Recticel N.V.

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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09/15/2026, 02:22 pm

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ *English*

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ *EUR*

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ *Publicly traded organization*

(1.3.3) Description of organization

Future-smart insulation is the purpose that unites the Recticel Group's divisions and expert brands. While each operates in distinct markets and serves different customer needs, all contribute to a shared mission: developing smarter insulation and building envelope solutions that improve energy efficiency, support the transition to a low-carbon economy, and create lasting value for customers, stakeholders, and society. The Group is organised into three complementary divisions with specialised brands and capabilities spanning the value chain. Applying both upstream and downstream capabilities with advanced insulation materials, architectural building skins, modular solutions, and acoustic technologies, Recticel Group helps drive innovation in construction, renovation, transportation, and industrial applications. Headquartered in Belgium, Recticel operates across eight European countries and the United States. Its Insulation Boards division delivers high-performance insulation solutions through Recticel Insulation, Turvac and Gradient. The Insulated Panels division combines architectural excellence with energy performance through Trimo, Rex Panels & Profiles, Miclar, Kuras and Isopanel. The Acoustic Solutions division, represented by Soundcoat, provides specialised acoustic engineering expertise for the aerospace, aviation, transport and industrial sectors. At the end of 2025, Recticel employed 1,311 people and generated sales of EUR 655.1 million. The Science Based Targets initiative (SBTi) has validated the Group's near-term greenhouse gas reduction targets for 2030 and its net-zero ambition for 2050. Recticel is included on the CDP Climate Change A List, holds an EcoVadis Silver Medal, and was recognised as one of the Financial Times' Europe's Climate Leaders 2026. The company is listed on Euronext Brussels (RECT). Since 2021, we have reduced our Scope 1+2 emissions by 52.1%, while our Scope 3 emissions (excl. Cat. 3.15, Investments) increased slightly by 0.9%. This occurred alongside a substantial expansion in production output, and is reflected in

a significant 16.6% reduction in Scope 3 emissions intensity (GHG emissions per m³ of insulation products produced). We estimate that in 2025, the insulation products we sold will prevent 19,7 million tCO2e emissions over their lifetime, 33 times greater than Recticel Group's scope 1, 2 and 3 carbon footprint of 596,826 tCO2e.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ *Yes*

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ *Yes*

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ *2 years*

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:
☑ *2 years*

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:
☑ *2 years*
[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

655075000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ *Yes*

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ *No*

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ *Yes*

(1.6.2) Provide your unique identifier

BE0003656676

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ *No*

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ *No*

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ *No*

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ *Yes*

(1.6.2) Provide your unique identifier

549300R8K43AXHYP5M15

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ *Yes*

(1.6.2) Provide your unique identifier

37-000-9029

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ *No*

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ *Yes, we have mapped or are currently in the process of mapping our value chain*

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ *Upstream value chain*

☑ *Downstream value chain*

(1.24.3) Highest supplier tier mapped

Select from:

☑ *Tier 1 suppliers*

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ *Tier 3 suppliers*

(1.24.7) Description of mapping process and coverage

As part of the double materiality assessment required under the CSRD, we have conducted a comprehensive analysis of stakeholder groups throughout the value chain of our three divisions. Our material stakeholders, or those parties that invest in and materially impact our activities to the greatest degree, comprise (1) shareholders, investors and analysts, (2) customers, (3) employees, and (4) suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain (see our 2025 Annual Report, chapter 3.4 GOV-4 Statement of due diligence in the value chain). Our commitment to fostering sustainable partnerships underscores our belief that we can effectuate the transition towards a low-carbon society and circular economy only through collaborative efforts. Our approach to supplier relationship management is rooted in sustainable innovation, implementing best practices and shared values. We strive to build a resilient and sustainable value chain that aligns with our strategic objectives and contributes to positive societal and environmental impact. We have made substantial progress in gathering actual evidence-based environmental data from our suppliers, including the systematic tracking of their scope 1, 2 and 3 emissions. Each year, we request our key Tier 1 suppliers to provide product-specific emissions data, moving away from reliance on industry averages. The main product categories concerned include chemicals, facers, mineral wool and steel. In 2025, 73.7% of Cat. 3.1 emissions were calculated using supplier-specific emissions data (primary data) for purchased products, an increase of 5.5% compared to the previous year. Prioritising supplier-specific data over industry averages is essential to accurately identify hotspots and drive targeted actions that reduce the carbon footprint of our purchased goods.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ *Yes, we have mapped or are currently in the process of mapping plastics in our value chain*

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

☑ *Downstream value chain*

☑ *End-of-life management*

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

☑ *Preparation for reuse*

☑ *Recycling*

☑ *Waste to Energy*

☑ *Landfill*

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Impact expected within less than 5 years. Unlike substantive risk, such as price competition, macroeconomic fluctuations or geopolitical factors, the ESG impacts, risks and opportunities (IROs) tend to evolve over longer timeframes, often exceeding traditional financial cycles. As a result, our ESG considerations are assessed across distinct time horizons. For short-term, this means for substantive risks less than 6 months, for ESG IROs 0-5 years.

Medium-term

(2.1.1) From (years)

5

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Impact expected between 5 and 10 years. Unlike substantive risk, such as price competition, macroeconomic fluctuations or geopolitical factors, the ESG impacts, risks and opportunities (IROs) tend to evolve over longer timeframes, often exceeding traditional financial cycles. As a result, our ESG considerations are assessed across distinct time horizons. For medium-term, this means for substantive risks less than 6 - 12 months, for ESG IROs 5 - 10 years. Connected to Recticel Group's SBTi near-term targets for 2030: Recticel Group commits to reduce absolute scope 1+2 GHG emissions by 90% by 2030 from a 2021 base year. Recticel Group also commits to reducing absolute scope 3 GHG emissions by 25% within the same timeframe.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ *No*

(2.1.3) To (years)

25

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Impact expected between 10 and 25 years. Unlike substantive risk, such as price competition, macroeconomic fluctuations or geopolitical factors, the ESG impacts, risks and opportunities (IROs) tend to evolve over longer timeframes, often exceeding traditional financial cycles. As a result, our ESG considerations are assessed across distinct time horizons. For long-term, this means for substantive risks less than 12 - 24 months, for ESG IROs 10 - 25 years. Connected to Recticel Group's SBTi long-term targets for 2050: Recticel Group commits to maintain at least 90% absolute scope 1+2 GHG emissions reductions from 2030 through 2050 from a 2021 base year. Recticel Group also commits to reducing absolute scope 3 GHG emissions by 90% by 2050 from a 2021 base year.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ *Yes*	*Select from:* ☑ *Both dependencies and impacts*

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ *Yes*	*Select from:* ☑ *Both risks and opportunities*	*Select from:* ☑ *Yes*

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ *Climate change*

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ *Dependencies*

☑ *Impacts*

☑ *Risks*

☑ *Opportunities*

(2.2.2.3) Value chain stages covered

Select all that apply

☑ *Direct operations*

☑ *Upstream value chain*

☑ *Downstream value chain*

☑ *End of life management*

(2.2.2.4) Coverage

Select from:

☑ *Full*

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ *Tier 1 suppliers*

(2.2.2.7) Type of assessment

Select from:

☑ *Qualitative and quantitative*

(2.2.2.8) Frequency of assessment

Select from:

☑ *Annually*

(2.2.2.9) Time horizons covered

Select all that apply

☑ *Short-term*

☑ *Medium-term*

☑ *Long-term*

(2.2.2.10) Integration of risk management process

Select from:

☑ *Integrated into multi-disciplinary organization-wide risk management process*

(2.2.2.11) Location-specificity used

Select all that apply

☑ *Not location specific*

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ *COSO Enterprise Risk Management Framework*

International methodologies and standards

☑ *IPCC Climate Change Projections*

☑ *ISO 14001 Environmental Management Systems*

☑ *Life Cycle Assessment*

Other

☑ *Scenario analysis*

☑ *Desk-based research*

☑ *External consultants*

☑ *Partner and stakeholder consultation/analysis*

☑ *Materiality assessment*
☑ *Internal company methods*

(2.2.2.15) Risk types and criteria considered

Acute physical
☑ *Tornado*
☑ *Heat wave*
☑ *Landslide*
☑ *Subsidence*
☑ *Cyclone, hurricane, typhoon*
☑ *Heavy precipitation (rain, hail, snow/ice)*
☑ *Flood (coastal, fluvial, pluvial, ground water)*
☑ *Storm (including blizzards, dust, and sandstorms)*

Chronic physical
☑ *Changing precipitation patterns and types (rain, hail, snow/ice)*
☑ *Changing temperature (air, freshwater, marine water)*
☑ *Heat stress*
☑ *Increased severity of extreme weather events*
☑ *Soil erosion*

Policy
☑ *Carbon pricing mechanisms*
☑ *Changes to international law and bilateral agreements*
☑ *Changes to national legislation*
☑ *Changes to regulations of existing products and services*

Market
☑ *Changing customer behavior*
☑ *Lack of availability and/or increased cost of certified sustainable material*
☑ *Lack of availability and/or increased cost of raw materials*
☑ *Uncertainty in market signals*

Reputation

☑ *Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)*

Technology

☑ *Transition to lower emissions technology and products*

☑ *Unsuccessful investment in new technologies*

Liability

☑ *Exposure to sanctions and litigation*

☑ *Non-compliance with regulations and legislation*

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ *Customers*

☑ *Employees*

☑ *Investors*

☑ *Suppliers*

☑ *Regulators*

☑ *Local communities*

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

☑ *No*

(2.2.2.18) Further details of process

Risks and uncertainties are inherent to a company's business activities and strategy. Incorporating ESG risks and opportunities into our Group's risk management approach is increasingly imperative. By offering products that fulfil societal and ecological needs, Recticel Group will benefit from better access to financing, improved customer satisfaction, loyalty and better employee relations. Recticel Group employs a comprehensive and systematic approach to identify, evaluate, prioritise and monitor risks and opportunities with potential financial implications. This process includes the following key steps: • Identifying impacts and dependencies: We continuously monitor both external and internal environments for emerging risks and opportunities, including market trends, regulatory changes, stakeholder expectations and environmental and social shifts. Additionally, we evaluate operational vulnerabilities, areas for improvement and dependencies on specific resources

and suppliers, as well as the quality of virgin and recycled materials. • Assessment: Risks that affect Recticel Group's ability to achieve business objectives are typically identified at various points in the value chain. We evaluate identified risks and opportunities by assessing their potential impact and likelihood, considering financial implications, immediate and long-term effects, operational disruptions, reputational risks and market positioning. Opportunities are specifically evaluated for their potential to drive growth, profitability and competitiveness. In this process, we also recognise the critical dependencies on key resources, such as the quality and availability of both virgin and recycled materials, as well as the reliability of our supply chain. These dependencies are essential for achieving our operational and sustainability objectives. For certain risks, such as those relating to health & safety and business conduct, Recticel Group demonstrates zero tolerance. • Prioritisation: We prioritise risks and opportunities based on their potential financial impact, urgency and alignment with strategic objectives. Risks with high financial impact or impacting short or long-term viability, along with opportunities offering substantial financial and sustainability benefits, are given top priority. ESG risks, opportunities and financial impacts are integrated into the Enterprise Risk Management (ERM) programme, which is reviewed by the Management Committee and the Audit & Sustainability Committee to determine priorities. • Monitoring: We conduct regular reviews of the financial and operational impacts of risks and opportunities, as well as market conditions. Ongoing reporting and risk assessments ensure timely responses to changes. Recticel Group's Board of Directors, supported by the Audit & Sustainability Committee, holds ultimate responsibility for overseeing adequate risk management. This includes identifying and assessing risks, implementing effective control measures, and maintaining visibility over Recticel Group's overall risk exposure while balancing it against the Company's risk appetite. In 2025, we conducted a qualitative hotspot climate scenario analysis on physical climate risks. The results indicate that all sites are exposed to at least one climate hazard; 4 sites were prioritised for further analysis based on their combined exposure, vulnerability and operational criticality. In 2026, the assessment will be further enhanced (see 3.5.1 2025 AR).
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ *Yes*

(2.2.7.2) Description of how interconnections are assessed

In preparing its financial statements, Recticel Group assessed the implications of climate change, taking into account the risks and opportunities described in Chapter 4.3, Navigating the Landscape of IRO, of the 2025 Annual Report, as well as progress toward its Science Based Targets initiative (SBTi) goals. These targets include a 90% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030, with net-zero emissions across all scopes by 2050, in line with the Paris Agreement's 1.5°C objective. The targets were validated by the SBTi in February 2024 and form a core element of Recticel Group's sustainability strategy. TRANSITIONING TO A LOW-CARBON, CIRCULAR ECONOMY Recticel Group is taking concrete actions to support the transition to a low-carbon and circular economy. Key focus areas include responsible raw-material selection, sustainable and energy-efficient processes, and eco-design principles. In 2025, construction began on a recycled polyol plant in Wevelgem, Belgium, converting post-industrial PIR waste into a raw material for new insulation boards. Commissioned in May 2026, the facility is designed to recycle up to 4000 tonnes of PIR waste annually and produce approximately 6000 tonnes of recycled polyol. Further details are provided in the 2025 Annual Report, section 5.3.3.1. KEY ELEMENTS OF CLIMATE ACTION PLAN Energy efficiency – Reducing energy consumption, improving operational efficiency and lowering carbon emissions. Renewable energy – Increasing the use of renewable energy sources, including solar power, to support

electrification and reduce dependence on fossil fuels. Supply-chain collaboration – Working with suppliers to reduce emissions across the value chain through sustainability criteria and supplier engagement. In 2025, 73.7% of Scope 3.1 emissions (Purchased Goods and Services) were calculated using supplier primary data, up from 2024. Innovation and circularity – Directing R&D investments towards climate-mitigation and circular-economy solutions, including bio-based raw materials and recycling technologies for construction and end-of-life waste. ENVIRONMENTAL IMPACT AND RESOURCE USE Recticel Group is not a highly energy-intensive company, reflected in its relatively low Scope 1 and 2 emissions. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. ACCOUNTING FOR CLIMATE COMMITMENTS As investments are made to achieve the SBTi near-term and net-zero targets, Recticel Group continues to assess the useful life of affected assets and updates financial estimates where appropriate.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ *Yes, we are currently in the process of identifying priority locations*

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ *Direct operations*

(2.3.3) Types of priority locations identified

Sensitive locations

☑ *Areas important for biodiversity*

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ *Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity*

(2.3.4) Description of process to identify priority locations

In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas, in line with the EU Taxonomy's Do No Significant Harm (DNSH) criteria. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. For DNSH purposes, Natura 2000 was considered the most relevant framework. Two sites were identified as having potential interactions with biodiversity-sensitive areas. However, given their limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ *No, we have a list/geospatial map of priority locations, but we will not be disclosing it*

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ *Qualitative*

☑ *Quantitative*

(2.4.2) Indicator used to define substantive effect

Select from:

☑ *EBITDA*

(2.4.3) Change to indicator

Select from:

☑ *% decrease*

(2.4.4) % change to indicator

Select from:

☑ *1-10*

(2.4.6) Metrics considered in definition

Select all that apply

☑ *Likelihood of effect occurring*

(2.4.7) Application of definition

1. FINANCIAL • Recticel Group considers any risks, including climate-related risks, which can potentially impact group trading profit (EBITDA) between 1-5% as minor, 5-10% as substantive, and 10-15% as highly substantive. 2. OPERATIONAL • Recticel Group considers any operational risk which has the potential to cause a significant interruption in 1 location as minor, a substantial interruption in 2 locations as substantive, and significant interruptions in multiple locations as highly substantive. 3. STRATEGIC • Reputational impact: Recticel Group considers any strategic risk that has the potential to impact reputational impact substantive in case of loss of confidence by one stakeholder group as minor, by two stakeholder groups as substantive, and highly substantive in case of loss of confidence by three or more stakeholder groups or long-term international media exposure. • Market share impact: Recticel Group considers any strategic risk which has the potential to impact market share as minor in case of short-term recovery (less than 3 months), in case of medium-term recovery (3-6 months) as substantive, and highly substantive in case of long-term recovery (12-24 months) • Strategic impact: Recticel Group considers any strategic risk that has the potential to impact the strategy minor in case of 1 change in senior leadership, substantive in case of 2 or more changes in senior leadership and significant changes to operating plans and execution, and highly substantive in case of two or more changes in senior leadership, financial restructuring, and significant changes to the strategic plan. It is considered critical in case of potential acquisition (by another company) or bankruptcy. • Liability impact: Any risk involving regulatory investigation as substantive and highly substantive when management challenged large legal liabilities and/or regulatory fines 4. EHS • Environmental, Health & Safety impact: Recticel Group considers any strategic risk that has the potential to cause serious injury(ies) of one or more individuals substantive and the potential to cause catastrophic injury (loss of life or serious permanent handicap) highly substantive.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ *Qualitative*

☑ *Quantitative*

(2.4.2) Indicator used to define substantive effect

Select from:

☑ *Revenue*

(2.4.3) Change to indicator

Select from:

☑ *% increase*

(2.4.4) % change to indicator

Select from:

☑ *1-10*

(2.4.6) Metrics considered in definition

Select all that apply

☑ *Likelihood of effect occurring*

(2.4.7) Application of definition

1. FINANCIAL • Recticel Group considers any risks, including climate-related risks, which can potentially impact group trading profit (EBITDA) between 1-5% as minor, 5-10% as substantive, and 10-15% as highly substantive. 2. OPERATIONAL • Recticel Group considers any operational risk which has the potential to cause a significant interruption in 1 location as minor, a substantial interruption in 2 locations as substantive, and significant interruptions in multiple locations as highly substantive. 3. STRATEGIC • Reputational impact: Recticel Group considers any strategic risk that has the potential to impact reputational impact substantive in case of loss of confidence by one stakeholder group as minor, by two stakeholder groups as substantive, and highly substantive in case of loss of confidence by three or more stakeholder groups or long-term international media exposure. • Market share impact: Recticel Group considers any strategic risk which has the potential to impact market share as minor in case of short-term recovery (less than 3 months), in case of medium-term recovery (3-6 months) as substantive, and highly substantive in case of long-term recovery (12-24 months) • Strategic impact: Recticel Group considers any strategic risk that has the potential to impact the strategy minor in case of 1 change in senior leadership, substantive in case of 2 or more changes in senior leadership and significant changes to operating plans and execution, and highly substantive in case of two or more changes in senior leadership, financial restructuring, and significant changes to the strategic plan. It is considered critical in case of potential acquisition (by another company) or bankruptcy. • Liability impact: Any risk involving regulatory investigation as substantive and highly substantive when management challenged large legal liabilities and/or regulatory fines 4. EHS • Environmental, Health & Safety impact: Recticel Group considers any strategic risk that has the potential to cause serious injury(ies) of one or more individuals substantive and the potential to cause catastrophic injury (loss of life or serious permanent handicap) highly substantive.

