

## **Recticel Group Announces Leadership Transition**

### **Jan Vergote to transition from CEO to Executive Chairman of the Board of Directors and Stefaan Debusschere to become Recticel Group CEO**

Today, Recticel Group announces that Stefaan Debusschere, currently CEO of the Recticel Insulation Boards Division, is transitioning to Chief Executive Officer of the Recticel Group. At the same time, Jan Vergote, current Chief Executive Officer, will assume the role of Executive Chairman of Recticel Group. In order to allow and support these changes, Wim Dejonghe will step down as Chairman and will leave the Board of Directors after almost 2 years of service in a period of strategic reorientation and above-market growth.

The above changes take effect on 2 March 2026. As Stefaan Debusschere, Jan Vergote and Wim Dejonghe, have been working closely together over the past months, this transition is well prepared.

#### **Wim Dejonghe:**

“This leadership evolution comes at a time where Recticel will further accelerate the execution of its strategic growth agenda to double the company’s size and profitability in its core mission of providing smart building insulation solutions. I am convinced that Stefaan’s entire leadership team, and Jan as our incoming Executive Chairman are ready and highly motivated to achieve the plan.”

#### **Jan Vergote:**

“Our ambition is to build a smart building insulation group capable of outperforming the market. With revenue and adjusted EBITDA growth of respectively 23% and 42% over the last 2 years, and with the recent acquisitions and greenfields, we are ready for the next step. I will actively support Stefaan and his team to accelerate the development of our strategic agenda.”

#### **Stefaan Debusschere:**

“At Recticel, I have found a leadership team that matches a high level of competence with true entrepreneurial spirit. I am committed to implement the strategic agenda, Recticel Group’s Elevate 2030 plan, with focus on operational excellence, leadership involvement with key customers, a deeper presence in downstream applications and a stronger focus on the development of high performance insulation, whilst creating a broader geographical scope.”

Find out more on [www.recticel.com](http://www.recticel.com).

**About Recticel Group**

Recticel Group is a Belgian insulation Group with a strong presence in Europe and the USA. It offers smart insulation solutions that advance a carbon-free economy and a better quality of life.

Recticel comprises the divisions Insulation Boards, Insulated Panels and Acoustic Solutions.

**Recticel Insulation** designs polyurethane thermal boards for optimal building comfort and energy efficiency. This includes vacuum insulation panels (VIP) by Turvac.

**Trimo** enables the highest aesthetic standards and extends architectural capabilities with its mineral wool insulated panels and modular space solutions, primarily in non-residential applications. **REX Panels & Profiles** complements the portfolio with PIR and mineral wool roofing and wall systems. **Miclar** and **Kuras** focus on downstream services for the insulated panels market.

**Soundcoat** provides acoustic solutions used in some of the world's leading technological innovations.

At the end of 2025, Recticel Group employed 1,285 people and had achieved sales of EUR 655.1 million. Its operations are spread over seven countries.

The Science Based Targets initiative (SBTi) approved Recticel Group's near-term targets for the reduction of scope 1, 2 & 3 greenhouse gas emissions by 2030 (from base year 2021) and net-zero targets for 2050.

Recticel Group is listed on Euronext in Brussels (Euronext: RECT - Reuters: RECT.BR - Bloomberg: RECT:BB).

**Financial calendar**

First quarter trading update 2026	22.04.2026 (07:00 AM CET)
Annual General Meeting	26.05.2026 (10:00 AM CET)
First half year results 2026	28.08.2026 (07:00 AM CET)
Third quarter trading update 2026	29.10.2026 (07:00 AM CET)

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This press release is available in English and Dutch on [www.recticel.com](http://www.recticel.com).