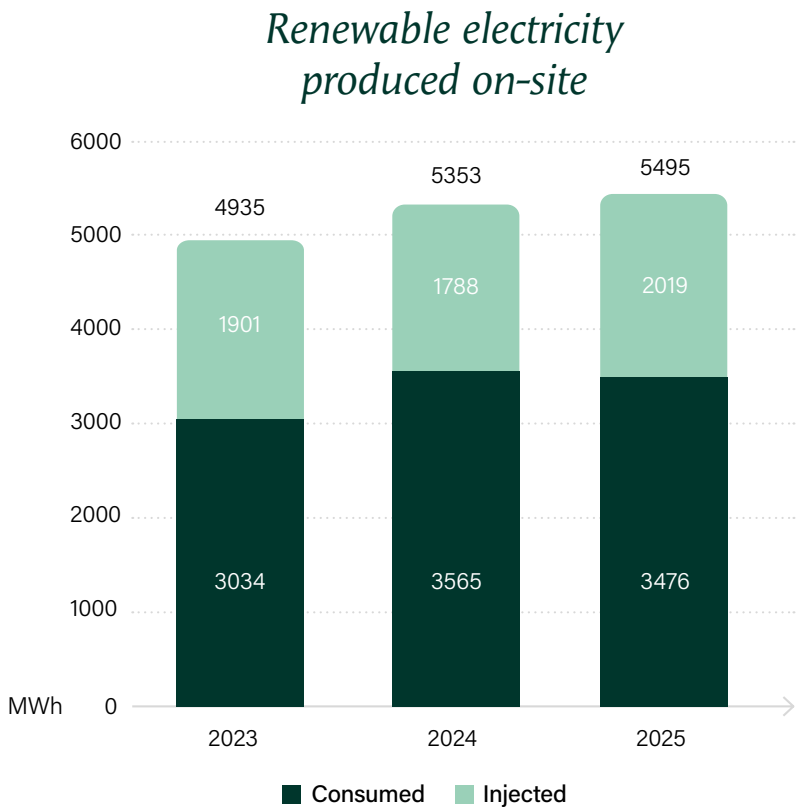


OUR SUSTAINABILITY FRAMEWORK

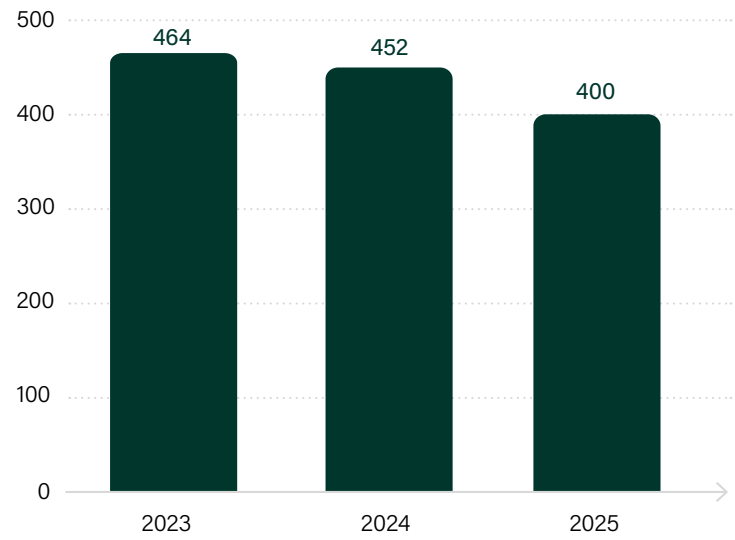
Renewable energy sources

In 2025, we increased the share of renewable energy generated on site. These initiatives support Decospan’s long-term vision and include smart energy storage solutions.

Decospan and Bnewable jointly realized a battery storage project that increases the efficiency of solar energy and contributes to grid stability. With a 2 MWh battery and a 5.4 MW PV installation, we optimize energy use, reducing energy costs. The combination of solar energy and battery storage ensures that excess energy is stored and can be used at a later moment in time. In 2025, 20% of electricity used, originates from solar energy, generated by our own photovoltaic installations. A total of 5495 MWh of solar electricity was produced, of which 37% was injected into the grid. Investments made in 2025 will only be fully reflected in the reporting of 2026. The gradual transition from conventional fuel-powered company vehicles towards hybrid and fully electric vehicles across the Decospan Group also contributes to a significant reduction in Scope 1 emissions.