Risks

(2.4.1) Type of definition

Select all that apply

☑ *Qualitative*

☑ *Quantitative*

(2.4.2) Indicator used to define substantive effect

Select from:

☑ *Direct operating costs*

(2.4.3) Change to indicator

Select from:

☑ *% increase*

(2.4.4) % change to indicator

Select from:

☑ *1-10*

(2.4.6) Metrics considered in definition

Select all that apply

☑ *Likelihood of effect occurring*

(2.4.7) Application of definition

1. FINANCIAL • Recticel Group considers any risks, including climate-related risks, which can potentially impact group trading profit (EBITDA) between 1-5% as minor, 5-10% as substantive, and 10-15% as highly substantive. 2. OPERATIONAL • Recticel Group considers any operational risk which has the potential to cause a significant interruption in 1 location as minor, a substantial interruption in 2 locations as substantive, and significant interruptions in multiple locations as highly substantive. 3. STRATEGIC • Reputational impact: Recticel Group considers any strategic risk that has the potential to impact reputational impact substantive in case of loss of confidence by one stakeholder group as minor, by two stakeholder groups as substantive, and highly substantive in case of loss of confidence by three or more stakeholder groups or long-term international media exposure. • Market share impact: Recticel Group considers any strategic risk which has the potential to impact market share as minor in case of short-term recovery (less than 3 months), in case of medium-term recovery (3-6 months) as substantive, and highly

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Risks

(2.4.1) Type of definition

Select all that apply

☑ *Qualitative*

☑ *Quantitative*

(2.4.2) Indicator used to define substantive effect

Select from:

☑ *Market share*

(2.4.3) Change to indicator

Select from:

☑ *% decrease*

(2.4.4) % change to indicator

Select from:

☑ *1-10*

(2.4.6) Metrics considered in definition

Select all that apply

☑ *Likelihood of effect occurring*

(2.4.7) Application of definition

1. FINANCIAL • Recticel Group considers any risks, including climate-related risks, which can potentially impact group trading profit (EBITDA) between 1-5% as minor, 5-10% as substantive, and 10-15% as highly substantive. 2. OPERATIONAL • Recticel Group considers any operational risk which has the potential to cause a significant interruption in 1 location as minor, a substantial interruption in 2 locations as substantive, and significant interruptions in multiple locations as highly substantive. 3. STRATEGIC • Reputational impact: Recticel Group considers any strategic risk that has the potential to impact reputational impact substantive in case of loss of confidence by one stakeholder group as minor, by two stakeholder groups as substantive, and highly substantive in case of loss of confidence by three or more stakeholder groups or long-term international media exposure. • Market share impact: Recticel Group considers any strategic risk which has the potential to impact market share as minor in case of short-term recovery (less than 3 months), in case of medium-term recovery (3-6 months) as substantive, and highly substantive in case of long-term recovery (12-24 months) • Strategic impact: Recticel Group considers any strategic risk that has the potential to impact the strategy minor in case of 1 change in senior leadership, substantive in case of 2 or more changes in senior leadership and significant changes to operating plans and execution, and highly substantive in case of two or more changes in senior leadership, financial restructuring, and significant changes to the strategic plan. It is considered critical in case of potential acquisition (by another company) or bankruptcy. • Liability impact: Any risk involving regulatory investigation as substantive and highly substantive when management challenged large legal liabilities and/or regulatory fines 4. EHS • Environmental, Health & Safety impact: Recticel Group considers any strategic risk that has the potential to cause serious injury(ies) of one or more individuals substantive and the potential to cause catastrophic injury (loss of life or serious permanent handicap) highly substantive.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ *Yes, we identify and classify our potential water pollutants*

(2.5.2) Details of policies and processes in place to identify and classify potential water pollutants

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from

operations. With respect to the water-based guided laser cutting (Deer Park USA) which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements. [Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☑ *Other physical pollutants*

(2.5.1.2) Description of water pollutant and potential impacts

Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. The effluent containing metal particles is collected and contained within a closed-loop system. It is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements.

(2.5.1.3) Value chain stage

Select all that apply

☑ *Direct operations*

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ *Water recycling*

(2.5.1.5) Indicators for measuring and evaluating the success of the procedure

Select all that apply

☑ *100% of wastewater treated*

(2.5.1.6) Please explain

With respect to the water-based guided laser cutting (Deer Park USA) which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ *Yes, both in direct operations and upstream/downstream value chain*

Water

(3.1.1) Environmental risks identified

Select from:

☑ *No*

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ *Environmental risks exist, but none with the potential to have a substantive effect on our organization*

(3.1.3) Please explain

Our organisation identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption: 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal), of which 806 m³ stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. With respect to the water-based guided laser cutting which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by

the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ *No*

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ *Environmental risks exist, but none with the potential to have a substantive effect on our organization*

(3.1.3) Please explain

The Group had in 2025 a total waste stream of plastic materials of 4511 tonnes of which 4380 tonnes is recycled, reused or recovered which represents 97%. Thus 3% ((131 tonnes) of the plastic waste stream is either incinerated with or without energy recovery or landfilled. These figures have been audited by PwC. We use plastics mainly as packaging material to protect our stack of insulation boards and insulated panels for transport and delivery, where relevant. Plastics are also used in limited quantities to encapsulate specific acoustic insulants within our Acoustic Solutions division. We continually explore ways to minimise the use of plastic. We are also transitioning from virgin packaging materials to those with recycled content and lower CO2e emissions, including: 30% recycled stretch foil, 30% recycled cover foil, and 50% recycled EPS. More information can be found in the 2025 Annual Report, pages 140-141.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk1*

(3.1.1.3) Risk types and primary environmental risk driver

Liability

☑ *Non-compliance with regulation and legislation*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *Direct operations*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.1.1.9) Organization-specific description of risk

SITUATION • Recticel must comply with CSRD (2024), requiring a science-based climate action plan. • The SBTi commitment for 2030 and 2050 entails costs that could affect pricing, profitability and performance but also create opportunities • Monitoring and reporting on GHG reduction progress is crucial to meeting targets. TASK • Assess business partners and materials for alignment with our strategic plan. • Evaluate technology availability for carbon footprint reduction. • Address risks tied to ambitious targets. ACTION • Collaborate with suppliers to reduce the embedded carbon footprint of raw materials. • Develop innovative, low-carbon products. • Increase recycled content in mineral wool and steel. RESULT • Reduced emissions from raw materials. • New products with lower embodied carbon and higher recycled content. • Stronger supplier collaboration for a sustainable supply chain. • Enhanced operational resilience and alignment with long-term sustainability goals.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Upfront costs to adopt/deploy new practices and processes*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

☑ *The risk has already had a substantive effect on our organization in the reporting year*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *Very unlikely*

(3.1.1.14) Magnitude

Select from:

☑ *Medium*

(3.1.1.15) Effect of the risk on the financial position, financial performance and cash flows of the organization in the reporting year

The 2025 Annual Report has been prepared in full compliance with all applicable legal and reporting standards, including ESRS and IFRS. The report containing the sustainability and financial statements as well as the remuneration report accurately reflects Recticel's assets, position and performance. It has been limited assured by PwC. As a result the potential risk of non-compliance with the CSRD has been mitigated.

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • Non-compliance with CSRD (2024) risks fines, regulatory action, and reputation harm. • Implementing a science-based climate plan increases costs but enhances asset value through sustainable investments. FINANCIAL PERFORMANCE • Sustainable materials and processes may raise Cost of Goods Sold (COGS), affecting margins, but efficiencies and recycled materials could offset costs. • Low-carbon products could command premium pricing if demand aligns, but profitability may decline if costs can't be passed on. • Misaligned transitions may harm sales, market share, and revenue. CASH FLOWS • Rising material and operational costs may pressure cash flows, though efficiencies and recycling may stabilise them. • Significant investments in technology and infrastructure will require short-term outflows but support long-term sustainability.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.18) Financial effect figure in the reporting year (currency)

287000

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

96000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1500000

(3.1.1.25) Explanation of financial effect figure

The Centre for European Policy Studies (CEPS, 2022) estimated CSRD compliance costs at EUR 287 K upfront and EUR 319 K annually for large companies. Recticel Group considers this an underestimation, taking into account internal and external resources and an ESG automated reporting tool.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ *Greater compliance with regulatory requirements*

(3.1.1.27) Cost of response to risk

287000

(3.1.1.28) Explanation of cost calculation

CSRD initial set-up costs OR Impact cost to comply with CSRD.

(3.1.1.29) Description of response

STRATEGIC PLANNING AND ALIGNMENT • Update the roadmap for implementing SBTi targets to balance ambition with feasibility, considering the organisation's capacity for investment, technology adoption, and operational changes. INVESTMENT PRIORITISATION • Prioritise investments based on their potential impact on cost savings, product performance and alignment with SBTi commitments. CONTINUOUS IMPROVEMENT • Monitor and evaluate to track progress towards SBTi targets. • Identify areas for improvement or adjustment. • Foster a culture of sustainable innovation COST CALCULATION • Systems and tools. • Policy and reporting frameworks. • Data collection and management. • Reporting and disclosing. • Monitoring and auditing.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk2*

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ *Changes to regulation of existing products and services*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *End-of-life management*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.1.1.9) Organization-specific description of risk

SITUATION • Recticel risks challenges if it fails to monitor and comply with standards and regulations, particularly regarding product end-of-life circularity. TASK • Stay ahead of regulatory changes that impact strategic objectives by tracking laws, regulations and guidelines. ACTION • Establish robust compliance systems and update procedures to meet the new regulations. • Invest in sustainable product innovation and joint R&D on circularity • Build long-term partnerships with suppliers, universities and institutes. • Develop collaborations for collecting and treating end-of-life materials. RESULT • Avoided non-compliance penalties • Maintained market position and minimised operational disruptions. • Strengthened reputation through sustainability efforts. • Launched innovative products with higher renewable content.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Upfront costs to adopt/deploy new practices and processes*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Medium-term*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *Very likely*

(3.1.1.14) Magnitude

Select from:

☑ *Medium*

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • Non-compliance could lead to fines, penalties and increased liabilities. • Regulatory demands might affect asset valuations, requiring product modifications or devaluation. FINANCIAL PERFORMANCE • Regulations on recycled content or circularity may impact product pricing, development, and market demand. • Compliance investments can reduce profitability, though efficient mechanisms improve operations. • Delayed adaptation could disrupt production and lower

efficiency. CASH FLOWS • Short-term cash flow strain may arise from policy updates and system investments. • Non-compliance penalties and regulatory impacts on sales or market access could destabilise cash flow.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

10000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

26000000

(3.1.1.25) Explanation of financial effect figure

• Existing and upcoming regulations focus on product recyclability levels, requiring focused R&D. • The CSRD mandates disclosure of climate transition plans and targets, while the CSDDD, adopted on 24 May 2024, requires a science-based climate transition plan aligned with the Paris Agreement's 1.5°C goal. National authorities will enforce these plans, with penalties up to 10% of annual revenue. • Non-compliance penalties are estimated between 0% and 5%.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ *Greater compliance with regulatory requirements*

(3.1.1.27) Cost of response to risk

50000

(3.1.1.28) Explanation of cost calculation

Recticel Group's legal department will cover potential legislative action.

(3.1.1.29) Description of response

REGULATORY MONITORING • Track legislative developments, policy changes and emerging regulatory trends relevant to Recticel. STAKEHOLDER ENGAGEMENT • Participate in industry forums to share expertise and shape favourable regulatory frameworks. • Collaborate with suppliers to lower embodied carbon and invest in sustainable product innovation, including joint R&D. RISK ASSESSEMENT • Perform regular risk assessments and scenario analyses to evaluate regulatory impacts on operations, finances and strategy. COST CALCULATION • Address legislative actions through the internal legal team, with support from external legal firms as needed.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk3*

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ *Lack of availability and/or increased cost of certified sustainable material*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *Direct operations*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.1.1.9) Organization-specific description of risk

SITUATION • Product circularity focuses on maximising lifecycle through recycling and reuse. • Key risks include dependency on consistent-quality recycled content, integrating circular practices into manufacturing, high upfront costs, economic feasibility and competitive speed of adoption. TASK • Adapt processes for recycling and remanufacturing technologies. • Ensure consistent product quality and market competitiveness. • Secure the economic viability of circular initiatives. ACTION • Monitor industry trends and technology advancements. • Build partnerships with reliable suppliers. • Invest in R&D, modern technologies and process optimisation. • Implement strict quality assurance protocols. • Perform cost-benefit analyses and track market dynamics. RESULT • Reduced material variability and production disruptions. • Seamless integration of circular practices. • Strengthened market position and competitiveness • Enhanced economic sustainability of circular techniques.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Constraint to growth*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Medium-term*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *Likely*

(3.1.1.14) Magnitude

Select from:

☑ *Medium*

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • Reliance on variable-quality recycled content may raise costs. • Investments in technologies could deplete cash reserves, reducing liquidity and financial stability. FINANCIAL PERFORMANCE • If circular practices are not economically viable, higher production costs or lower returns could reduce profit margins. • Declining profitability may impact ROA, ROE, investor confidence, and market valuation. • Poor integration of circular practices could raise operational

costs and reduce efficiency. CASH FLOWS • Quality control investments may raise upfront costs but improve product consistency, reducing returns and warranty expenses long-term. • Initial cash outflows may rise, but better quality control can stabilise revenue by minimising defects and returns.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

2000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

6000000

(3.1.1.25) Explanation of financial effect figure

• Increasing investments in quality control and materials, due to extension of suppliers. • Upfront investments in circular practices may reduce profit margins if not economically viable, affecting ROA and ROE. • Poor integration of circular practices could increase costs and reduce efficiency. • With recycled PU availability growing, a 10% rise in raw material costs is expected, posing a risk of up to EUR 6 M.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ *Other infrastructure, technology and spending, please specify :Take action to switch to purchased goods with a higher content of post-production and post-consumer waste.*

(3.1.1.27) Cost of response to risk

13000000

(3.1.1.28) Explanation of cost calculation

R&D efforts aimed to increase the use of recycled materials and end-of-life. Recticel Group has invested in a EUR 13 million chemical recycling facility for polyurethane waste, operational as of June 2026. This is an important step towards scaling circular solutions as the recycled polyol will be integrated in the manufacturing of our insulation boards. See page 132 of the 2025 Annual Report, and https://www.recticel.com/index.php/recticel-group-closes-loop-pir-circularity-industrial-scale-recycled-polyol-plant.html

(3.1.1.29) Description of response

SUPPLIER ENGAGEMENT • Build strong partnerships with suppliers to ensure a stable supply of high-quality recycled materials and reduce variability risks. OPERATIONS • Develop and integrate recycling and remanufacturing technologies. • Refine processes to incorporate new technologies efficiently. • Implement robust quality controls and monitor product performance to maintain quality. COST MANAGEMENT • Secure funding or subsidies for circular initiatives. • Continuously evaluate the economic impact and optimise processes to reduce costs and improve profitability. COST CALCULATION • Focus R&D efforts on increasing recycled material usage

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk4*

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ *Changing customer behavior*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *Downstream value chain*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *United Kingdom*

☑ *United States of America*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

(3.1.1.9) Organization-specific description of risk

SITUATION • Shifts in consumer preferences, including renewable content and recyclability, may impact product demand. Mineral wool insulated panels are up to 99% recyclable, while polyurethane insulation boards and panels are improving in this area. TASK • Capitalise on opportunities to enhance climate performance, reduce environmental impact and drive sustainable growth. ACTION • R&D focus on developing advanced insulation materials with superior thermal performance and lower environmental impact (eg IMPACT insulation boards with 25% bio-circular raw materials, reducing CO2 emissions by 43%). • Partner with universities to explore new materials and technologies. • Implement digital tools and automation to boost efficiency and reduce waste. • Leverage data analytics to optimise supply chain operations and minimise the carbon footprint. • Conduct life Cycle Assessment (LCA) for new products to ensure sustainability • Obtain certifications like. LEED or BREEAM to validate environmental performance. RESULT • Launch smart sustainable insulation materials. • Improved energy efficiency and sustainability.• Strengthened position as a leader in building materials

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Decreased revenues due to reduced demand for products and services*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Medium-term*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *Likely*

(3.1.1.14) Magnitude

Select from:

☑ *Medium*

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • R&D investments may strain resources if innovations fail to meet market expectations or gain certifications. FINANCIAL PERFORMANCE • Difficulties in achieving efficiency targets or failure to meet them could restrict sales growth or cost savings, negatively affecting profitability. • Higher R&D expenditures might temporarily put pressure on profit margins. CASH FLOWS • R&D investments may increase short-term cash outflows, putting pressure on cash flow, with financial benefits realised over time.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

6000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

35000000

(3.1.1.25) Explanation of financial effect figure

• Recticel Group's performance may suffer if new insulation materials do not meet standards or gain adoption, limiting sales and efficiencies. • Increased R&D and digital spending may strain cash flow if benefits take longer to materialise due to delays. • Misaligned product offerings could hinder achieving the 5% growth target by 2030.

