

Together, building a **SUSTAINABLE** **HOME**

Summary of our sustainability efforts and results in 2025





*"Working with Deceuninck as a partner means that
we reinforce your sustainability goals without
compromising on quality or reliability."*

Bernard Vanderper • Commercial Director Europe



Why sustainability is more than just a trend for us

WORKING WITH A COMPANY
THAT MAKES A REAL IMPACT

At Deceuninck, we believe that sustainable choices are the only logical choices for our planet and for everyone who works with us. From energy savings to fair supply chains, we take responsibility at every level of our business.



22% of our energy now comes from renewable sources (solar panels, purchased green electricity)



Our direct CO₂ emissions reduced by 25% in 2025 compared to 2021



91% of our suppliers endorse our code of conduct on human rights and the environment



Sustainable products without compromising on performance

We work with circular materials wherever possible. Deceuninck is strongly committed to using recycled PVC and recycled aluminium, in line with our circular strategy. This means you choose products that are ready for tomorrow's standards.

At Deceuninck, we believe in building the future. Our innovative solutions combine top design with energy efficiency and sustainability. This means you are assured of comfort, style, and performance. Today and tomorrow.

THERMOFIBRA

ThermoFibra replaces the traditional steel reinforcement in the wing profile with fiberglass. This makes windows lighter, stiffer, and more energy-efficient. When combined with Forthex in the frame, this creates a 100% steel-free solution that reduces CO₂ emissions without compromising on quality.