CO₂- emissions from fleet (t CO₂-eq.)

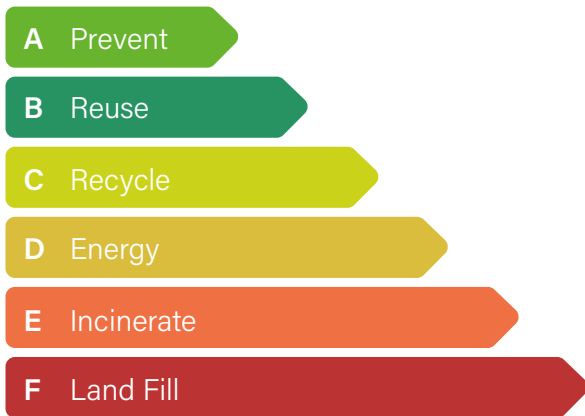


OUR SUSTAINABILITY FRAMEWORK

Waste reduction and recycling

We have adopted a strategic waste management approach aligned with the waste hierarchy, also referred to as the Ladder of Lansink. The waste hierarchy is integrated into various stages of the product life cycle, from design considerations to finishing that safeguards against wear and tear, extending a product’s lifespan.

A cascading use approach is implemented to increase material efficiency and reduce residues. To do so, we optimise cutting and slicing processes to minimise wood residues. Advanced technologies maximise log yields, reducing waste, while the use of wood slicing prevents unnecessary sawing losses, production defects are thoroughly assessed for possible rework. Inevitable waste streams, like wood dust or veneer chips, are collected separately and sent off for recycling.

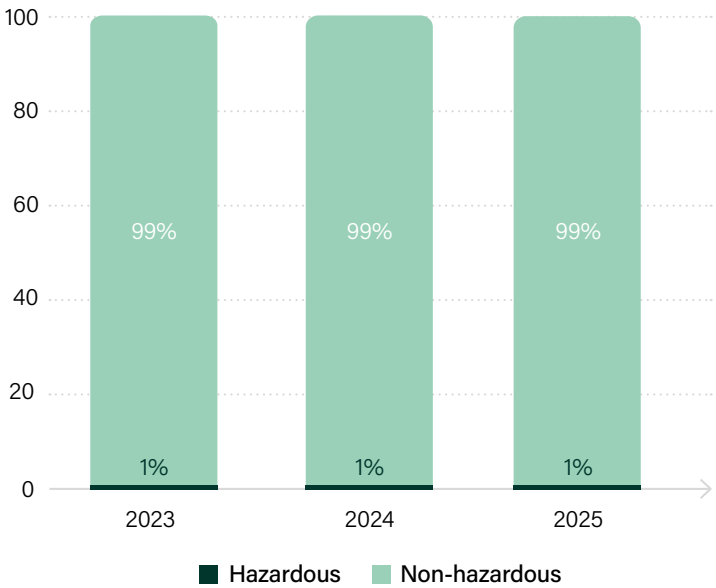


Ladder of Lansink

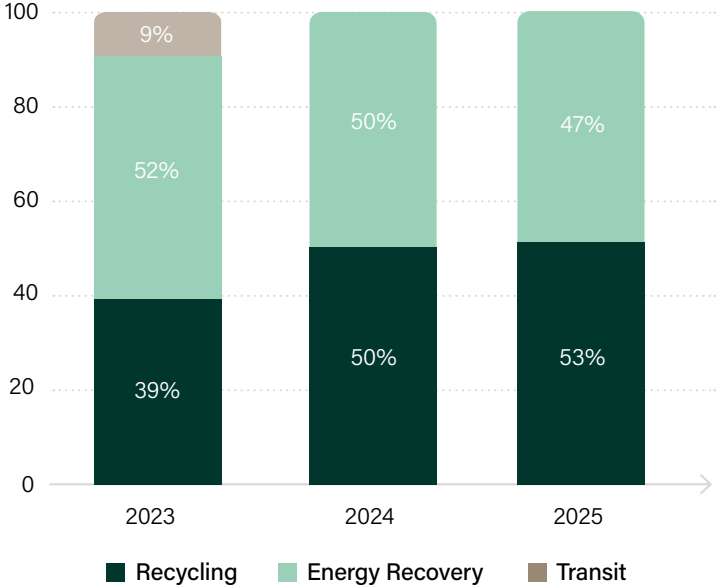
We offer repair and cleaning products. Only in cases where prevention, reuse, or recycling is challenging, we focus on energy recovery through advanced incineration processes.