(3.1.1.26) Primary response to risk

Diversification

☑ *Develop new products, services and/or markets*

(3.1.1.27) Cost of response to risk

2000000

(3.1.1.28) Explanation of cost calculation

Related to relevant ongoing R&D efforts. OR Considers impact on not achieving the 5% projection.[

(3.1.1.29) Description of response

MARKET RESEARCH • Conduct in-depth studies to evaluate demand for new products, considering customer preferences, market trends, competition, and regulations. SUPPLY CHAIN • Ensure agile production and supply chain operations to adapt quickly to market changes. • Adjust production levels to match demand forecasts and inventory needs. • Foster cross-functional collaboration. COST CALCULATION • Addressing this risk is primarily covered by ongoing R&D efforts, representing 1% of annual sales.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk5*

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ *Heavy precipitation (rain, hail, snow/ice)*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *Direct operations*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *United Kingdom*

☑ *United States of America*

☑ *Finland*

☑ *Slovenia*

(3.1.1.9) Organization-specific description of risk

SITUATION • Natural disasters (earthquakes, flooding, fires, hailstorms) can cause infrastructure damage, operational disruptions and risks to personnel. TASK • Identify site-specific climate risks, assess vulnerabilities and develop strategies for preparedness, response and recovery. ACTION (following assessment by insurance company) • Assess buildings, operations and supply chains for disaster resilience. • Safeguard employee safety and IT systems. • Develop site-specific emergency response and business continuity plans. • Implement operational recovery strategies. RESULT • Improved disaster resilience, operational continuity and protection of personnel and assets with robust response and recovery protocols. Recent evaluations reveal no urgent vulnerabilities, but potential costs could arise from photovoltaic installations or roof reinforcements for hail exposure.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Disruption in production capacity*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *More likely than not*

(3.1.1.14) Magnitude

Select from:

☑ *Medium-low*

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • Natural disasters can cause substantial damage to physical assets such as buildings, machinery, and inventory. This damage may require significant capital expenditure for repairs or replacements, impacting the company's balance sheet. • Recticel might incur increased liabilities if it needs to cover the costs of damage, repairs, or legal claims resulting from the disaster. Insurance claims might also affect the financial position, depending on coverage limits and deductibles. Insurance premiums could rise to cover the increased global risk of insurers. • The extent and adequacy of insurance coverage play a critical role. Insufficient coverage or delays in claims processing can lead to out-of-pocket expenses, affecting the company's liquidity and financial stability. FINANCIAL PERFORMANCE • Disruptions in operations, supply chains, and (own, customer's, or public) infrastructure can decrease production capabilities or halt business activities, resulting in lost revenue. • Costs may rise due to emergency repairs, procurement of alternative resources, and operational disruptions. These increased costs can erode profit margins. • The impact on business operations might reduce efficiency and productivity, affecting overall performance and profitability. • If the disaster affects customer trust or market position, it can decrease sales and revenue, impacting the company's financial performance. CASH FLOWS • Reduced revenue and increased costs during and after a disaster can strain cash flows. Due to operational interruptions, Recticel might face difficulties in maintaining normal cash flow levels. • Recovery costs, such as rebuilding, restarting operations, and addressing damage, can directly affect cash flow. • Delays or disputes in receiving insurance payouts can impact cash flows, affecting the company's ability to cover immediate expenses and ongoing operational needs. • If additional investments are required to strengthen resilience or repair damage, this could lead to significant outflows of cash • The need for emergency financing or loans to cover disaster-related costs can result in additional interest expenses and affect long-term financial health.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

280000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1500000

(3.1.1.25) Explanation of financial effect figure

• The impact of climate change on natural disasters remains debated, but their frequency and severity are widely acknowledged to be worsening. Economic losses from disasters have risen by 3% annually over the past 30 years, driven by factors like urbanisation. Recticel Group's exposure is modelled using this growth rate. • Average economic losses were 0.23% of global GDP in the past decade, equating to a similar percentage of Recticel Group's sales. These losses could manifest as higher insurance premiums, business disruptions, or mitigation investments. • At a projected 5% annual growth, Recticel Group's exposure could rise to EUR 280 K by 2030 and EUR 1.5 M by 2050.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ *Other infrastructure, technology and spending, please specify :Update business continuity plans (BCP) for each site with attention for increasing risk of natural disasters*

(3.1.1.27) Cost of response to risk

120000

(3.1.1.28) Explanation of cost calculation

Update business continuity (BCP) for each site; Determine required investments in existing infrastructure. OR Considers projected growth rate and an economic loss due to physical risks of 0.23% of global GDP over past 10 years.[

(3.1.1.29) Description of response

BUILDING INFRASTRUCTURE • Assess resilience of buildings and facilities to natural disasters (earthquakes, flooding, fires, storms). • Address operational dependencies and employee safety impacts. DATA INFRASTRUCTURE • Evaluate risks to IT systems and implement safeguards to protect data from loss or corruption.. EMERGENCY PLANS • Develop tailored disaster response plans, update business continuity plans (BCP), and ensure crisis readiness. COST CALCULATION • Following a climate scenario analysis on physical risk assessment, we are assessing what kind of mitigating actions are required for potential sites at risk.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ *Risk6*

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ *Carbon pricing mechanisms*

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ *Direct operations*

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.1.1.9) Organization-specific description of risk

SITUATION • The EU Emissions Trading System (ETS) is expanding to include CO2e emissions from buildings (ETS2). Free allowances will phase out by 2035, affecting EU supplier pricing. • From 2026, the The EU Carbon Border Adjustment Mechanism (CBAM) covers imports of key carbon-intensive products, including cement iron & steel, aluminium, fertilisers, electricity and hydrogen. Financial obligations start in 2026 and will be progressively phased in until 2034, in parallel with the phase-out of EU ETS allowances. TASK • Assess ETS2's impact on energy costs. • Evaluate carbon pricing's effect on supplier costs and potential pass-through to Recticel Group. • Analyse CBAM's impact on non-EU material costs and identify mitigation strategies. ACTION • Model energy cost increases (EUR 57-350/tCO2e) and identify emission reduction opportunities. • Adjust procurement strategies to manage and mitigate cost increases. • Explore passing increased costs to customers. • Monitor CBAM's impact on steel costs. RESULT • Controlled budget and energy cost savings through efficiency improvements. • Minimised supplier cost impact with revised procurement strategies.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ *Increased direct costs*

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ *Very likely*

(3.1.1.14) Magnitude

Select from:

☑ *Low*

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • EU ETS2: Rising carbon pricing and expanded mechanism coverage could increase raw material and energy costs, impacting operational expenses. • CBAM: Carbon taxes on non-EU materials may raise raw material costs, affecting asset values and inventory expenses. • Mitigation: Investments in energy-efficient technologies and cost pass-through to customers may help offset these risks. FINANCIAL PERFORMANCE • EU ETS2: Higher procurement and operational costs could reduce margins, though direct impacts from ETS2 are expected to be limited due to low energy intensity. • CBAM: Increased costs for imported metals may pressure margins unless offset by price adjustments or savings. The industry-wide impact may allow costs to be passed to customers, but significant challenges could affect revenue growth. • Opportunities: Transitioning to carbon-neutral energy could enhance cost efficiency and support financial performance despite rising costs. CASH FLOWS • EU ETS2 & CBAM: Higher carbon taxes and import duties passed on by suppliers may strain cash flows

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ *Yes*

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

5000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

143000000

(3.1.1.25) Explanation of financial effect figure

By 2035, the EU ETS and CBAM will cover all GHG-emitting activities, with carbon price forecasts ranging from EUR 57 to EUR 350 per tCO2e. These costs would apply to scope 1+2+3 emissions, except for downstream scope 3 emissions from end-of-life product treatment. • Recticel Group's goal to reduce scope 1+2

emissions by 90% and scope 3 emissions by 25% by 2030 would leave 408,677 tCO2e related to purchased goods and services, subject to potential reverse carbon pricing. • Most increased costs are likely to be passed on to customers, as the broader industry and EU economy will face similar impacts, but it will impact the viability in non-EU markets.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ *Greater compliance with regulatory requirements*

(3.1.1.27) Cost of response to risk

5000

(3.1.1.28) Explanation of cost calculation

Modelling costs on product prices and COGS.[

(3.1.1.29) Description of response

MODELLING • Estimate procurement and operating cost increases (EUR 57-350/tCO2e). • Collaborate with suppliers to assess their carbon pricing responses. STRATEGY • Adjust procurement strategies to address cost increases and risks. • Track CBAM's effect on metal prices. COST CALCULATION • Compliance costs are minimal due to low direct carbon pricing impact on Recticel. • Procurement cost modelling is straightforward, leveraging existing ESG models and carbon price forecasts.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ *Revenue*

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

520130000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ *71-80%*

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

4500000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ *Less than 1%*

(3.1.2.7) Explanation of financial figures

Applicable for risk 1, risk 2, risk 3, risk 4, risk 5, risk 6

Climate change

(3.1.2.1) Financial metric

Select from:
☑ *CAPEX*

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

63478000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ *91-99%*

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

5700000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ *Less than 1%*

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

63478000

(3.1.2.7) Explanation of financial figures

Applicable for risk 2, risk 3, risk 4, risk 6.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ *OPEX*

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

5915000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ *81-90%*

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

530000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ *Less than 1%*

(3.1.2.7) Explanation of financial figures

Applicable for risk 2, risk 3, risk 4, risk 6.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ *Assets*

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

2500000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ *1-10%*

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

40000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ *1-10%*

(3.1.2.7) Explanation of financial figures

Applicable for risk 5
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

(3.3.1) Water-related regulatory violations

Select from:
☑ *No*

(3.3.3) Comment

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations.

In 2025, total water consumption: 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal), of which 806 m³ stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. [Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ *No, and we do not anticipate being regulated in the next three years*

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ *Yes, we have identified opportunities, and some/all are being realized*

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ *No*

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ *Opportunities exist, but none anticipated to have a substantive effect on organization*

(3.6.3) Please explain

Our organisation identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. With respect to the water-based guided laser cutting which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements
[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ *Opp1*

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services
☑ *Development of new products or services through R&D and innovation*

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☑ *Downstream value chain*

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.6.1.8) Organization specific description

SITUATION • Recticel Group is dedicated to developing smart, sustainable insulation materials and allocates approximately 1% of its annual revenue to research and development (R&D). TASK • Identify and seize opportunities that enhance its climate-related performance, minimise environmental impact, and foster growth. ACTION • Focus R&D team on creating advanced insulation materials with exceptional thermal performance and reduced environmental impact. • Collaborate with universities and research institutions to explore new materials and technologies. • Utilise data analytics to optimise supply chain operations and minimise the carbon footprint. • Conduct Life Cycle Assessments (LCA) for new products to meet sustainability standards. • Pursue certifications (e.g. LEED, BREEAM) to validate the environmental performance of products. RESULT • Introduction of new insulation materials with increased insulation performance, hereby significantly reducing energy consumption in buildings and contributing to lower greenhouse gas emissions. • An additional improvement in energy efficiency across manufacturing facilities. • Strengthened market position. • Leadership and credibility.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ *Increased revenues resulting from increased demand for products and services*

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ *Likely (66–100%)*

(3.6.1.12) Magnitude

Select from:

☑ *High*

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • The development of advanced insulation materials and the adoption of digital tools may increase intangible assets, particularly patents, proprietary technologies and digital systems. • Collaborations with universities and research institutions could lead to valuable intellectual property. • Successful innovation and market recognition can enhance the company's equity through retained earnings and potential increases in share value, reflecting investor confidence in sustainable growth and profitability. FINANCIAL PERFORMANCE • The introduction of innovative insulation materials with increased thermal performance can drive higher sales, especially as these products align with increasing regulatory and consumer demand for energy-efficient solutions. • Enhanced production efficiency and reduced waste can lower the Cost of Goods Sold (COGS), thereby improving gross margins. • The focus on R&D may initially increase operating expenses, but the long-term benefits of improved product offerings and efficiencies could offset these costs. • As the company introduces higher-value, sustainable products and optimizes operations, profit margins will likely improve. Pursuing certifications like LEED and BREEAM can also command premium pricing and open up new market segments. • The ROI on R&D and digital transformation investments is expected to be positive, driven by cost savings, increased revenue, and enhanced brand equity as a leader in sustainable building materials. CASH FLOWS • With improved operational efficiency and higher sales, operating cash flow will likely increase. • Reduced production waste and optimized supply chain operations will also enhance cash flow by lowering operational costs. • Cash outflows related to R&D and acquiring digital tools or automation technologies may initially rise. However, these are strategic investments aimed at long-term growth and efficiency.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ *Yes*

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

15000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

45000000

(3.6.1.23) Explanation of financial effect figures

In alignment with our climate transition action plan and our validated SBTi targets for 2030 (near-term), aiming to reduce scope 1 and scope 2 by 90% and scope 3 by 25%, we have catered for a yearly annual growth of 5%. As a result, for the calculation of this opportunity, we take a minimum yearly growth in sales of 3% and a maximum of 8%.