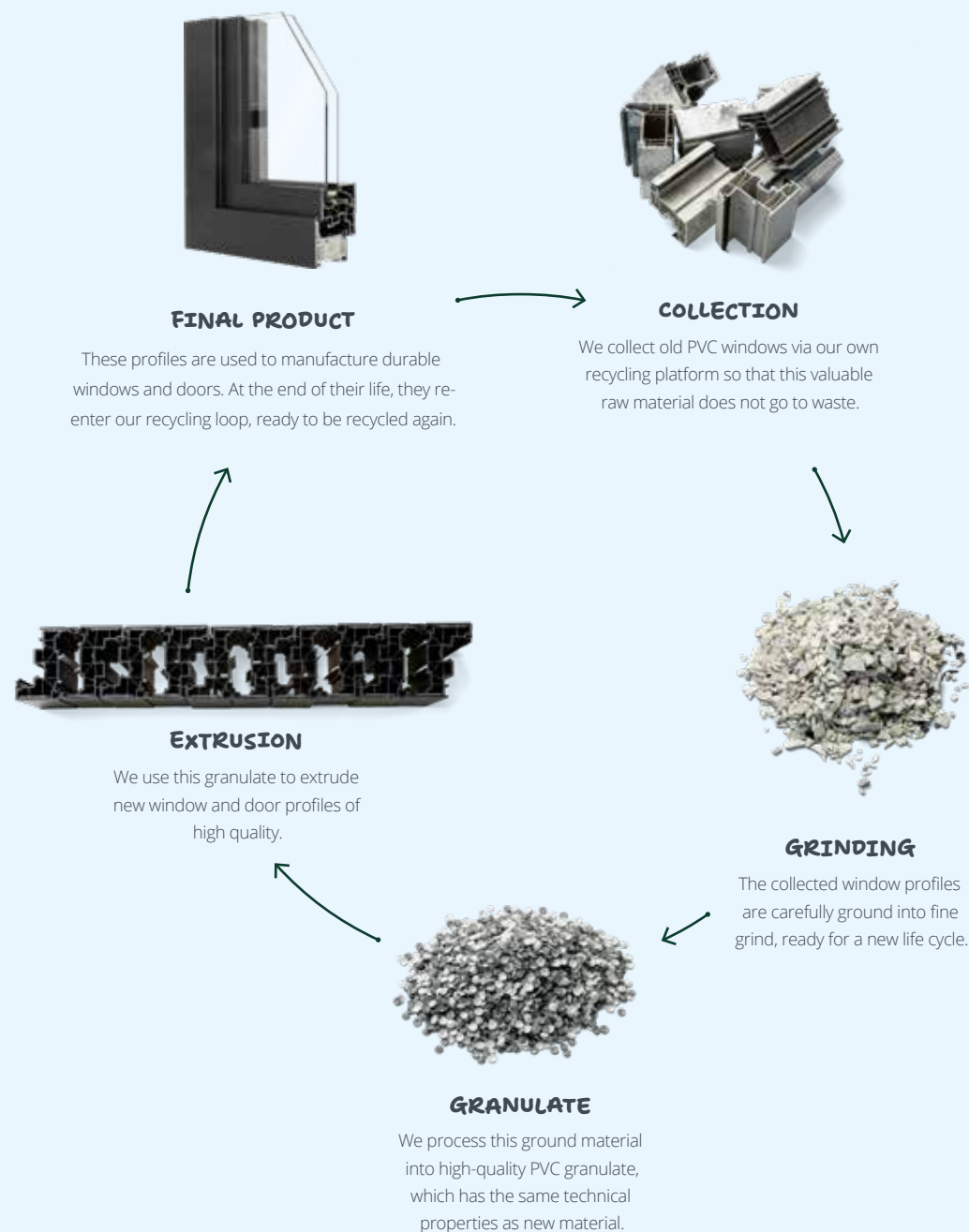
WINLINCK

WinLinck is a modular click system that allows windows to be installed faster, more efficiently, and without foam. Thanks to prefabrication in controlled conditions, less waste is generated. Click & Fit – a solution that combines circularity, speed, and reliability.

PVC AND ALUMINUM IN HARMONY

Our Elegant PVC profiles and Decalu aluminum profiles are perfectly matched, allowing construction professionals to flexibly combine both materials within a single project. The result: maximum design freedom, optimized performance, and greater sustainability.

CLOSED-LOOP PVC MATERIAL CYCLE



REDUCING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS

In-house recycling of post-consumer PVC

Through our recycling activities, we directly contribute to preventing waste from ending up in landfills or being incinerated. Thanks to these efforts, we avoided the emission of 48,000 tons of carbon equivalents in 2025, the equivalent of the carbon emissions of 6,400 Europeans.



Co-extrusion to incorporate recycled material into new profiles

The use of recycled materials and recyclability are important criteria in product design. Co-extrusion allows recycled PVC to be used for the core of the window profile, while the outer layer is made of new (virgin) material.



Use of pre- and post-consumer waste

We collect and recycle PVC material from window and door manufacturers and installers worldwide. This pre-consumer material consists of offcuts and cutting waste that are generated before the product reaches the end customer.



Our product innovation focuses on longevity and energy efficiency

Thanks to advanced profile technologies and carefully considered material choices, we create solutions that deliver optimal thermal performance and withstand intensive use, year after year.





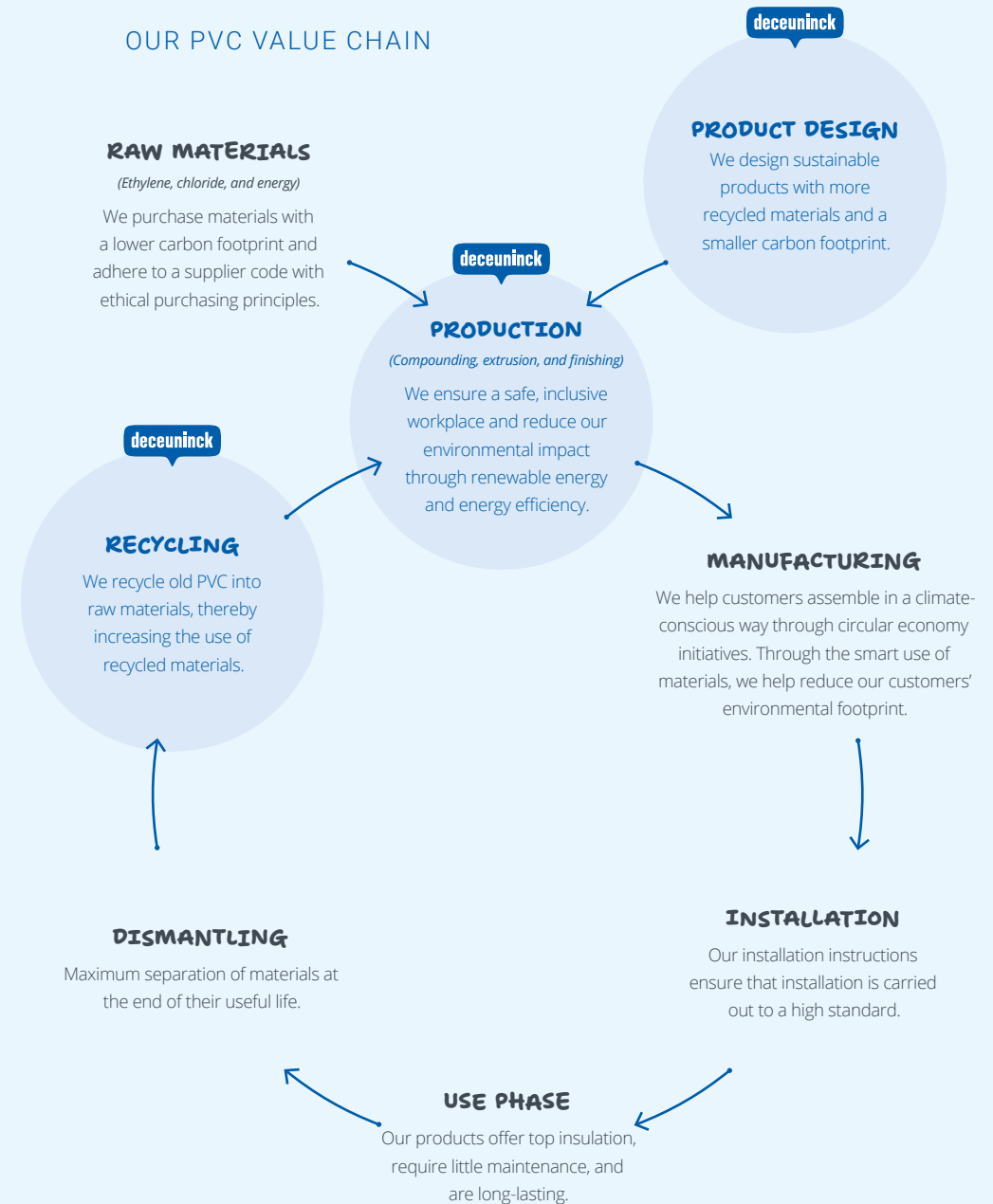
Transparency and trust throughout the entire chain