Wood waste contributes for 83% to the total amount of waste, generated in 2025. Approximately 1% was classified as hazardous waste, mainly involving glues, varnishes, and solvents. Over the years, we have observed an increase in the volume of wood waste, in line with the growth in produced m² of veneered products. At the same time, we see a positive trend towards higher shares of recycled material, driven by the phase-out of the biomass incineration plant at the Belgian site and the increasing application of cascading principles across our operations. The recycling initiatives developed in 2024 are being rolled out from mid-2025 onwards, supported by an active partnership with Unilin that enables the effective recycling of MDF and HDF used in veneer products.

Waste type (%)



Processing of wood waste (%)



Governance

Principles of good governance

Corporate governance guides our decision-making, prioritising transparency, accountability, and inclusiveness for sustainable development. Emphasising shared ownership and engagement, our collaborative approach involves all committees in strategy development.

A family business with a forward-looking vision

Founded in 1978 by Urbain Desmet, Decospan is a family-owned business that has evolved through three generations. The third generation has brought transformative changes to products, sales and marketing. Since 2018, CEO Pieterjan Desmet leads sustained growth and innovation, fostering global expansion.



OUR SUSTAINABILITY FRAMEWORK

Governance structure

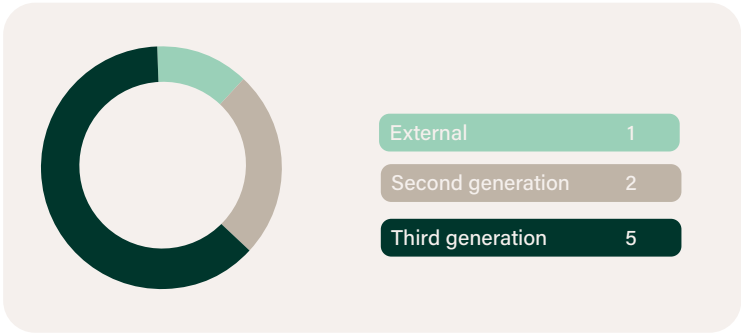
Shareholders

The shareholders meet at least once a year.
The family charter is interwoven into the shareholders' agreement.



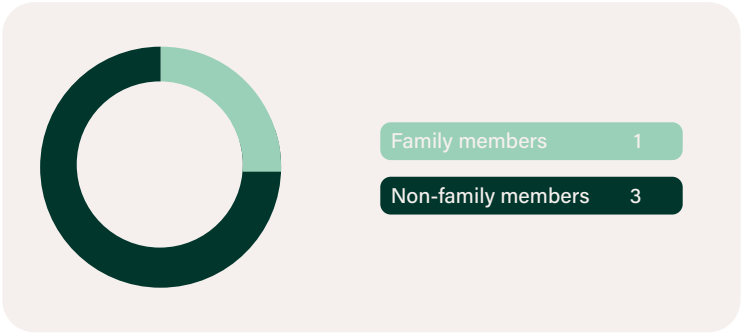
Family council

The family council serves as a platform for discussion and information exchange within the family structure. Its primary objective is to address family matters and issues in a suitable environment, ensuring that discussions take place at the appropriate time and involve the relevant individuals. In doing so, it aims to keep family-related sensitivities separate from the general assembly, board of directors, executive committee, and the operational level.