(3.6.1.24) Cost to realize opportunity

5000000

(3.6.1.25) Explanation of cost calculation

The objective is to leverage this investment to enhance climate-related performance, reduce environmental impact, and promote sustainable growth. • R&D Focus on smart insulation products: Allocating 1% of annual revenue for R&D would amount to 5.7 million. • Utilization of Data Analytics for supply chain optimization and sustainability reporting: 700,000 • Life Cycle Assessments (LCA): The costs associated with assessing new products' environmental impact and ensuring they meet sustainability standards are 600,000. • Pursuit of Certifications (LEED, BREEAM): 500,000 for certification processes, including application, audits and certification. ASSOCIATED BENEFITS • Develop products that reduce energy consumption and lower greenhouse gas emissions. • Reduction in Production Waste and Increased Energy Efficiency: improved production efficiency and reduced waste, possibly decreasing manufacturing costs and enhancing overall profitability. • Strengthened Market Position: Enhanced brand reputation and market positioning as a leader in sustainable materials. A 5% increase in market share hereto would potentially increase the annual revenue by 30 million.[

(3.6.1.26) Strategy to realize opportunity

• POWERDECK+LIGHT ROOF • Renovation of steel deck flat roofs with insulation boards and photovoltaic panels, offering thinner boards with equal λ insulation value. Suitable for lighter steel structures and provides a lower carbon footprint compared to alternatives. • DECK-VQ® • Vacuum-insulated panels offering exceptional efficiency for demanding applications with a low carbon footprint and space-saving benefits. • IMPACT® product line • Eurowall Impact® and Eurothane Silver Impact® contain 25% bio-circular content, reducing carbon footprint by 43% while maintaining the same λ insulation performance. • ALU-FREE INSULATION BOARD • A gas diffusion-tight, alu-free polyurethane (PIR) board for prefab buildings, reducing corrosion risk and carbon emissions by 40%. • QBISS INFILL • An insulated façade system with extreme load-bearing capacity, allowing for quick installation and up to 60% reduction in embodied carbon. • QBISS ONE NEXT AND TRIMOTERM NEXT • Advanced insulated panels crafted from sustainable, low-carbon materials, achieving up to 69% reductions in CO2e emissions compared to existing alternatives.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ *Opp2*

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ *Ability to diversify business activities*

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ *Downstream value chain*

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.6.1.8) Organization specific description

SITUATION • Recticel Group is expanding its insulated panels in both domestic and international markets, aiming to broaden product reach. • Our high-end insulated panels meet aesthetic standards, enhance architectural potential, and improve prefabrication cost efficiency. • In 2025, Recticel Group's building insulation products will help avoid 19.7 million tons of CO2e emissions, 33 times more than the emissions from their production (see also Chapter 5.2.8 in the 2025 annual report). TASK • Analyse market trends. • Evaluate adoption potential in different regions. • Leverage construction projects focused on energy efficiency and sustainability. ACTION • Assess the competitive landscape. • Monitor sustainable construction projects. • Position panels for green building certification (e.g., LEED, BREEAM). • Innovate to stay ahead in insulation technology. • Partner with leading construction and tech companies. • Secure contracts with major international construction projects. RESULT • Successful international expansion and sales growth. • Enhanced reputation as smart insulation leader.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ *Increased revenues through access to new and emerging markets*

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Medium-term*

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ *Very likely (90–100%)*

(3.6.1.12) Magnitude

Select from:

☑ *Medium-high*

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • The development of advanced insulation materials and the adoption of digital tools may increase intangible assets, particularly patents, proprietary technologies and digital systems. • Collaborations with universities and research institutions could lead to valuable intellectual property. • Successful innovation and market recognition can enhance the company's equity through retained earnings and potential increases in share value, reflecting investor confidence in sustainable growth and profitability. FINANCIAL PERFORMANCE • The introduction of innovative insulation materials with increased thermal performance can drive higher sales, especially as these products align with increasing regulatory and consumer demand for energy-efficient solutions. • Enhanced production efficiency and reduced waste can lower the Cost of Goods Sold (COGS), thereby improving gross margins. • The focus on R&D may initially increase operating expenses, but the long-term benefits of improved product offerings and efficiencies could offset these costs. • As the company introduces higher-value, sustainable products and optimizes operations, profit margins will likely improve. Pursuing certifications like LEED and BREEAM can also command premium pricing and open up new market segments. • The ROI on R&D and digital transformation investments is expected to be positive, driven by cost savings, increased revenue, and enhanced brand equity as a leader in sustainable building materials. CASH FLOWS • With improved operational efficiency and higher sales, operating cash flow will likely increase. • Reduced production waste and optimized supply chain operations will also enhance cash flow by lowering operational costs. • Cash outflows related to R&D and acquiring digital tools or automation technologies may initially rise. However, these are strategic investments aimed at long-term growth and efficiency.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ *Yes*

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

50000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

150000000

(3.6.1.23) Explanation of financial effect figures

In alignment with our climate transition action plan and our validated SBTi targets for 2030 (near-term), aiming to reduce scope 1 and scope 2 by 90% and scope 3 by 25%, we have catered for a yearly annual growth of 5%. As a result, for the calculation of this opportunity, we take a minimum yearly growth in sales of 3% and a maximum of 8%.

(3.6.1.24) Cost to realize opportunity

30000000

(3.6.1.25) Explanation of cost calculation

Our strategic direction for the Insulated Panels division encompasses: • Global roll-out of the Trimo premium brand of mineral wool insulated panels. • Effective integration and cross-selling of REX PIR insulated panels. REX Panels and Profiles was acquired in January 2024. • Explore North American market opportunities. • Accelerate the growth of our premium modular building solutions (Trimo MSS). The cost to realise the opportunity could be as high as the acquisition of a sizable acquisition (50-150 M).

(3.6.1.26) Strategy to realize opportunity

• Our insulated panels strategy targets a premium market position to differentiate, create value and expand internationally. • Focus on the USPs of our insulated panels: superior aesthetics, architectural flexibility, cost-efficient, resource-efficient prefabrication. • Recticel Group is investing in a greenfield operation in the US for insulated panels, which will be operational end 2026. • Develop a growth plan for modular building systems that support sustainable construction, cost efficiency and rapid deployment.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ *Opp3*

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ *Use of public sector incentives*

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ *Downstream value chain*

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.6.1.8) Organization specific description

SITUATION • Recticel Group's value creation aligns with the European Green Deal, promoting energy efficiency in buildings, supported by the EPBD mandating energy improvements in construction and renovation (see also Chapter 2.2.2 of the 2025 annual report). TASK • Enhance energy efficiency in building projects. • Ensure compliance with new GHG emission standards. • Explore opportunities in energy-efficient renovations and construction. ACTION • Advance insulation materials and renewable energy solutions. • Ensure GHG emission standard compliance. • Partner with technology firms to integrate innovative solutions. • Leverage the EU's goal to renovate 35 million buildings by 2030. RESULT • Recticel positioned as a leader in energy-efficient smart building solutions, attracting new customers and projects.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ *Increased revenues resulting from increased demand for products and services*

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ *Very likely (90–100%)*

(3.6.1.12) Magnitude

Select from:

☑ *Medium-high*

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • EU's plan to double renovation rates by 2030 will increase insulation demand, affecting Recticel's financial structure. • Potential investments in capacity or new technologies may result in increased fixed assets. • Higher demand could lead to increased inventory levels, requiring tight management. • Growth may require new financing, impacting the debt-to-equity ratio. FINANCIAL PERFORMANCE • Renovation activity is expected to boost insulation sales and revenue. • Higher volumes may improve economies of scale and margins.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ *No*

(3.6.1.24) Cost to realize opportunity

2000000

(3.6.1.25) Explanation of cost calculation

• The regulatory requirements will spur extra demand for building insulation. To capture this, we will need to invest in timely production extension and efficiency and adequate sales and logistics organisations. • Through operational and product design efficiencies, we are working on increasing our production capacity in specific plants by 10% to 30% without a large increase in CAPEX expenditure, whilst investing in operations where relevant.

(3.6.1.26) Strategy to realize opportunity

• Enhance circularity. • Design our products for easy EOL dismantling. • Integrate biobased materials into our products. • Increase the amount of recycled content during the manufacturing process • Analyse market trends to identify opportunities, especially in emerging regions. • Forge strategic partnerships and leverage robust distribution channels to access new markets.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ *Opp4*

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ *Increased sales of existing products and services*

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ *Downstream value chain*

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *Slovenia*

☑ *United Kingdom*

☑ *United States of America*

(3.6.1.8) Organization specific description

SITUATION • Recticel Group offers a wide array of thermal and thermo-acoustic insulation solutions, organised into specialised divisions recognised as leaders in their respective fields. TASK • Identify and capitalise on opportunities to enhance our climate-related performance, reduce GHG emissions and achieve the ambitious SBTi targets. ACTION • Proactively respond to increasing decarbonisation demands throughout the value chain by prioritising products with lower embodied carbon. • Increase the percentage of primary emissions directly obtained from the suppliers, enabling informed selection of purchased goods with lower embodied carbon. RESULT • Investor confidence by aligning our portfolio with EU Taxonomy objective of climate change mitigation. • Our building insulation products sold in 2025 are projected to prevent over 19.7 million tonnes of CO2e emissions throughout their lifespan, which is 33 times greater than the total 2025 carbon footprint of the entire Recticel Group. • Progress towards SBTi validated near-term (2030) and long-term (2050) targets. • Strong position as smart insulation company. • Fulfilment of the growing demand for low-carbon products.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ *Reduced direct costs*

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ *Virtually certain (99–100%)*

(3.6.1.12) Magnitude

Select from:

☑ *Medium-high*

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • By recycling polyurethane waste and reusing polyol, Recticel Group will reduce its dependence on purchasing virgin polyol, leading to lower inventory levels of raw materials. FINANCIAL PERFORMANCE • A reduced need for virgin polyol lowers the cost of goods sold (COGS), improving gross margins and overall profitability. • Reduced embodied carbon in insulation boards enhances the product's market appeal, especially with the introduction of product passports and environmental labelling. This could become a business differentiator. CASH FLOWS • Lower purchasing needs for virgin polyol means less cash spent on raw

material procurement. • Upfront capital expenditure to implement the recycling technology, temporarily increasing investment cash outflows. • The initiative could also make the company eligible for environmental grants or tax benefits, improving net cash flows

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ *Yes*

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

13000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

42000000

(3.6.1.23) Explanation of financial effect figures

In alignment with our climate transition action plan and our validated SBTi targets for 2030 (near-term), aiming to reduce scope 1 and scope 2 by 90% and scope 3 by 25%, we have catered for a yearly annual growth of 5%. As a result, for the calculation of this opportunity, we take a minimum yearly growth in sales of 3% and a maximum of 8%.

(3.6.1.24) Cost to realize opportunity

1

(3.6.1.25) Explanation of cost calculation

In 2025, 79.4% of Recticel Group activities met the EU Taxonomy's technical criteria for substantial contribution to climate change mitigation. This strong result reflects our sustainable product portfolio: • PIR insulation boards (Recticel Insulation): High-performance thermal insulation for roofs, walls, floors, and facades. • Metal-faced mineral wool panels (Trimo and Rex Panels & Profiles): Energy-efficient, single-component cladding with no cavity, offering insulation and weather protection and architectural design • Vacuum-insulated panels (Turvac): Ultra-low thermal conductivity and high thermal resistance outperform traditional materials. Thanks to this existing portfolio, we are well-positioned to capture further market growth with minimal additional investment. Continued expansion and innovation will further strengthen our leadership in sustainable insulation.

(3.6.1.26) Strategy to realize opportunity

PRODUCT PORTFOLIO BENEFITS • Our insulation boards enable regulatory compliance with thinner walls and roofs, outperforming materials such as mineral wool, XPS/EPS, and cellular glass. They deliver superior energy efficiency at reduced thickness, are lightweight, water- and moisture-resistant, support walkability without deformation, and contribute to cleaner indoor air quality. • Our vacuum-insulated panels offer superior efficiency with the thinnest layers, ideal for retrofitting buildings with limited space. • Our metal-faced insulated panels (mineral wool, polyurethane) provide insulation and weather protection, directly fixed to the frame without requiring cavity space. These lightweight single factory-manufactured panels offer superior aesthetics and architectural flexibility with a low life cycle cost. PRODUCT CASE STUDIES • Trimoterm panels are made-to-order to minimise waste, contain up to 52% recycled materials, and are designed for easy reuse, being up to 99% recyclable. • Trimoterm Next and QBISS One Next X are our next generation sustainable façade solutions achieving up to 68% lower carbon footprint compared to conventional solutions, leading the way toward a zero-carbon future. • The Impact® range includes thermal insulation boards with 25% bio-circular content, reducing CO2e emissions by 43% compared to standard boards.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ *Opp5*

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ *Use of new technologies*

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ *Direct operations*

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ *France*

☑ *Serbia*

☑ *Belgium*

☑ *Finland*

☑ *United Kingdom*

☑ *United States of America*

☑ *Slovenia*

(3.6.1.8) Organization specific description

SITUATION • Polyurethane waste presents a significant environmental challenge due to limited end-of-life recycling options, especially in rigid foam insulation applications. TASK • Recticel Group aimed to develop a more sustainable, circular solution to address the low recycling rate of polyurethane and reduce reliance on virgin, fossil-based materials. ACTION • Recticel Group has invested in a EUR 13 million chemical recycling facility for polyurethane waste, operational as of June 2026. The plant uses a selective depolymerisation process to break down rigid polyurethane waste, specifically targeting isocyanurate and urethane bonds. RESULT • The new process enables the recovery of reusable materials such as polyols and high-purity anilines, which can be reintegrated into insulation board production. This innovation moves the industry closer to full circularity and promotes more sustainable polyurethane foam manufacturing.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ *Reduced direct costs*

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ *Short-term*

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ *Virtually certain (99–100%)*

(3.6.1.12) Magnitude

Select from:

☑ *Medium-high*

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

FINANCIAL POSITION • By recycling polyurethane waste and reusing polyol, Recticel will reduce its dependence on purchasing virgin polyol, leading to lower inventory levels of raw materials. FINANCIAL PERFORMANCE • A reduced need for virgin polyol lowers the cost of goods sold (COGS), improving gross margins and overall profitability. • Reduced embodied carbon in insulation boards enhances the product's market appeal, especially with the introduction of product passports and environmental labelling. This could become a business differentiator. CASH FLOWS • Lower purchasing needs for virgin polyol means less cash spent on raw material procurement. • Upfront capital expenditure to implement the recycling technology, temporarily increasing investment cash outflows. • The initiative could also make the company eligible for environmental grants or tax benefits, improving net cash flows.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ *No*

(3.6.1.24) Cost to realize opportunity

13000000

(3.6.1.25) Explanation of cost calculation

Recticel Group's investment of EUR 13 million in a chemical recycling facility for polyurethane waste is part of our broader sustainability and circular economy strategy. The cost calculation for this investment is based on a detailed capital expenditure (CAPEX) analysis and projected long-term operational and environmental benefits.

(3.6.1.26) Strategy to realize opportunity

The chemical recycling facility for polyurethane waste is based on a selective depolymerization process for rigid polyurethane waste, enabling the production of reusable materials such as polyols and high-purity anilines for insulation board manufacturing. Unlike traditional recycling methods like glycolysis, which only recover polyol and still rely on virgin, fossil-based MDI, this approach seeks full circularity by selectively breaking isocyanurate and urethane bonds, driving sustainable polyurethane foam production.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ *CAPEX*

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

69375000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ *91-99%*

(3.6.2.4) Explanation of financial figures

SUMMARY 79.4% of Recticel Group's activities meet EU Taxonomy's technical criteria for contributing to climate change mitigation. As there was no full alignment with the DNSH criteria on 'Climate change adaptation' and 'Biodiversity' (section 5.1.3.4) in 2025, 0% of our activity was Taxonomy-aligned. Taxonomy-eligible turnover (sales) decreased by 0.9 % from 525.172 KEUR to 520,456 KEUR. Taxonomy-eligible CapEx decreased slightly from 71,114 KEUR to 69,375 KEUR, including the investments in the new polyol plant, the greenfield in the US, and the business combinations of Kuras and Miclar involving tangible and intangible assets. Taxonomy-eligible OpEx decreased by 30.0% from 10,091 KEUR to 7,067 KEUR. DETAILED EXPLANATION The primary drivers of change in the 2025 CapEx KPI stem from the acquisition of Kuras and Miclar, specifically their intangible and tangible assets (sections 7.2.5.1 and 7.2.5.3) and right-of-use assets (section 7.2.5.4), which are classified according to Taxonomy-eligible and non-eligible economic activities. Additionally, CapEx related to equipment and vehicles under 'New leases' (section 7.2.5.1) is reported as Taxonomy-eligible. Other eligible CapEx (Category C) includes investments in energy-efficient building upgrades. For the OpEx KPI, the denominator comprises day-to-day costs directly incurred for research and development, building renovations, short-term lease and the repair and maintenance of property, plant and equipment. No other direct expenditures related to the ongoing servicing of the Recticel Group assets were recorded. Repair and maintenance costs include both external and internal expenses; however, internal salary costs are excluded, as a detailed cost breakdown is not available. Operating expenses related to taxonomy-aligned activities of Kuras and Miclar are excluded from both the numerator and the denominator when determining the Company's proportion.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ *OPEX*

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

7067000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:
☑ *81-90%*

(3.6.2.4) Explanation of financial figures

SUMMARY 79.4% of Recticel Group's activities meet EU Taxonomy's technical criteria for contributing to climate change mitigation. As there was no full alignment with the DNSH criteria on 'Climate change adaptation' and 'Biodiversity' (section 5.1.3.4) in 2025, 0% of our activity was Taxonomy-aligned. Taxonomy-eligible turnover (sales) decreased by 0.9 % from 525.172 KEUR to 520,456 KEUR. Taxonomy-eligible CapEx decreased slightly from 71,114 KEUR to 69,375 KEUR, including the investments in the new polyol plant, the greenfield in the US, and the business combinations of Kuras and Miclar involving tangible and intangible assets. Taxonomy-eligible OpEx decreased by 30.0% from 10,091 KEUR to 7,067 KEUR. DETAILED EXPLANATION The primary drivers of change in the 2025 CapEx KPI stem from the acquisition of Kuras and Miclar, specifically their intangible and tangible assets (sections 7.2.5.1 and 7.2.5.3) and right-of-use assets (section 7.2.5.4), which are classified according to Taxonomy-eligible and non-eligible economic activities. Additionally, CapEx related to equipment and vehicles under 'New leases' (section 7.2.5.1) is reported as Taxonomy-eligible. Other eligible CapEx (Category C) includes investments in energy-efficient building upgrades. For the OpEx KPI, the denominator comprises day-to-day costs directly incurred for research and development, building renovations, short-term lease and the repair and maintenance of property, plant and equipment. No other direct expenditures related to the ongoing servicing of the Recticel Group assets were recorded. Repair and maintenance costs include both external and internal expenses; however, internal salary costs are excluded, as a detailed cost breakdown is not available. Operating expenses related to taxonomy-aligned activities of Kuras and Miclar are excluded from both the numerator and the denominator when determining the Company's proportion.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ *Yes*

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ *More frequently than quarterly*

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ *Executive directors or equivalent*

☑ *Non-executive directors or equivalent*

☑ *Independent non-executive directors or equivalent*

(4.1.4) Board diversity and inclusion policy

Select from:

☑ *Yes, and it is publicly available*

(4.1.5) Briefly describe what the policy covers

On 31 December 2025, the Board of Directors consists of eight members: one Executive Director, six Independent Directors, and one Non-executive Director representing the reference shareholder. The Board does not include employee representatives, and Independent Directors account for 75% of its members. In accordance with Article 7:86 of the Belgian Code of Companies and Associations, which mandates that at least one third of the Board members must be of a different gender than the other members, the Board is proactively pursuing initiatives to improve female representation. As of 31 December 2025, three of the eight Board members are women, representing 37.5% of the Board. On 2 March 2026, Wim Dejonghe, representing D.A.S.T. BV resigned from his position of Director. On the

same day, Jan Vergote, representing CORAL & WALLACE BV, formerly Managing Director, was appointed Executive Chairman. On 2 March 2026, the female representation increased to 42.9%. The selection process for Board members is detailed in the Recticel Group Corporate Governance Charter, publicly available on our corporate website, which emphasises the importance of diversity across all dimensions, including gender, background, professional experience, competencies and education.