We only work with partners who actively endorse the highest standards in terms of human rights, the environment, and integrity. The Group's policy on these issues is laid down in the Code of Conduct. Every supplier is contractually bound by our Supplier Code of Conduct, which is based on international principles such as the UN guidelines and ILO standards.

"By reporting transparently on sustainability, we show how we as a company have an impact, both financially and socially, today and in the future. It is more than just a reporting obligation; it is also an opportunity to improve our performance. Transparency is not an end goal, but a lever for progress."

Céline De Waele • Group Sustainability Manager

OUR PVC VALUE CHAIN



At Deceuninck, sustainability is not a department, but a way of thinking and acting. Every step in the chain, from product design to recycling, is focused on a future in which people and the environment go hand in hand.



PEACE OF MIND WITH EVERY COLLABORATION: WE HAVE CONTROL, YOU HAVE CERTAINTY

WHAT WE EXPECT

- Fair working conditions: no child labor or forced labor, safe working environment, respect for trade unions.
- Environmental responsibility: compliance with environmental legislation, focus on CO₂ reduction and circular use of materials.
- Integrity and ethical business practices: prohibition of corruption and bribery, transparency in cooperation.

HOW WE MONITOR THIS

- The regional purchasing teams are responsible for ensuring that suppliers sign the Code of Conduct.
- We have established clear internal mechanisms to identify and report concerns about illegal behavior or behavior that violates our Code of Conduct. Examples include internal audits supervised by the audit committee, monitoring by the compliance officer, and a whistleblowing platform.
- We conduct country-specific risk assessments in the area of labor rights.
- We actively engage in dialogue with suppliers about their carbon footprint and decarbonization plans.



Sustainability is embedded in our strategy

At Deceuninck, sustainability is not something we 'add on'. It is embedded in our strategy, our governance, and our daily operations. We structurally monitor our sustainability goals, with measurable KPIs and central reporting at group level. We maintain high ethical standards and ensure ethical business practices throughout the organization. It is embedded in our strategy, our governance, and our daily operations. Since 2025, we will introduce structured monitoring of our sustainability goals, with measurable KPIs and central reporting at group level. We maintain high ethical standards and ensure ethical business practices throughout the organization.

SUSTAINABLE PRODUCTION AND RECYCLING

We are leading the way in recycling and the use of recycled materials in the manufacture of our products, while reducing our carbon emissions.

A SAFE AND STIMULATING WORKPLACE

At Deceuninck, people come first. We create a working environment where safety, well-being, and personal growth go hand in hand. By investing in training, leadership development, and wellness programs, we encourage engagement and innovation. At the same time, we ensure a healthy and safe workplace for all our employees worldwide through strict safety standards and continuous improvements.

FAIR AND RESPONSIBLE BUSINESS PRACTICES

Integrity, transparency, and sustainability are at the core of our business operations. We follow strict ethical guidelines, respect human rights, and strive to have a positive impact on society. Our global activities are focused on long-term value for all our stakeholders.





Our journey through 2025

In 2025, we invested more than €3,8 million in targeted climate and energy actions. This investment delivered measurable, tangible results. For the environment, for our processes, and for our people. We maintain high ethical standards and ensure ethical business practices throughout the organization.