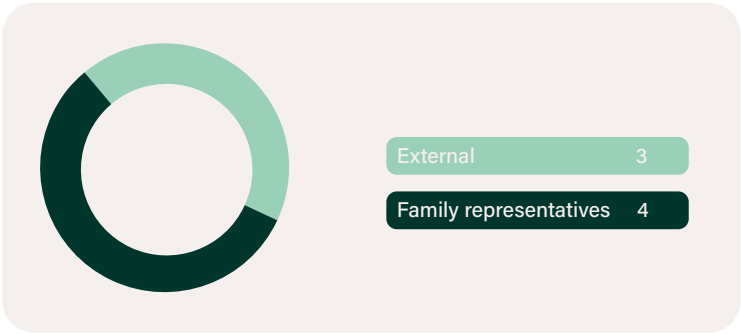
Executive committee

The executive committee meets bi-weekly to oversee the implementation of the Group's strategy and mitigating risks, with relevant functional directors joining as required.



Non-executive committee

The non-executive committee determines and oversees the long-term strategy. It monitors the functioning of the executive committee and acts as a strategic partner. The committee gathers five times a year and conducts an annual budget meeting. An external party offers guidance to the non-executive committee when needed.



Key Figures

9
Production sites

100+
Wood species

91%
Certified wood sourcing

1000+
Employees

20%
Renewable electricity

€215M
Revenue/year



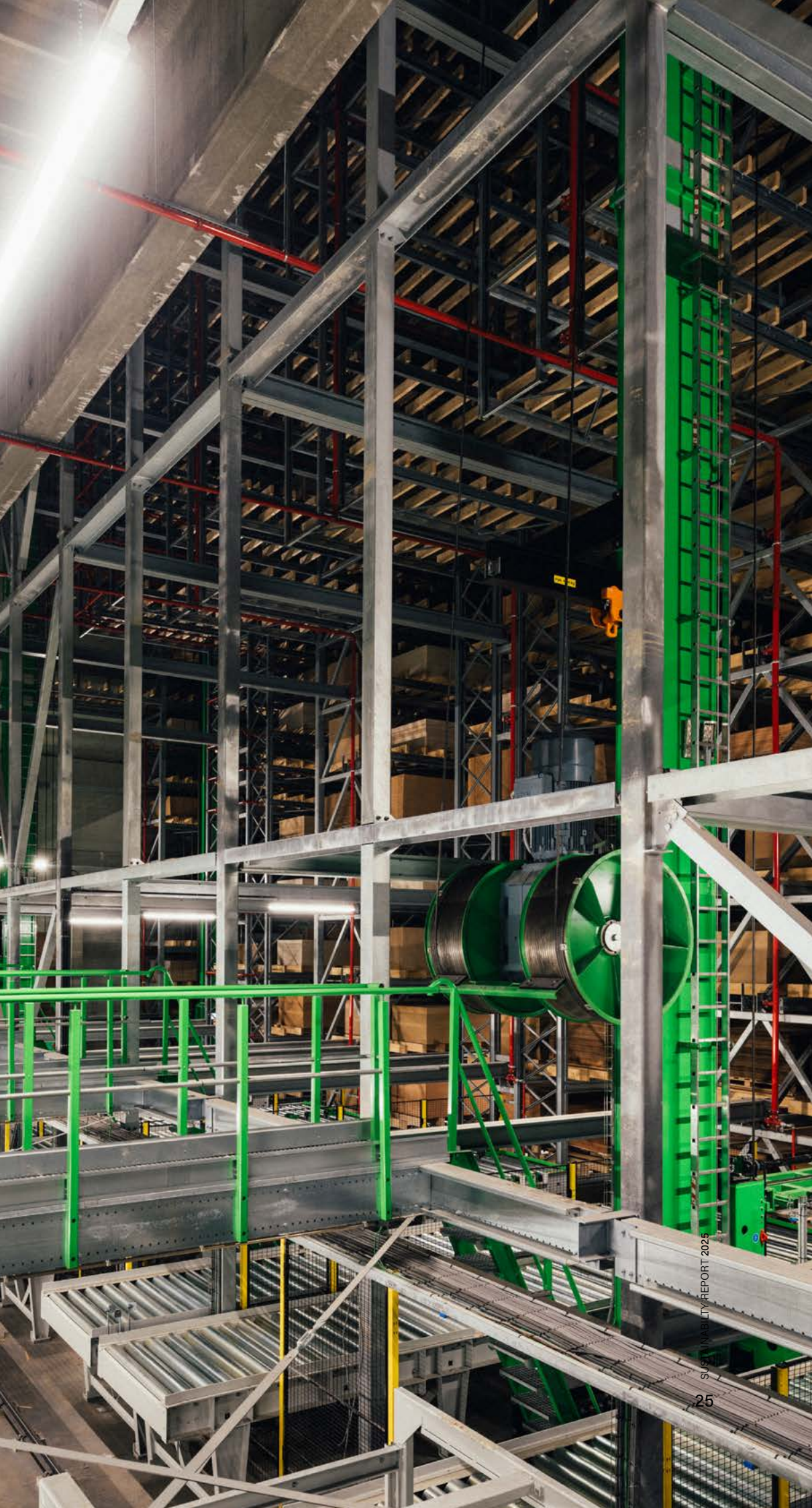
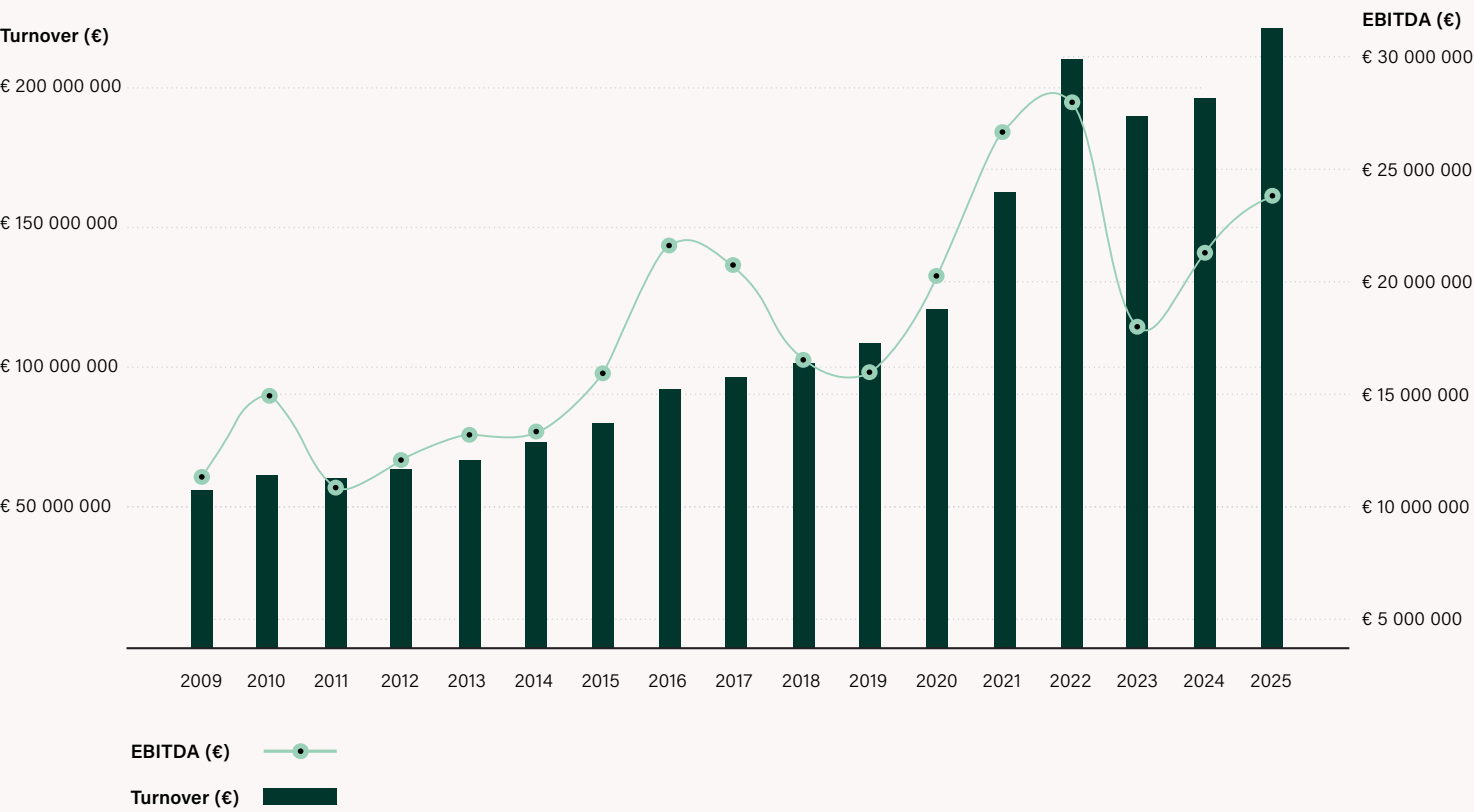
Sustainable Growth