(4.1.6) Attach the policy (optional)

Recticel Group Corporate Governance Charter_V 2.0_EN.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ *Yes*
Water	*Select from:* ☑ *Yes*
Biodiversity	*Select from:* ☑ *Yes*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ *Board chair*

☑ *Director on board*

☑ *Chief Executive Officer (CEO)*

☑ *Board-level committee*

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ *Yes*

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ *Other policy applicable to the board, please specify :Corporate Governance Charter*

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ *Scheduled agenda item in every board meeting (standing agenda item)*

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ *Reviewing and guiding annual budgets*

☑ *Overseeing the setting of corporate targets*

☑ *Monitoring progress towards corporate targets*

☑ *Approving corporate policies and/or commitments*

☑ *Overseeing and guiding public policy engagement*

☑ *Overseeing and guiding the development of a business strategy*

☑ *Overseeing and guiding acquisitions, mergers, and divestitures*

☑ *Monitoring compliance with corporate policies and/or commitments*

☑ *Overseeing and guiding the development of a climate transition plan*

☑ *Approving and/or overseeing employee incentives*

☑ *Overseeing and guiding major capital expenditures*

☑ *Monitoring the implementation of the business strategy*

☑ *Overseeing reporting, audit, and verification processes*

☑ *Monitoring the implementation of a climate transition plan*

☑ *Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities*

(4.1.2.7) Please explain

The Board of Directors, supported by the Audit & Sustainability Committee, ensures sustainability is integrated into the corporate strategy. Since August 2024, sustainability has been a standing agenda item at every Board meeting, covering progress toward Science Based Targets initiative (SBTi) goals and other targets for material topics, approval of the Sustainability Statement, and review of the Company's exposure to material ESG impacts, risks and opportunities (IROs) and related policies. When overseeing strategy, major transactions and risk management, the Board assesses the implications of material IROs and evaluates potential trade-offs between short-term business priorities and long-term sustainability objectives. This supports responsible growth, resilience and long-term value creation. The Audit & Sustainability Committee oversees financial and non-financial reporting, monitors the effectiveness of internal control and risk management systems, supervises internal audit activities, oversees the statutory audit of the annual and consolidated accounts and the Sustainability Statement, and safeguards Auditor independence.Although no dedicated controls currently exist for managing material IROs, the Committee reviews them regularly as part of its oversight responsibilities. It monitors internal control and risk management systems, including sustainability aspects, and advises the Board on ESG matters. Material IROs are also discussed between the CEO, the Management Committee and the Group Sustainability Director to ensure integration into strategy and operations. The Audit & Sustainability Committee consists of six Non-executive Independent Directors. Its Chair, together with the CEO, oversees sustainability targets and related IROs and regularly updates the Board on progress and regulatory developments, including the Ecodesign for Sustainable Products Regulation and Digital Product Passports. Following the Omnibus Agreement, Recticel Group does not meet the reporting thresholds of the Corporate Sustainability Due Diligence Directive (CSDDD), expected to apply from 2029. Committee members collectively possess strong expertise in business conduct and sustainability and receive regular updates from the Group Sustainability Director on relevant legislation, regulations and material IROs. The CEO is responsible for sustainability ambitions, strategy, reporting and issue management. Targets for material topics are established with the Management Committee. The CEO reviews the ESG strategy with the Audit & Sustainability Committee and the Board, oversees progress against SBTi-approved targets and other material-topic targets, and meets monthly with the Group Sustainability Director to review implementation of the sustainability roadmap and reporting requirements.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ *Board chair*

☑ *Director on board*

☑ *Chief Executive Officer (CEO)*

☑ *Board-level committee*

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ *Yes*

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ *Other policy applicable to the board, please specify :Corporate Governance Charter*

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ *Scheduled agenda item in some board meetings – at least annually*

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ *Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities*

☑ *Approving corporate policies and/or commitments*

☑ *Monitoring compliance with corporate policies and/or commitments*

(4.1.2.7) Please explain

The Board of Directors, supported by the Audit & Sustainability Committee, ensures sustainability is integrated into the corporate strategy. Since August 2024, sustainability has been a standing agenda item at every Board meeting, covering progress toward Science Based Targets initiative (SBTi) goals and other targets for material topics, approval of the Sustainability Statement, and review of the Company's exposure to material ESG impacts, risks and opportunities (IROs) and related policies. When overseeing strategy, major transactions and risk management, the Board assesses the implications of material IROs and evaluates potential trade-offs between short-term business priorities and long-term sustainability objectives. This supports responsible growth, resilience and long-term value creation. The Audit & Sustainability Committee oversees financial and non-financial reporting, monitors the effectiveness of internal control and risk management systems, supervises internal audit activities, oversees the statutory audit of the annual and consolidated accounts and the Sustainability Statement, and safeguards Auditor independence.Although no dedicated controls currently exist for managing material IROs, the Committee reviews them regularly as part of its oversight responsibilities. It monitors internal control and risk management systems, including sustainability aspects, and advises the Board on ESG matters. Material IROs are also discussed between the CEO, the Management Committee and the Group Sustainability Director to ensure integration into strategy and operations. The Audit & Sustainability Committee consists of six Non-executive Independent Directors. Its Chair, together with the CEO, oversees sustainability targets and related IROs and regularly updates the Board on progress and regulatory developments, including the Ecodesign for Sustainable Products Regulation and Digital Product Passports. Following the Omnibus Agreement, Recticel Group does not meet the reporting thresholds of the Corporate Sustainability Due Diligence Directive (CSDDD), expected to apply from 2029. Committee members collectively possess strong expertise in business conduct and sustainability and receive regular updates from the Group Sustainability Director on relevant legislation, regulations and material IROs. The CEO is responsible for sustainability ambitions, strategy, reporting and issue

management. Targets for material topics are established with the Management Committee. The CEO reviews the ESG strategy with the Audit & Sustainability Committee and the Board, oversees progress against SBTi-approved targets and other material-topic targets, and meets monthly with the Group Sustainability Director to review implementation of the sustainability roadmap and reporting requirements.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ *Board chair*

☑ *Director on board*

☑ *Chief Executive Officer (CEO)*

☑ *Board-level committee*

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ *Yes*

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ *Other policy applicable to the board, please specify :Corporate Governance Charter*

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ *Scheduled agenda item in some board meetings – at least annually*

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ *Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities*

(4.1.2.7) Please explain

The Board of Directors, supported by the Audit & Sustainability Committee, ensures sustainability is integrated into the corporate strategy. Since August 2024, sustainability has been a standing agenda item at every Board meeting, covering progress toward Science Based Targets initiative (SBTi) goals and other targets for material topics, approval of the Sustainability Statement, and review of the Company's exposure to material ESG impacts, risks and opportunities (IROs) and related policies. When overseeing strategy, major transactions and risk management, the Board assesses the implications of material IROs and evaluates potential trade-offs between short-term business priorities and long-term sustainability objectives. This supports responsible growth, resilience and long-term value creation. The Audit & Sustainability Committee oversees financial and non-financial reporting, monitors the effectiveness of internal control and risk management systems, supervises internal audit activities, oversees the statutory audit of the annual and consolidated accounts and the Sustainability Statement, and safeguards Auditor independence.Although no dedicated controls currently exist for managing material IROs, the Committee reviews them regularly as part of its oversight responsibilities. It monitors internal control and risk management systems, including sustainability aspects, and advises the Board on ESG matters. Material IROs are also discussed between the CEO, the Management Committee and the Group Sustainability Director to ensure integration into strategy and operations. The Audit & Sustainability Committee consists of six Non-executive Independent Directors. Its Chair, together with the CEO, oversees sustainability targets and related IROs and regularly updates the Board on progress and regulatory developments, including the Ecodesign for Sustainable Products Regulation and Digital Product Passports. Following the Omnibus Agreement, Recticel Group does not meet the reporting thresholds of the Corporate Sustainability Due Diligence Directive (CSDDD), expected to apply from 2029. Committee members collectively possess strong expertise in business conduct and sustainability and receive regular updates from the Group Sustainability Director on relevant legislation, regulations and material IROs. The CEO is responsible for sustainability ambitions, strategy, reporting and issue management. Targets for material topics are established with the Management Committee. The CEO reviews the ESG strategy with the Audit & Sustainability Committee and the Board, oversees progress against SBTi-approved targets and other material-topic targets, and meets monthly with the Group Sustainability Director to review implementation of the sustainability roadmap and reporting requirements.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ *Yes*

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ *Consulting regularly with an internal, permanent, subject-expert working group*
☑ *Engaging regularly with external stakeholders and experts on environmental issues*
☑ *Integrating knowledge of environmental issues into board nominating process*

☑ *Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)*

☑ *Having at least one board member with expertise on this environmental issue*

(4.2.3) Environmental expertise of the board member

Experience

☑ *Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition*

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ *Yes*

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ *Consulting regularly with an internal, permanent, subject-expert working group*

☑ *Having at least one board member with expertise on this environmental issue*

(4.2.3) Environmental expertise of the board member

Experience

☑ *Executive-level experience in a role focused on environmental issues*

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ *Yes*
Water	*Select from:* ☑ *Yes*
Biodiversity	*Select from:* ☑ *Yes*

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ *Chief Executive Officer (CEO)*

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ *Assessing environmental dependencies, impacts, risks, and opportunities*

Policies, commitments, and targets

☑ *Measuring progress towards environmental science-based targets*

☑ *Setting corporate environmental policies and/or commitments*
☑ *Setting corporate environmental targets*

Strategy and financial planning
☑ *Developing a business strategy which considers environmental issues*
☑ *Developing a climate transition plan*
☑ *Managing acquisitions, mergers, and divestitures related to environmental issues*

Other
☑ *Providing employee incentives related to environmental performance*

(4.3.1.4) Reporting line

Select from:
☑ *Reports to the board directly*

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ *Quarterly*

(4.3.1.6) Please explain

The Chief Executive Officer is responsible for the Company's sustainability ambitions, strategy, reporting and issue management. The targets for the material topics are set together with the Management Committee. The CEO reviews the ESG strategy with the Audit & Sustainability Committee and the Board, ensuring the implementation of appropriate sustainability standards and reporting frameworks. Additionally, the CEO oversees progress against the SBTi-approved near-term and long-term targets as well as the targets for all material topics, and engages monthly with the Group Sustainability Director to review the coordination of the Company's sustainability roadmap and reporting.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ *Chief Operating Officer (COO)*

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ *Assessing environmental dependencies, impacts, risks, and opportunities*

☑ *Managing environmental dependencies, impacts, risks, and opportunities*

Policies, commitments, and targets

☑ *Monitoring compliance with corporate environmental policies and/or commitments*

(4.3.1.4) Reporting line

Select from:

☑ *Reports to the Chief Executive Officer (CEO)*

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ *Annually*

(4.3.1.6) Please explain

Our organisation identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption: 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal), of which 806 m³ stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. With respect to the water-based guided laser cutting which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment

methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ *Other, please specify :Group Sustainability Director*

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ *Assessing environmental dependencies, impacts, risks, and opportunities*

☑ *Assessing future trends in environmental dependencies, impacts, risks, and opportunities*

☑ *Managing environmental dependencies, impacts, risks, and opportunities*

(4.3.1.4) Reporting line

Select from:

☑ *Reports to the Chief Executive Officer (CEO)*

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ *Annually*

(4.3.1.6) Please explain

In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. For DNSH purposes, Natura 2000 was considered the most relevant framework. Two sites were identified as having potential interactions with biodiversity

sensitive areas. However, given their limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ *Other, please specify :Group Sustainability Director*

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ *Assessing environmental dependencies, impacts, risks, and opportunities*

☑ *Assessing future trends in environmental dependencies, impacts, risks, and opportunities*

Engagement

☑ *Managing public policy engagement related to environmental issues*

Policies, commitments, and targets

☑ *Monitoring compliance with corporate environmental policies and/or commitments*

☑ *Measuring progress towards environmental corporate targets*

☑ *Measuring progress towards environmental science-based targets*

Strategy and financial planning

☑ *Developing a climate transition plan*

☑ *Managing environmental reporting, audit, and verification processes*

(4.3.1.4) Reporting line

Select from:

☑ *Reports to the Chief Executive Officer (CEO)*

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ *Half-yearly*

(4.3.1.6) Please explain

The role of the Group Sustainability Director is to advance Recticel's sustainability agenda. Its key responsibilities include: • Ensuring compliance with environmental regulations and standards while driving efforts to reduce the Company's carbon footprint and optimise sustainable resource use through targeted sustainability programmes. • Managing sustainability disclosures aligned with current frameworks like CSRD/ESRS, effectively communicating progress and goals through various channels. • Tracking upcoming legislation, directives and regulations relevant to Recticel's business operations, such as the Construction Products Regulations. • Managing the preparation and submission of the Sustainability Statement, supervising the disclosure of environmental data to CDP, and ensuring accurate and standards-aligned ESG reporting to EcoVadis, Morningstar Sustainalytics, and S&P Global (see also Chapter 2.3.7). • Proposing Group-level sustainability goals and KPIs to the Management Committee, enabling clear measurement of achievements and ongoing improvements. • Providing regular updates and information sessions to the Audit & Sustainability Committee and the Board of Directors on material impacts, risks and opportunities, ensuring they have the insights needed to exercise effective oversight of sustainability objectives.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ *Yes*

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (scope 1+2). To minimise the impact of price fluctuations, this target was based on sales volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in Chapter 5.2.7 of our 2025 Annual Report, the carbon intensity (scope 1+2) based on production volume decreased by 36.6% in 2025 compared to 2024.[

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ *No, and we do not plan to introduce them in the next two years*

(4.5.3) Please explain

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption: 1,245 m³, of which 439 m³ used in formulations (1.4% of total water withdrawal) and 806 m³ stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. [Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Chief Executive Officer (CEO)*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Strategy and financial planning

☑ *Board approval of climate transition plan*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our involvement with the Science Based Targets initiative (SBTi) highlights our commitment to environmental stewardship and corporate responsibility. Among our near-term science based objectives is the ambitious goal of reducing absolute scope 1+2 GHG emissions by 90% by 2030, from a 2021 base year. Setting an ESG-related monetary incentive for the management of environmental issues enables us to achieve this target progressively. For the performance year 2025, collective

objectives for the Recticel Group CEO and Group Function Heads (Chief Financial Officer, Chief Human Resources Officer, Chief Information & Digitalisation Officer, Chief Operations Officer) are set at the Group level. For divisional CEO's and (General) Managers, objectives are determined at the division level.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Chief Financial Officer (CFO)*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Strategy and financial planning

☑ *Board approval of climate transition plan*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Other C-Suite Officer, please specify :Chief Human Resources Officer*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Strategy and financial planning

☑ *Board approval of climate transition plan*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

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Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Chief Operating Officer (COO)*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Strategy and financial planning

☑ *Board approval of climate transition plan*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Other C-Suite Officer, please specify :Chief Information & Digitalisation Officer*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Strategy and financial planning

☑ *Board approval of climate transition plan*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

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Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ *Other C-Suite Officer, please specify :Divisional CEOs and (General) Managers*

(4.5.1.2) Incentives

Select all that apply

☑ *Bonus - % of salary*

(4.5.1.3) Performance metrics

Targets

☑ *Achievement of environmental targets*

Emission reduction

☑ *Reduction in emissions intensity*

☑ *Reduction in absolute emissions*

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ *Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)*