Since 2021, our direct carbon emissions (Scope 1, 2) have fallen by 25% to a total of 58,000 tons of carbon equivalents in 2025, the equivalent of the carbon emissions of 7,700 Europeans.



In total, 8,000 MWh of green electricity was generated on our rooftops in Türkiye, Belgium and the United Kingdom, accounting for over 5% of our total electricity consumption.



We replaced motors, machinery, lighting, and systems with energy-efficient alternatives and implemented IT-based energy monitoring.



No incidents related to corruption or bribery.



By recycling PVC at our recycling plant, we avoided 48,000 metric tons of CO₂ equivalents—equivalent to ~23,000 Brussels–New York round-trip economy flights.



In 2025, we achieved a recycling output of 21,500 tons in Diksmuide (BE), a slight decrease compared to 2024.



By 2025, 17% of our PVC profiles consisted of recycled material, thanks to the co-extrusion of pre- and post-consumer materials. 66% of the aluminum profiles consists of recycled aluminum.



We invested €1.5 million in safety, raised awareness on the “10 golden rules,” and carried out targeted prevention initiatives. All employees are covered by a formal health and safety system. The number of accidents fell to 57 (a 28% decrease compared to 2024); leading to an accident rate of 8.6.



We invested in training programs, supported by the online platform Udemy, and held regular engagement surveys and town hall meetings.



Through recently launched collection and recycling programs, more than 2,500 tons of PVC material were recycled by 2025 in Türkiye and US.



We optimized water usage through new filtration systems, allowing us to reuse a larger portion of the water. In total, we invested €155,000 across various sites.



We redefined our mission, vision, and values. Our tagline, “Together, building a sustainable home,” reflects our long-term commitment to sustainability.



There is no gender pay gap: on average, women earn as much as men.



We employ more than 3,600 people worldwide, 16% of whom are women. 15% of top management are female.

**Curious about our goals for 2030?
Check them out on the next page!**



On the road to 2030

We will continue to invest in sustainability with clear goals that everyone in the company is working towards.



REDUCING EMISSIONS THROUGHOUT THE CHAIN

We want to reduce not only our own CO₂ emissions, but also those of our suppliers and transport partners. That is Scope 3. In 2025, we worked even more closely with suppliers to better understand and reduce their CO₂ emissions. Scope 1 and 2 represent direct emissions from our own activities, such as heating and company vehicles, and indirect emissions from purchased energy, such as electricity. By 2030, we aim to achieve a reduction in line with the SBTi guidelines for Scope 1 and 2, while for Scope 3 we aim to reduce CO₂ emissions by 52% per ton of production volume.



FAIR AND SUSTAINABLE SUPPLY CHAIN

We continue to monitor our supply chain on fair working conditions, environmental care, and ethical business practices worldwide.



INSIGHT INTO THE ENVIRONMENTAL IMPACT OF PRODUCTS

We are working on scaling up Environmental Product Declarations (EPDs) that calculate and provide insight into the environmental impact of our products for ourselves and our customers.



MORE RECYCLING

We plan to gradually increase the proportion of recycled material used year after year. The use of recycled PVC is a key element of the Group's Scope 3 decarbonization target for 2030.



Values that guide us

At Deceuninck, we don't just build windows, doors, and solutions for the future; we also build a culture that puts people first. Our values form the foundation of this. They emerged from hundreds of conversations with colleagues around the world, who told us what really matters to them in collaborative relationships: integrity, trust, initiative, and a strong team spirit.

These values are not abstract concepts. They shape how we work together every day, make decisions, and create sustainable solutions for our customers. They guide our vision for 2030 and unite us as one Deceuninck, from production to sales, from Belgium to far beyond.

On the following pages, you'll discover our three core values that make us stronger, both now and in the future.

"The way our colleagues collaborate, take responsibility and show initiative drives our progress. This shared mindset strengthens our innovation power and enables us to build sustainable, valuable solutions for everyone we work with."

Etem Gokmen • Director of Operations Europe

We act with integrity

Be honest.
Do what's right.
Own it.



We work as One Team

Show respect.
Build trust.
Grow together.



We take initiative

Step up.
Take charge.
Make it happen, always.





All information has been independently and externally validated by an audit conducted by PWC.



WANT TO KNOW WHERE WE STAND?

We believe in transparency. That is why we publish an annual sustainability report containing KPIs, concrete policies, and our next targets. Our integrated annual report contains over 100 pages of detailed sustainability reporting.

Would you like to view the full report? Scan the QR code or visit deceuninck.com/investors.

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