Entrepreneurship: building a legacy

For three generations, our family company has thrived by expanding boundaries—investing boldly in technology, people, and global markets. We forge powerful partnerships that drive mutual growth. Our cathedral thinking extends beyond quarterly results towards generational impact, creating balanced prosperity for all stakeholders: customers, suppliers, communities, forests, and our people.

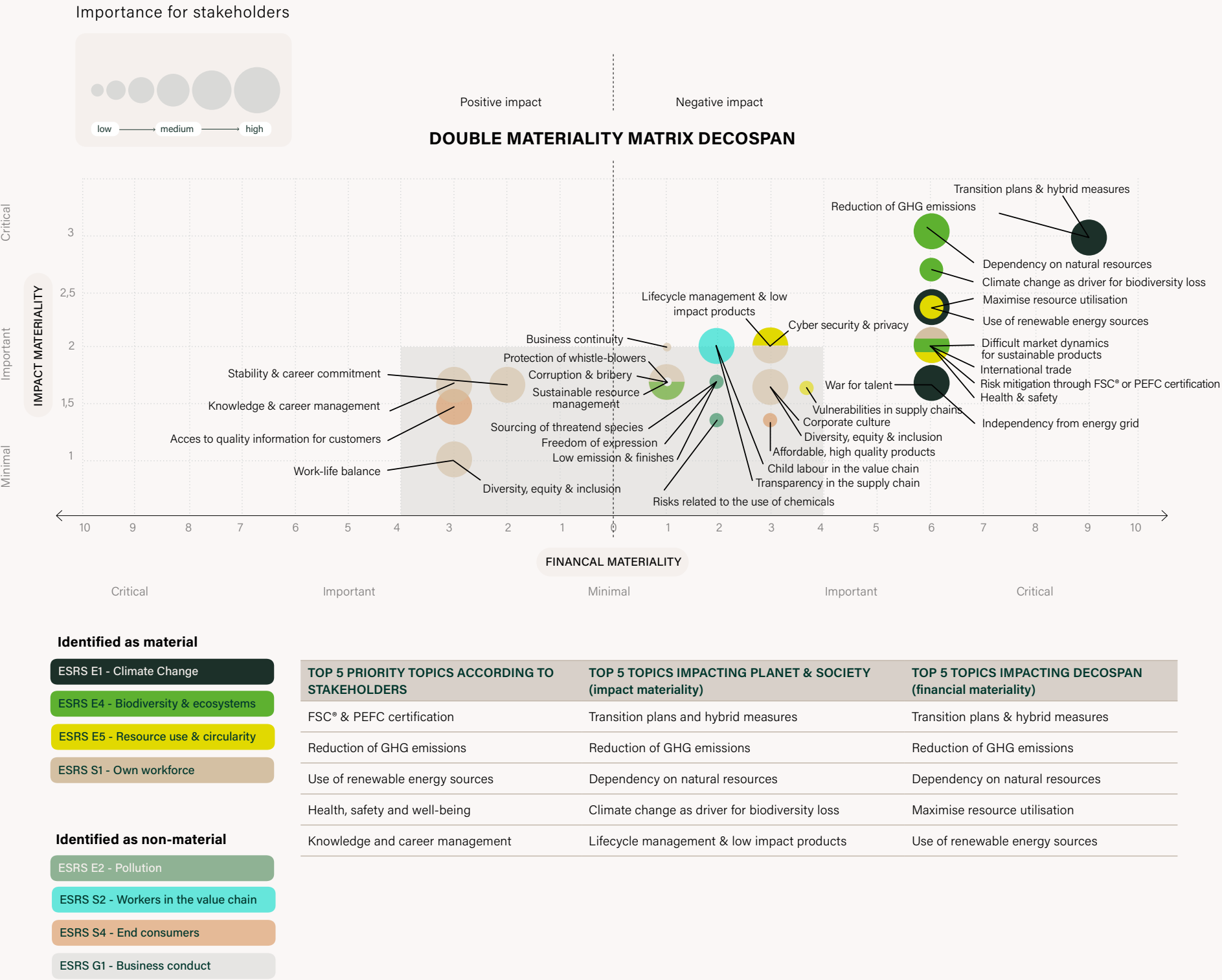
Innovation: maximising natural value

Our journey from process innovation to product and commercial excellence has transformed our relationship with wood. By extracting maximum value from each tree and addressing unmet customer needs, we’ve pioneered solutions that bring the warmth and sustainability of wood into everyday environments, enhancing quality of life while respecting nature’s rhythms.



Double materiality assessment

The double materiality assessment conducted in 2024 is continuously monitored and periodically re-evaluated to ensure its ongoing relevance and accuracy in a changing regulatory, market and stakeholder context. The assessment was developed through a structured process including desk research, stakeholder engagement, risk management and alignment with applicable sustainability standards. The outcomes are integrated into our business strategy and decision-making processes and are updated where necessary to reflect emerging impacts, risks and opportunities.



Nexus: Building the Future

Staying ahead is essential to remain competitive in a rapidly changing world. We continuously strive to improve across all dimensions of our business, which has led to Nexus, a key next step in fulfilling that ambition.

With the expansion of our facilities at Ringlaan in Menen, Belgium, originally established in 2019, we are preparing our organisation for future growth by investing in efficiency, added value, employee well-being and stronger operational integration. At the same time, we continue to build favourite places, based on our pillars Sustainable Forests, Healthy Workplace and Beautiful Interiors, strengthened by the engagement of our employees and partners throughout the value chain.





Future oriented