(4.5.1.5) Further details of incentives

In 2025, 5% of the variable remuneration was linked to sustainability objectives. Specifically, the ESG-related incentive was tied to achieving a 10% reduction in greenhouse gas (GHG) emissions compared to 2024, measured by the carbon intensity of the production process (Scope 1+2). To minimise the impact of price fluctuations, this target was based on production volume rather than revenue. The payout scale ranged from 0% for reductions below 5% to a maximum of 125% for achieving a 15% reduction. As detailed in section 5.2.7 of the 2025 Annual Report, the carbon intensity (Scope 1+2) based on production volume decreased by 36.6% compared to 2024.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Our involvement with the Science Based Targets initiative (SBTi) highlights our commitment to environmental stewardship and corporate responsibility. Among our near-term science based objectives is the ambitious goal of reducing absolute scope 1+2 GHG emissions by 90% by 2030, from a 2021 base year. Setting an ESG-related monetary incentive for the management of environmental issues enables us to achieve this target progressively. For the performance year 2025 collective objectives for the Recticel Group CEO and Group Function Heads (Chief Financial Officer, Chief Human Resources Officer, Chief Information & Digitalisation Officer, Chief Operation Officer) are set at the Group level. For divisional CEO's and (General) Managers, objectives are determined at the division level.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from:

	Does your organization have any environmental policies?
	☑ *Yes*

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ *Climate change*

(4.6.1.2) Level of coverage

Select from:

☑ *Organization-wide*

(4.6.1.3) Value chain stages covered

Select all that apply

☑ *Direct operations*

☑ *Upstream value chain*

☑ *Downstream value chain*

(4.6.1.4) Explain the coverage

The fight against climate change is central to Recticel Group's purpose and operations. We are committed to reducing absolute Scope 1+2 GHG emissions by 90% and Scope 3 emissions by 25% by 2030 (base year 2021), with net zero targeted by 2050. These targets were validated by the SBTi in February 2024. Since 2021,

Scope 1+2 emissions have fallen by 52.1%, while Scope 3 emissions decreased by 3.5%. Despite significant growth in production volumes, Scope 1+2+3 emissions intensity (tCO_2e per m^3 of insulation produced, excluding Category 3.15) improved by 7.5%. The insulation products sold in 2025 are estimated to avoid 19.7 million tCO_2e over their lifetime—33 times Recticel Group's total carbon footprint of 596,826 tCO_2e across Scopes 1, 2 and 3 (excluding Category 3.15). We focus on responsible sourcing, energy-efficient production and greater circularity, aiming to lead the transition to a circular, low-carbon economy. To improve emissions accuracy and drive reductions, we annually request product-specific emissions data from key Tier 1 suppliers across major categories including chemicals, facers, mineral wool and steel. As purchased goods and services represent 88% of our 2025 carbon footprint, supplier engagement is essential to achieving our SBTi targets. In 2025, 73.7% of Category 3.1 emissions were calculated using supplier-specific data, up 5.5 percentage points from 2024.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ *Commitment to a circular economy strategy*

☑ *Commitment to comply with regulations and mandatory standards*

☑ *Commitment to take environmental action beyond regulatory compliance*

☑ *Commitment to stakeholder engagement and capacity building on environmental issues*

Climate-specific commitments

☑ *Commitment to net-zero emissions*

☑ *Commitment to not invest in fossil-fuel expansion*

☑ *Commitment to not funding climate-denial or lobbying against climate regulations*

Social commitments

☑ *Adoption of the UN International Labour Organization principles*

☑ *Commitment to promote gender equality and women's empowerment*

☑ *Commitment to respect internationally recognized human rights*

Additional references/Descriptions

☑ *Description of environmental requirements for procurement*

☑ *Reference to timebound environmental milestones and targets*

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ *Yes, in line with the Paris Agreement*

(4.6.1.7) Public availability

Select from:
☑ *Publicly available*

(4.6.1.8) Attach the policy

Recticel Group Code of Conduct - English.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:
☑ *Yes*

(4.10.2) Collaborative framework or initiative

Select all that apply
☑ *Science-Based Targets Initiative (SBTi)*

(4.10.3) Describe your organization's role within each framework or initiative

Adhering to the Paris Agreement to pursue efforts to limit global warming to 1.5°C, Recticel Group joined the Science Based Target initiative (SBTi) community in October 2022. Supported by our consultant, South Pole, we built a specific and comprehensive emissions reduction action plan aligned with the Recticel Group SBTs, which was submitted to the SBTi in July 2023 and was approved in February 2024. Recticel Group's overall Net-Zero target: Recticel Group commits to reaching net-zero greenhouse gas emissions across the value chain by 2050 from a 2021 base year. Recticel Group's Near-Term Targets: Recticel Group commits to reducing absolute scope 1+2 GHG emissions by 90% by 2030 from a 2021 base year. Recticel Group also commits to reducing absolute scope 3 GHG emissions by 25% within the same timeframe. Recticel Group's Long-Term targets: We commit to maintaining at least 90% absolute scope 1+2 GHG emissions reductions from 2030 through 2050 from a 2021 base year and reducing absolute scope 3 GHG emissions by 90% by 2050 from a 2021 base year.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☑ *Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation*

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ *Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals*

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ *Paris Agreement*

(4.11.4) Attach commitment or position statement

Recticel_Group_Annual_Report_2025.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ *Yes, the intermediary organization we engage through is registered*

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ *Non-government register*

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

PU Europe and the European Association for Panels and Profiles are both registered at https://transparency-register.europa.eu/search-register-or-update_en. PU EUROPE: REG Number 27993486325-38 EUROPEAN ASSOCIATION FOR PANELS AND PROFILES: REG Number 1083333660-35

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Recticel Group's approach to political influence and lobbying reflects its commitment to ethical conduct, transparency and responsible corporate citizenship. Focusing on its core business objectives, the Company upholds integrity and strong governance to create long-term value for stakeholders while maintaining high standards of corporate ethics and social responsibility. Recticel Group does not seek to influence political processes or engage in aggressive lobbying. Instead, it remains focused on delivering innovative insulation products, guided by strong values of integrity and governance. As a member of sector-specific trade organisations, Recticel Group may indirectly support policy-influencing activities, always transparently and within the organisation's framework. Such activities could focus on energy efficiency in buildings, energy standards, industrial decarbonisation, circular economy initiatives or sustainable materials. Respecting political impartiality, Recticel Group complies fully with applicable laws and regulations, ensuring its actions align with ethical principles. While the Company may engage with policymakers via industry associations and regulatory bodies on matters directly related to its operations, these interactions are conducted transparently and in accordance with established protocols. Recticel Group values transparency and shares key information on its corporate website, encouraging open dialogue and collaboration with stakeholders to positively impact public discussions, while safeguarding the interests of employees, shareholders and the broader community. In 2025, Recticel Group made no financial or in-kind political contributions. The Chief Financial Officer, serving as Chairman of the Compliance Committee, ensures that no such contributions are made. During the current reporting period, no members of the administrative, management or supervisory bodies had held a position in public administration, including regulatory bodies, in the two years prior to their appointment. Recticel Group is not registered in the EU Transparency Register or any equivalent transparency register in an EU Member State.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ *Indirect engagement via a trade association*

(4.11.2.4) Trade association

Europe

☑ *Other trade association in Europe, please specify :PU Europe*

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ *Climate change*

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ *Consistent*

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ *Yes, we publicly promoted their current position*

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

PU Europe is the European voice of the polyurethane (PUR/PIR) insulation industry. PU Europe's climate change position aligns with Recticel Group's purpose to fight climate change, consciously preserve resources and improve lives with leading-edge insulation solutions for current and future generations. PU EUROPE members believe there is overwhelming scientific evidence for human-induced climate change, primarily due to increased carbon dioxide emissions since the industrial age began. The increased use of insulation in buildings, which accounts for approximately 40 % of carbon dioxide emissions, will help in our fight to reduce these emissions and help prevent severe potential future impacts of climate change. PU Europe members help this cause by producing PUR/PIR insulation solutions, one of the most highly efficient insulation on the market. Increasing the energy efficiency of Europe's new and existing buildings provides substantial benefits regarding all three pillars of sustainable development: • Buildings account for almost 40 % of the EU's overall energy use. • Minimising their energy demand will

significantly reduce greenhouse gas emissions and hence contribute to mitigating climate change. • Moreover, making buildings energy efficient contributes to avoiding fuel poverty. For specific information on the position of PU Europe on sustainability, we refer https://www.pu-europe.eu/energy-efficiency/

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

33000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

PU Europe actively contributed to shaping ambitious policies through the Energy Performance of Buildings Directive and the Energy Efficiency Directive. Achieving Europe's 2050 climate goals requires reducing the energy demand of the 210 million existing buildings by 80%. Comprehensive national renovation strategies, as outlined in the Energy Efficiency Directive, are essential to meeting this target. In support of this objective, PU Europe is a proud partner of the Renovate Europe campaign, which advocates for the benefits of deep building renovation.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ *Yes, we have evaluated, and it is aligned*

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ *Paris Agreement*

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ *Indirect engagement via a trade association*

(4.11.2.4) Trade association

Europe

☑ *Other trade association in Europe, please specify :PU Europe*

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ *Climate change*

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ *Consistent*

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ *Yes, we publicly promoted their current position*

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The European Association for Panels and Profiles was established in 2003. It is the "ambassador" of the manufacturers of metal profiled sheets, sandwich panels and ancillary products on the European level, representing them in all political, regulatory, technical committees or any other initiatives which are relevant for realizing a harmonized and free market in Europe. It aims to provide expertise and information to decision makers in this segment of the construction sector, which has high potential with regard to energy efficiency, sustainable construction but also resource efficiency and flexibility of design. For specific information on the position of PPA Europe on sustainability, we refer to https://www.ppa-europe.eu/sustainability/

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

5500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The working group Sustainability of Panels and Profiles Europe (PPA Europe), is meant to be the sustainability expert mirror group of the metal panels and profiles industry. Its key activities include the following: • sustainability related requirements for the building sector such as EU Green Deal, EU Renovation Wave, EU Taxonomy Regulation, EN 15804 • building sustainability assessment systems and certification schemes (e.g. DGNB) •development of European standards for elaboration of Environmental Product Declarations for metal profiles and metal sandwich panels (Product Category Rules complementary to EN 15804)

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ *Yes, we have evaluated, and it is aligned*

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ *Paris Agreement*

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☑ *Indirect engagement via a trade association*

(4.11.2.4) Trade association

Europe

☑ *Other trade association in Europe, please specify :Insulation Manufacturers Association (IMA)*

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ *Climate change*

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ *Consistent*

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ *Yes, we publicly promoted their current position*

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Insulation Manufacturers Association (IMA) is the representative body for the Rigid Polyisocyanurate (PIR) and Polyurethane (PUR) Insulation Industry in the United Kingdom. IMA is a member of Construction Products Association. British Energy Efficiency Federation, National Home Improvement Council, Future Homes Hub and the Confederation of British Industry. The PIR and PUR insulation industry offers products that can provide low energy buildings helping the drive to eliminate fuel poverty and playing a crucial role in cutting CO2 emissions by providing products that greatly improve energy efficiency; an essential element in the struggle against climate change. For specific information on the position of IMA on sustainability, we refer to https://insulationmanufacturers.org.uk/insulation/sustainability/

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

50000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The current target lifespan for all new building developments is approximately 60 years, however, many buildings are still operational for much longer. Therefore, reducing the energy demand of a building is of paramount importance, and using a fabric first approach is the most widely recognised way of achieving this. Whilst new build projects should be built to the highest possible standards at the outset, there also needs to be focus on ensuring the existing building stock is retrofitted to improve fabric efficiency and reduce energy demand. If low carbon strategies are not implemented at the outset for new constructions, expensive retrofitting will be required in the future to compensate for their higher energy demands. IMA continues to work with major stakeholders to try and identify future solutions for PIR and PUR waste containing ozone depletors.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ *Yes, we have evaluated, and it is aligned*

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ *Paris Agreement*

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ *Yes*

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ *In mainstream reports*

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☑ *Yes*

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

☑ *ESRS*

(4.12.1.4) Environmental issues covered in publication

Select all that apply

☑ *Climate change*

☑ *Water*

☑ *Biodiversity*

(4.12.1.5) Status of the publication

Select from:

☑ *Complete*

(4.12.1.6) Content elements

Select all that apply

☑ *Strategy*

☑ *Governance*

☑ *Risks & Opportunities*

☑ *Value chain engagement*

☑ *Dependencies & Impacts*

☑ *Public policy engagement*

☑ *Climate-related targets*

☑ *Greenhouse gas emissions figures*

☑ *Content of environmental policies*

(4.12.1.7) Page/section reference

See our 2025 Annual Report, 02. A driving force for smarter insulation until 05. ESG information (pages 14 – 166).

(4.12.1.8) Attach the relevant publication

Recticel_Group_Annual_Report_2025.pdf

(4.12.1.9) Comment

For the year ended 31 December 2025, Recticel Group reports sustainability information in accordance with Article 3:32/2 of the Belgian Code of Companies and Associations and the applicable European Sustainability Reporting Standards (ESRS). The Sustainability Statement was subject to limited assurance in accordance with ISAE 3000 (Revised). The Independent Auditor's Limited Assurance Report is included in section 8.1. The Sustainability, Financial and Remuneration Reports were authorised for issue by the Board of Directors on 20 April 2026. The Sustainability Statement is prepared on a consolidated basis and covers the same reporting scope as the Financial Statements, including Recticel Group and all subsidiaries under its operational control. The report covers the entire value chain, with material upstream and downstream impacts disclosed where relevant. Recticel Group expanded its portfolio with the brands Kuras (The Netherlands, Insulated Panels division) a specialised building products wholesaler adding value for our customers in the Benelux region, fully consolidated as of 1 November 2025, and Miclar (Belgium, Insulated Panels division), which specialises in industrial façade and roof cladding, light structural steel and finishing components, fully consolidated as of 1 December 2025. Given the limited period during which Kuras and Miclar are part of the Recticel Group, the environmental data on both companies have not been included in the reporting year.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ *Yes*

(5.1.2) Frequency of analysis

Select from:

☑ *First time carrying out analysis*

Water

(5.1.1) Use of scenario analysis

Select from:

☑ *No, but we plan to within the next two years*

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ *Judged to be unimportant or not relevant*

(5.1.4) Explain why your organization has not used scenario analysis

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality

and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. With respect to the water-based guided laser cutting (Deer Park USA) which enables clean and accurate cuts while minimising thermal distortion and debris accumulation, small metal particles are generated as a byproduct of material ablation. These particles are carried away by the water jet used to guide and cool the laser beam. As a result, the water used in the process becomes mildly contaminated with fine metal particulates. To prevent environmental contamination and ensure regulatory compliance, the effluent containing metal particles is collected and contained within a closed-loop system. The collected effluent is periodically transferred to an external waste management company that employs advanced filtration, sedimentation, and chemical treatment methods to remove metal particles and other contaminants from the water. The treated water may then be safely discharged or reused, in full compliance with regulatory and operational requirements. [Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ *RCP 4.5*

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☑ *SSP2*

(5.1.1.3) Approach to scenario

Select from:

☑ *Qualitative*

(5.1.1.4) Scenario coverage

Select from:

☑ *Organization-wide*

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ *Acute physical*

☑ *Chronic physical*

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ *2.5ºC - 2.9ºC*

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ *2030*

☑ *2050*

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ *Climate change (one of five drivers of nature change)*

Finance and insurance

☑ *Cost of capital*

Direct interaction with climate

☑ *On asset values, on the corporate*

Macro and microeconomy

☑ *Domestic growth*

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Climate risk is estimated using a 'combined' hazard rating that considers current risk and degree of change. * The current hazard rating is based on past data and experiences. It examines the frequency and intensity of specific hazards that have occurred in the past. This rating helps us understand the current risk and provides a baseline against which to measure changes. * The climate change risk rating indicates how the frequency or intensity of hazards might change because of climate change. It compares historical climate conditions with projected future climate conditions to measure potential changes. * The combined risk rating considers both the current hazard rating of how often and how severely an area has been affected by certain hazards and how these patterns might change in the future. Combining these ratings provides a more accurate assessment of the scale of risks in the context of climate change. It assumes that: • Low and very low change ratings will not change the current hazard rating; • Moderate change rating changes the current hazard rating by one level; • High and very high ratings change the current hazard rating by two levels.*

(5.1.1.11) Rationale for choice of scenario

Recticel Group uses scenario analysis as a strategic tool to assess potential environmental outcomes and inform long-term decision-making. We employ a qualitative approach aligned with recognised scientific frameworks, particularly the IPCC's Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs). We selected the following climate scenarios to explore a range of plausible futures and assess the resilience of our business strategy: SSP2-4.5 (+2.5°C by 2100): Represents a "middle-of-the-road" scenario with moderate policy and technological developments. This scenario helps us assess transition risks and opportunities under a world where some climate mitigation occurs. SSP5-8.5 (+4°C by 2100): Represents a high-emission, fossil-fueled development path. This scenario is used to understand chronic and acute physical risks, including extreme weather and supply chain disruptions. We consider two time horizons, 2030 (short to medium term) and 2050 (long term), to align with both operational planning and strategic resilience testing.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ *IEA NZE 2050*

(5.1.1.3) Approach to scenario

Select from:

☑ *Qualitative and quantitative*

(5.1.1.4) Scenario coverage

Select from:

☑ *Organization-wide*

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ *Acute physical*

☑ *Chronic physical*

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ *1.5°C or lower*

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

☑ *2030*

☑ *2050*

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ *Climate change (one of five drivers of nature change)*

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Climate risk is estimated using a 'combined' hazard rating that considers current risk and degree of change. * The current hazard rating is based on past data and experiences. It examines the frequency and intensity of specific hazards that have occurred in the past. This rating helps us understand the current risk and provides a baseline against which to measure changes. * The climate change risk rating indicates how the frequency or intensity of hazards might change because of climate change. It compares historical climate conditions with projected future climate conditions to measure potential changes. * The combined risk rating considers both the*

current hazard rating of how often and how severely an area has been affected by certain hazards and how these patterns might change in the future. Combining these ratings provides a more accurate assessment of the scale of risks in the context of climate change. It assumes that: • Low and very low change ratings will not change the current hazard rating; • Moderate change rating changes the current hazard rating by one level; • High and very high ratings change the current hazard rating by two levels.

(5.1.1.11) Rationale for choice of scenario

We selected the 1.5°C scenario to ensure our climate targets are aligned with the latest climate science, as outlined in the Intergovernmental Panel on Climate Change (IPCC) Special Report on Global Warming of 1.5°C. This pathway represents the most ambitious and scientifically credible target, consistent with limiting the worst impacts of climate change. Our 1.5°C target has been validated by the Science Based Targets initiative (SBTi), providing independent assurance that our emissions reduction pathway is science-aligned. Adopting a 1.5°C pathway helps us manage transition risks and climate-related regulatory risks. Many jurisdictions are moving toward stricter decarbonization requirements; aligning early allows us to stay ahead of policy shifts, carbon pricing, and supply chain expectations.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ *RCP 8.5*

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☑ *SSP5*

(5.1.1.3) Approach to scenario

Select from:

☑ *Qualitative*

(5.1.1.4) Scenario coverage

Select from:

☑ *Organization-wide*

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ *Acute physical*

☑ *Chronic physical*

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ *4.0°C and above*

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ *2030*

☑ *2050*

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ *Climate change (one of five drivers of nature change)*

Finance and insurance

☑ *Cost of capital*

Stakeholder and customer demands

☑ *Consumer attention to impact*

Direct interaction with climate

☑ *On asset values, on the corporate*

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Climate risk is estimated using a 'combined' hazard rating that considers current risk and degree of change. * The current hazard rating is based on past data and experiences. It examines the frequency and intensity of specific hazards that have occurred in the past. This rating helps us understand the current risk and provides a baseline against which to measure changes. * The climate change risk rating indicates how the frequency or intensity of hazards might change because of climate change. It compares historical climate conditions with projected future climate conditions to measure potential changes. * The combined risk rating considers both the current hazard rating of how often and how severely an area has been affected by certain hazards and how these patterns might change in the future. Combining these ratings provides a more accurate assessment of the scale of risks in the context of climate change. It assumes that: • Low and very low change ratings will not change the current hazard rating; • Moderate change rating changes the current hazard rating by one level; • High and very high ratings change the current hazard rating by two levels.*

(5.1.1.11) Rationale for choice of scenario

Recticel Group uses scenario analysis as a strategic tool to assess potential environmental outcomes and inform long-term decision-making. We employ a qualitative approach aligned with recognised scientific frameworks, particularly the IPCC's Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs). We selected the following climate scenarios to explore a range of plausible futures and assess the resilience of our business strategy: SSP2-4.5 (+2.5°C by 2100): Represents a "middle-of-the-road" scenario with moderate policy and technological developments. This scenario helps us assess transition risks and opportunities under a world where some climate mitigation occurs. SSP5-8.5 (+4°C by 2100): Represents a high-emission, fossil-fueled development path. This scenario is used to understand chronic and acute physical risks, including extreme weather and supply chain disruptions. We consider two time horizons, 2030 (short to medium term) and 2050 (long term), to align with both operational planning and strategic resilience testing.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ *Risk and opportunities identification, assessment and management*

☑ *Resilience of business model and strategy*

(5.1.2.2) Coverage of analysis

Select from:

☑ *Organization-wide*

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Our scenario analysis under SSP2-4.5 (+2.5°C) and SSP5-8.5 (+4°C) assessed the exposure of our operations and supply chain to climate-related risks across two time horizons: 2030 and 2050. The analysis identified a range of acute and chronic physical risks that could materially impact our business. Fifteen different hazards were prioritized as potentially relevant for the Recticel Group. Out of these, twelve were relevant for at least one site in one or another scenario. For these hazards, an adaption plan could be required. The most significant physical risks identified for our 13 factories include: • Heatwaves/heat stress (9 sites): Leading to increased cooling demand in production facilities, potential disruptions to worker health and safety, and reduced process efficiency. They will likely increase cooling needs, leading to higher energy consumption and potentially higher scope 2 emissions unless mitigated. • Windstorms (9 sites): Increasing the likelihood of damage to infrastructure, transport delays, and operational downtime. - Heavy rainfall (7 sites): Heavy precipitation can lead to flooding and infrastructure damage or water pollution. • Floods (fluvial) (4 sites): Threatening the continuity of operations at low-lying sites, damaging equipment, and disrupting logistics and supplier access. • Heavy snowfall and blizzards (4 sites): Affecting site accessibility, delivery schedules, and potentially damaging roofs and external structures. These physical risks are more pronounced under the SSP5-8.5 scenario, where extreme weather becomes more frequent and severe. We are in the process of identifying for which sites a targeted adaptation roadmap would be required to build resilience and safeguard operations exposed to the physical climate hazards.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:
☑ *Yes, we have a climate transition plan which aligns with a 1.5°C world*

(5.2.3) Publicly available climate transition plan

Select from:
☑ *Yes*

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ *Yes*

(5.2.5) Description of activities included in commitment and implementation of commitment

SBTi validated near-term action: Reducing scope 1 and scope 2 emissions: A key element of our near-term strategy is achieving a 90% reduction in absolute scope 1+2 GHG emissions by 2030, based on a 2021 baseline. To ensure accountability and measurable progress, we have integrated ESG-linked monetary incentives into the remuneration practices of white-collar employees (Hay Grade 14 and above) and Officers, see 3.4, GOV-4 of the Annual report 2025. Addressing locked-in emissions: We have identified potential locked-in GHG emissions in the carbon-intensive raw materials used for manufacturing insulation boards and insulated panels. By collaborating with our supply chain, we are driving innovation to reduce these emissions, strengthening resilience and contributing to a low-carbon economy. No locked-in emissions have been identified in our infrastructure or operations. Electrification strategy: This is influenced by the readiness of regional electricity grids and access to low-carbon electricity. While some regions have clear electrification roadmaps, infrastructure development often lags, causing delays in grid connections. In Great Britain, for example, where the independent energy regulator Ofgem has fast-tracked a 4 billion GBP investment to accelerate infrastructure development. In Belgium, while electrification is growing fast in some sectors (e.g. mobility and industry), the pace is inconsistent, leading to imbalances between supply and demand. France is experiencing grid connection bottlenecks due to rapid growth in solar energy; grid operator RTE estimates that the country will need to invest around 10 billion EUR by 2040 to modernise and expand the national grid Governance and oversight: The Board of Directors, in collaboration with the Audit & Sustainability Committee, reviewed and approved the ESG strategy, including the climate change mitigation transition plan. See 3.2, GOV-2. Investments: In 2025, a major milestone was the development of our next-generation polyol recycling facility in Wevelgem, Belgium. This EUR 13 million plant is dedicated to the chemical recycling of polyurethane (PU) waste into high-quality raw materials for new insulation board production. Operational since May 2026, the industry-leading facility will play a pivotal role in advancing circularity within our industry, significantly reducing reliance on virgin raw materials and contributing to a substantial reduction of Scope 3 emissions across our value chain.

(5.2.10) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ *We have a different feedback mechanism in place*

(5.2.11) Description of feedback mechanism

Clear and effective stakeholder communication is essential to build trust, manage risks and support our strategic objectives. Engaged stakeholders contribute to customer loyalty, investor confidence and employee motivation. Any material changes in strategy or activities affecting these relationships are communicated transparently. Our key stakeholders include shareholders, investors, customers, employees and suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain, as detailed in section 3.4, GOV-4 Statement of due diligence in the value chain. Our stakeholder engagement aims to understand priorities, address concerns and align with our sustainability goals. Insights gathered from these interactions are systematically reviewed with the Board of Directors and the Management Committee, as outlined in section 3.2. Through our due diligence and materiality assessment processes, we actively analyse stakeholder interests and perspectives in relation to our strategy and business model. By integrating these priorities into our strategic planning, we ensure alignment with both stakeholder expectations and organisational goals, fostering continuous value creation. Throughout 2025, we engaged consistently with our key stakeholders through various communication channels to support our business goals.

(5.2.12) Frequency of feedback collection

Select from:

☑ *More frequently than annually*

(5.2.13) Description of key assumptions and dependencies on which the transition plan relies

As part of the SBTi approval process, we developed a detailed roadmap to model emissions reductions across Scopes 1, 2 and 3. Built from the ground up at the site level, this roadmap includes interim projections of estimated emissions leading up to our 2030 target year and accounts for the anticipated growth of the Recticel Group. Notably, the roadmap exclusively aligns with the 1.5°C climate scenario, with no alternative scenarios considered during its preparation. The key pillars of the roadmap are: • Focusing on efficiency measures through continuous improvement • Electrifying the production process • Transitioning from fossil fuels to renewable energy • Focusing on the procurement of more sustainable materials • Redesigning products so that the end-of-life (EOL) impact is reduced and recyclability is increased • Fostering supplier engagement towards more carbon-efficient materials and services.

(5.2.14) Description of progress against transition plan disclosed in current or previous reporting period

As detailed in Chapter 5.2.7.3 of the 2025 Annual Report, our scope 1 and 2 emissions decreased by 28.1% in 2025 compared to 2024, and by 52.1% compared to 2021. This reduction was achieved despite a double digit volume growth in 2025, highlighting the effectiveness of our decarbonisation efforts. In terms of carbon intensity, Scope 1 and 2 emissions per cubic metre (tCO_2e/m^3) decreased by 60.4 % compared to 2021. In 2025, scope 3 emissions (all CATs) increased by 4.1% compared to 2024. However, comparing to the base year 2021, there is still a reduction of 3.5% despite the realized business growth. Taking into account the double digit business growth in 2025, the carbon intensity per production volume of scope 1 + 2 + 3 was reduced further by 7.5% demonstrating clear progress in supply chain and product-related emissions management. Additionally, energy intensity was reduced by 14.1% reaching in 2025 12.1 kWh/m3, down from 14.1 kWh/m3 in 2024.

(5.2.15) Attach any relevant documents which detail your climate transition plan (optional)

Recticel_Group_Annual_Report_2025.pdf

(5.2.16) Other environmental issues that your climate transition plan considers

Select all that apply

☑ *Plastics*

(5.2.17) Explain how the other environmental issues are considered in your climate transition plan

We are actively reducing the amount of plastic packaging materials and increasing the use of recycled content in all our packages Our raw materials and packaging are managed and optimised to place sustainability at the heart of our manufacturing process. The products and materials we produce prioritise durability and

recyclability. This has led to product lines that set new benchmarks in sustainable construction through their recycled content, end-of-life treatment, reduced embodied carbon, responsible packaging and energy-saving performance. Packaging: Packaging materials, such as PE foils, are used for the safe transportation and storage of products. Recticel Group prioritises sourcing recyclable and reusable packaging materials and minimises unnecessary packaging wherever possible. Rate of recyclability of end-products: Section 2.3.2 of our 2025 Annual Report outlines the value chain of our business activities, including recycling options, which are explored in greater detail in section 5.3.3. Recticel Group's core business focuses on insulation boards and insulated panels, mainly composed of nearly 100% recyclable components, as shown in the table at page 138. Similarly, our packaging is mainly composed of nearly 100% recyclable components, as outlined in the same table. However, while these products' recyclability is high, the end-of-life recycling rates remain modest due to varying national regulations and infrastructure.

(5.2.18) Adaptation-specific objectives included within your climate transition plan

Select from:

☑ *Yes*

(5.2.19) Describe the adaptation objectives included in your climate transition plan or standalone adaptation plan

Physical climate risks arise from both acute events (e.g. floods, storms and heatwaves) and chronic changes (e.g. increasing temperatures, shifting precipitation patterns and sea-level rise). In FY2025, Recticel Group conducted a physical climate risk assessment covering its own operations, including all production sites. The objective is to identify the exposure and vulnerability of assets to climate-related hazards and to strengthen operational resilience. The assessment followed a structured approach consisting of: (1) identification of relevant hazards, (2) scenario analysis for 2030 and 2050 under two climate scenarios (SSP2-4.5 and SSP5-8.5), and (3) evaluation of existing and potential adaptation measures. The Group defines time horizons as short-term (0–3 years), medium-term (3–10 years), and long-term (>10 years), aligned with operational planning cycles, strategic planning and asset lifetimes. The results indicate that all sites are exposed to at least one climate hazard; however, the overall level of risk is currently assessed as limited. Four sites were prioritised for further analysis based on their combined exposure, vulnerability and operational criticality. In FY2026, the assessment will be further enhanced by incorporating a detailed evaluation of asset sensitivity, including factors such as asset robustness and potential operational disruption. This will enable the identification of gross physical risks prior to mitigation. The assessment supports the evaluation of existing measures and the development of a structured adaptation roadmap.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ *Yes, both strategy and financial planning*

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ *Products and services*

☑ *Upstream/downstream value chain*

☑ *Investment in R&D*

☑ *Operations*

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ *Transition risks*

☑ *Opportunities*

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ *Climate change*

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

CLIMATE CHANGE The energy required to manufacture our insulation solutions is primarily generated through fossil fuel combustion and electricity consumption in our manufacturing processes. The resulting GHG emissions may lead to regulatory compliance costs, penalties, and operational risks, including the anticipated introduction of carbon taxes. Financial impacts will depend on emission levels and evolving regulatory requirements. In addition, the industry faces increasingly stringent climate regulations as countries seek to reduce emissions. Companies that manage GHG emissions cost-effectively through improved energy efficiency, alternative fuels, or manufacturing innovations can benefit from greater operational efficiency, lower regulatory risk, and financial gains. Most importantly, climate change and the transition to a low-carbon economy represent a significant opportunity for Recticel Group. As awareness of climate change grows, demand for sustainable building solutions continues to increase. As a smart insulation provider, Recticel Group enables customers to reduce the carbon footprint of buildings while improving energy efficiency. At the same time, the Group remains mindful of balancing these opportunities with their financial implications. RESOURCE USE AND CIRCULAR ECONOMY The extraction and processing of raw materials can contribute to habitat degradation and resource depletion. Growing customer expectations and regulatory requirements for more sustainable products are driving innovation across the industry. Product lifecycle certification has also emerged as

an important tool to assess and improve environmental performance throughout a product's life cycle. Such certification programmes typically evaluate sustainability characteristics and encourage the use of closed-loop materials that reduce end-of-life impacts and limit the need for virgin raw materials. Through innovation, circular product design, end-of-life recovery solutions, the use of less impactful materials, certification programmes, and collaboration with customers and industry partners, manufacturers of building products can improve lifecycle performance, reduce regulatory risks, meet changing customer expectations, and achieve cost savings. This topic strongly guides Recticel Group's innovation strategy and represents a significant business opportunity. Ongoing initiatives aim to optimise resource use, reduce waste, and accelerate the transition to a circular business model. These include investments in innovation, collaboration with academic institutions and industry working groups, supply chain optimisation, and partnerships across the value chain. A major milestone was achieved with the launch of our recycled polyol plant in Wevelgem (Belgium), which converts post-industrial PIR waste into a valuable raw material for new insulation boards. The facility has been operational since May 2026 (see page 132 of the 2025 Annual Report).