Nexus includes the development of a new logistics centre aimed at simplifying logistics flows and optimising the site layout. By centralising logistics activities and improving internal circulation, we reduce unnecessary handling and transport movements while creating a safer and more efficient working environment.

The redesigned infrastructure enables a clearer separation between cars and trucks and supports a smoother flow of inbound and outbound logistics. The expansion also includes a central parking tower with facilities for both cars and bicycles, improving accessibility and mobility on site. Combined with gardens around the company, these investments contribute to a more attractive and future-oriented workplace.

People centric

Nexus goes beyond operational improvements by placing people at the heart of the project and strengthening our commitment to the social dimension of sustainability.

The rooftop health club and upgraded workplace environment reflect our commitment to employee health, well-being, and physical activity, while creating an engaging workplace that strengthens our company culture and supports long-term organizational success.

By opening the health club and its facilities to non-employees, the project also extends its benefits beyond our workforce and into the surrounding community, providing additional opportunities for sport, health and leisure.

In doing so, Nexus creates shared social value while supporting our ambition to be an employer of choice and strengthening our ability to attract, engage and retain talent.

Long-term value

Nexus creates space for the further expansion of our finishing and lacquering activities through additional production lines. These investments strengthen our capacity, flexibility and responsiveness towards customers on the one hand. On the other hand, finishing technologies play an important role in increasing the added value and durability of our products. High-quality lacquering improves the protection and lifespan of veneer faces, extending product durability and helping create interiors that maintain their quality over time. By combining operational efficiency with product innovation, Nexus supports our commitment to extended product longevity, innovation and value creation.

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the spirit of wood

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