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ *Transition risks*

☑ *Opportunities*

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ *Climate change*

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

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Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ *Transition risks*

☑ *Opportunities*

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ *Climate change*

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

CLIMATE CHANGE The energy required to manufacture our insulation solutions is primarily generated through fossil fuel combustion and electricity consumption in our manufacturing processes. The resulting GHG emissions may lead to regulatory compliance costs, penalties, and operational risks, including the anticipated introduction of carbon taxes. Financial impacts will depend on emission levels and evolving regulatory requirements. In addition, the industry faces increasingly stringent climate regulations as countries seek to reduce emissions. Companies that manage GHG emissions cost-effectively through improved energy efficiency, alternative fuels, or manufacturing innovations can benefit from greater operational efficiency, lower regulatory risk, and financial gains. Most importantly, climate change and the transition to a low-carbon economy represent a significant opportunity for Recticel Group. As awareness of climate change grows, demand for sustainable building solutions continues to increase. As a smart insulation provider, Recticel Group enables customers to reduce the carbon footprint of buildings while improving energy efficiency. At the same time, the Group remains mindful of balancing these opportunities with their financial implications. RESOURCE USE AND CIRCULAR ECONOMY The extraction and processing of raw materials can contribute to habitat degradation and resource depletion. Growing customer expectations and regulatory requirements for more sustainable products are driving innovation across the industry. Product lifecycle certification has also emerged as an important tool to assess and improve environmental performance throughout a product's life cycle. Such certification programmes typically evaluate sustainability characteristics and encourage the use of closed-loop materials that reduce end-of-life impacts and limit the need for virgin raw materials. Through innovation, circular product design, end-of-life recovery solutions, the use of less impactful materials, certification programmes, and collaboration with customers and industry partners, manufacturers of building products can improve lifecycle performance, reduce regulatory risks, meet changing customer expectations, and achieve cost savings. This

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Operations

(5.3.1.1) Effect type

Select all that apply

☑ *Physical risks*

☑ *Transition risks*

☑ *Opportunities*

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ *Climate change*

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

CLIMATE CHANGE The energy required to manufacture our insulation solutions is primarily generated through fossil fuel combustion and electricity consumption in our manufacturing processes. The resulting GHG emissions may lead to regulatory compliance costs, penalties, and operational risks, including the anticipated introduction of carbon taxes. Financial impacts will depend on emission levels and evolving regulatory requirements. In addition, the industry faces increasingly stringent climate regulations as countries seek to reduce emissions. Companies that manage GHG emissions cost-effectively through improved energy efficiency, alternative fuels, or manufacturing innovations can benefit from greater operational efficiency, lower regulatory risk, and financial gains. Most importantly, climate change and the transition to a low-carbon economy represent a significant opportunity for Recticel Group. As awareness of climate change grows, demand for sustainable building solutions continues to increase. As a smart insulation provider, Recticel Group enables customers to reduce the carbon footprint of buildings while improving energy efficiency. At the same time, the Group remains mindful of balancing these opportunities with their financial implications. RESOURCE USE AND CIRCULAR ECONOMY The extraction and processing of raw materials can contribute to habitat degradation and resource depletion. Growing customer expectations and regulatory requirements for more sustainable products are driving innovation across the industry. Product lifecycle certification has also emerged as an important tool to assess and improve environmental performance throughout a product's life cycle. Such certification programmes typically evaluate sustainability characteristics and encourage the use of closed-loop materials that reduce end-of-life impacts and limit the need for virgin raw materials. Through innovation, circular product design, end-of-life recovery solutions, the use of less impactful materials, certification programmes, and collaboration with customers and industry partners, manufacturers of building products can improve lifecycle performance, reduce regulatory risks, meet changing customer expectations, and achieve cost savings. This topic strongly guides Recticel Group's innovation strategy and represents a significant business opportunity. Ongoing initiatives aim to optimise resource use, reduce

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[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ *Revenues*
☑ *Liabilities*
☑ *Direct costs*
☑ *Access to capital*
☑ *Capital expenditures*
☑ *Acquisitions and divestments*

(5.3.2.2) Effect type

Select all that apply

☑ *Physical risks*
☑ *Transition risks*
☑ *Opportunities*

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ *Climate change*

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

CLIMATE CHANGE In preparing its financial statements, Recticel Group has assessed the implications of climate change, taking into account the risks and opportunities described in section 4.3, Navigating the Landscape of Risk and Opportunity, and progress toward its SBTi commitments. These targets seek to reduce Scope 1 and 2 greenhouse gas emissions by 90% and Scope 3 emissions by 25% by 2030, with the long-term ambition of achieving net-zero emissions across all Scopes by 2050, in line with the Paris Agreement objective of limiting global warming to 1.5°C. Validated in February 2024, the Group's SBTi commitments are an integral part of its sustainability strategy. TRANSITION TO A LOW-CARBON AND CIRCULAR ECONOMY Recticel Group is implementing measures to support the transition to a low-carbon and circular economy through its climate action plan, Our Race to Net-Zero (section 2.3.5). The plan emphasizes responsible raw material selection, energy-efficient production processes, and eco-design principles. Key initiatives include: 1. Energy efficiency – Continuous improvements aimed at lowering energy consumption and reducing the carbon footprint. Since 2021, energy consumption has decreased by 21% while production volumes have increased. 2. Renewable energy – Expanding the use of renewable electricity, including solar power, to support electrification and reduce dependence on fossil fuels. 3. Supply chain collaboration – Working with suppliers to reduce value-chain emissions and promote sustainable practices. Sustainability criteria have been integrated into procurement processes through supplier scorecards and engagement programmes. As a result, 73.7% of Scope 3.1 (Purchased Goods and Services) emissions are calculated using supplier-specific primary emission data, an increase of 5.5 percentage points compared with the previous year. 4. Innovation and circularity – Investments in R&D support climate-friendly and circular solutions, including partnerships with research institutions to explore bio-based raw materials and recycling technologies. In May 2026, Recticel Group opened an industrial-scale polyol recycling plant in Wevelgem (Belgium), converting post-industrial PIR waste into a valuable raw material for new insulation boards (see section 5.3.3.1).Recticel Group is not a highly energy-intensive company, as reflected by its relatively low Scope 1 and 2 emissions. Water consumption in manufacturing processes is also limited, scarcity is not material.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: ☑ *Yes*	*Select all that apply* ☑ *A sustainable finance taxonomy*	*Select from:* ☑ *At both the organization and activity level*

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ *A sustainable finance taxonomy*

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☑ *EU Taxonomy for Sustainable Activities*

(5.4.1.3) Objective under which alignment is being reported

Select from:

☑ *Climate change mitigation*

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

☑ *Yes*

(5.4.1.5) Financial metric

Select from:

☑ *Revenue/Turnover*

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

79.4

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

79.4

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

79.4

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

20.6

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

In June 2023, the European Commission adopted a Taxonomy Environmental Delegated Act, introducing a new set of EU Taxonomy criteria to assess economic activities that significantly contribute to one or more of the following environmental objectives: • Climate change mitigation • Climate change adaptation • Sustainable use and protection of water and marine resources • Transition to a circular economy • Pollution prevention and control • Protection and restoration of biodiversity and ecosystems Recticel Group conducted a comprehensive screening of all its economic activities, including those of its Kuras and Miclar subsidiaries, acquired on 1 November and 1 December 2025 respectively. The assessment revealed that most of the Recticel Group's activities significantly contribute to climate change mitigation but do not substantially contribute to any of the other five objectives. The following economic activities of the Recticel Group qualify as substantial contributions to climate change mitigation: • Thermal insulation boards (Recticel Insulation, Kuras): These high-performance polyisocyanurate (PIR) foam boards are laminated between two facing materials, providing excellent insulation across the entire building envelope. They are suitable for a variety of applications, including flat, tapered, and pitched roofs, cavity walls, floors, internal linings and external wall insulation systems. • Metal-faced mineral wool and polyurethane insulated panels (Trimo, Rex, Miclar): These energy-efficient, single-component panels are factory-engineered and typically attached directly to the building's structural frame, providing both insulation and weatherproofing without the need for a cavity in the cladding. • Vacuum insulated panels for buildings (Turvac): With ultra-low thermal conductivity and high thermal resistance, these panels deliver superior insulation compared to traditional materials. • Thermo-acoustic insulation boards (Recticel Insulation): Designed for partition wall applications, these boards reduce sound transmission between rooms while providing strong thermal insulation. Made from recycled PU foams from end-of-life mattresses, they contribute to waste reduction and environmental sustainability. In H1 2025, Recticel Group completed the planned closure of its thermo-acoustic boards plant in Angers, France. • Vacuum insulated panels for packaging (Turvac): These panels offer highly efficient, space-saving insulation solutions for packaging applications. The economic activities of Soundcoat in our Acoustic Solutions division and the non-building products of Turvac are not eligible for any of the six EU Taxonomy criteria. The activities of Kuras and Miclar, both acquired at the end of 2025, are not eligible under "Manufacture of energy efficiency equipment for buildings," as they do not engage in manufacturing. Their activities may, however, be considered under "Installation, maintenance and repair of energy efficiency equipment," to the extent that they relate to insulation materials. This split will be further investigated

in the near future. Given the limited period during which Kuras and Miclar are part of the Recticel Group, the data required to accurately assess their EU Taxonomy eligibility was not available. Accordingly, their activities have been classified as non-eligible for EU Taxonomy for FY2025.
[Add row]

(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.

Row 1

(5.4.2.1) Economic activity

Select from:
☑ *Manufacture of energy efficiency equipment for buildings*

(5.4.2.2) Taxonomy under which information is being reported

Select from:
☑ *EU Taxonomy for Sustainable Activities*

(5.4.2.3) Taxonomy alignment

Select from:
☑ *Taxonomy-eligible but not aligned*

(5.4.2.4) Financial metrics

Select all that apply
☑ *Turnover*
☑ *CAPEX*
☑ *OPEX*

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

520130000

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

79.4

(5.4.2.16) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

63478000

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

91.5

(5.4.2.22) Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (currency)

5915000

(5.4.2.23) Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

83.7

(5.4.2.24) Calculation methodology and supporting information

Turnover KPI: To determine the Turnover KPI, the denominator is the external sales revenue reported in accordance with the IFRS consolidated financial statements, as found in section 7.1.1. The numerator represents the revenue, under IFRS 15, attributable to taxonomy-aligned economic activities. The eligible activities meeting the technical screening criteria are detailed in section 5.1.3.3. Taxonomy-eligible turnover (sales) decreased by 0.9 % from 525.172 KEUR to 520,456 KEUR CapEx KPI: To determine the CapEx KPI, all additions to intangible assets and property, plant and equipment (excluding goodwill) are shown in the denominator and can be reconciled to the additions of tangible and intangible assets, new leases and business combinations as reported in the Financial Report (sections 7.2.5.1 & 7.2.5.3 (acquisitions and business combinations), and section 7.2.5.4 (new leases)). In the numerator, investments are included if they relate to assets or processes that are essential to carry out a taxonomy-eligible economic activity. In addition, further sustainable investments were identified, leading to a reduction in the Company's own greenhouse gas emissions. Taxonomy-eligible CapEx decreased slightly from 71,114 KEUR to 69,375 KEUR, including the investments in the new polyol plant, the greenfield in the US and the business combinations of Kuras and Miclar involving tangible and intangible assets. OpEx KPI: To determine the OpEx KPI, the denominator contains the direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced, that are necessary to ensure the continued and effective functioning of such assets. The numerator includes operating expenses that can be allocated, directly or indirectly, to taxonomy-aligned activities, as well as expenses related to purchases of aligned economic activities and individual measures that enable target activities to become low-carbon or lead to greenhouse gas reductions. Taxonomy-eligible OpEx decreased by 30.0% from 10,091 KEUR to 7,067 KEUR.

(5.4.2.25) Substantial contribution criteria met

Select from:

☑ *Yes*

(5.4.2.26) Details of substantial contribution criteria analysis

The following economic activities of the Recticel Group qualify as substantial contributions to climate change mitigation: • Thermal insulation boards (Recticel Insulation, Kuras): These high-performance polyisocyanurate (PIR) foam boards are laminated between two facing materials, providing excellent insulation across the entire building envelope. They are suitable for a variety of applications, including flat, tapered, and pitched roofs, cavity walls, floors, internal linings and external wall insulation systems. • Metal-faced mineral wool and polyurethane insulated panels (Trimo, Rex, Miclar): These energy-efficient, singlecomponent panels are factory-engineered and typically attached directly to the building's structural frame, providing both insulation and weatherproofing without the need for a cavity in the cladding. • Vacuum insulated panels for buildings (Turvac): With ultralow thermal conductivity and high thermal resistance, these panels deliver superior insulation compared to traditional materials. • Thermo-acoustic insulation boards (Recticel Insulation): Designed for partition wall applications, these boards reduce sound transmission between rooms while providing strong thermal insulation. Made from recycled PU foams from end-of-life mattresses, they contribute to waste reduction and environmental sustainability. In H1 2025, Recticel Group completed the planned closure of its thermo-acoustic boards plant in Angers, France. • Vacuum insulated panels for packaging (Turvac): These panels offer highly efficient, space-saving insulation solutions for packaging applications. The economic activities of Soundcoat in our Acoustic Solutions division and the non-building products of Turvac are not eligible for any of the six EU Taxonomy criteria. The activities of Kuras and Miclar, both acquired at the end of 2025, are not eligible under "Manufacture of energy efficiency equipment for buildings," as they do not engage in manufacturing. Their activities may, however, be considered under "Installation, maintenance and repair of energy efficiency equipment," to the extent that they relate to insulation materials. This split will be further investigated in the near future. Given the limited period during which Kuras and Miclar are part of the Recticel Group, the data required to accurately assess their EU Taxonomy eligibility was not available. Accordingly, their activities have been classified as non eligible for EU Taxonomy for FY2025.

(5.4.2.27) Do no significant harm requirements met

Select from:

☑ *No*

(5.4.2.28) Details of do no significant harm analysis

In 2025, Recticel Group conducted a climate risk scenario analysis across all its manufacturing facilities, assessing physical climate risks such as extreme weather events that could disrupt production and supply chains. The Group is currently identifying and implementing adaptation measures to mitigate the material risks identified. For more information, refer to section 3.5.1 of the 2025 Annual Report. In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. For DNSH purposes, Natura 2000 was considered the most relevant

framework. Two sites were identified as having potential interactions with biodiversity sensitive areas. However, given their limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review. As a result the Group is not yet aligned on the DNSH objective for Biodiversity. It should be noted that Recticel Group uses a very limited amount of water in its manufacturing processes and releases its wastewater in a controlled manner. As such, we have not identified: • water bodies that may be affected by water withdrawal, wastewater release • bodies of water potentially affected by the activity • risks related to preserving quality and avoiding water stress • a need to develop a water use and protection management plan

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☑ *Yes*

(5.4.2.30) Attach any supporting evidence

Recticel_Group_Annual_Report_2025.pdf,Recticel_Group_Annual_Report_2025.pdf
[Add row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.1) Details of minimum safeguards analysis

Minimum Safeguards in the context of the EU Taxonomy, are a set of social and governance criteria that must be met by economic activities that are deemed environmentally sustainable. The inclusion of these safeguards in the EU Taxonomy is seen as an important step in ensuring that the transition to a sustainable economy is equitable and respects the rights of workers, communities and the environment. Alignment with the following guidelines and principles is required: - OECD Guidelines for Multinational Enterprises - UN Guiding Principles on Business and Human Rights - Fundamental Conventions of the International Labour Organisation (ILO) - International Bill of Human Rights. We evaluated compliance with the EU Taxonomy regulation on Minimum Safeguards, focusing on human rights, labour rights and consumer rights across the value chain, as well as issues related to bribery and corruption, taxation and fair competition. To meet these safeguards, companies must implement robust due diligence processes and demonstrate the absence of specific negative impacts or incidents. For all Recticel Group entities, excluding Kuras and Miclar (acquired at the end of 2025), we initiated the necessary risk management and due diligence processes for our value chain. For further details on supply chain due diligence, please refer to our 2025 Annual Report, section 3.4, GOV-4. Recticel Group has not been found in violation of human, labour or consumer rights or anti-corruption, tax or competition laws within the five years preceding the 2025 Annual Report. Additionally, Recticel Group has had no interactions with an OECD National Contact Point or the Business and Human Rights Resource Centre

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

SUMMARY 79.4% of the Recticel Group's activities meet the technical criteria for contributing to climate change mitigation. As there was no full alignment with the DNSH criteria on 'Climate change adaptation' and 'Biodiversity' (section 5.1.3.4 of our 2025 Annual Report) in 2025, 0% of our activity was Taxonomy-aligned. Taxonomy-eligible turnover (sales) decreased by 0.9 % from 525.172 KEUR to 520,456 KEUR. Taxonomy-eligible CapEx decreased slightly from 71,114 KEUR to 69,375 KEUR, including the investments in the new polyol plant, the greenfield in the US, and the business combinations of Kuras and Miclar involving tangible and intangible assets. Taxonomy-eligible OpEx decreased by 30.0% from 10,091 KEUR to 7,067 KEUR. DETAILED EXPLANATION The primary drivers of change in the 2025 CapEx KPI stem from the acquisition of Kuras and Miclar, specifically their intangible and tangible assets (sections 7.2.5.1 and 7.2.5.3 of our 2025 Annual Report) and right-of-use assets (section 7.2.5.4), which are classified according to Taxonomy-eligible and non-eligible economic activities. Additionally, CapEx related to equipment and vehicles under 'New leases' (section 7.2.5.1) is reported as Taxonomy-eligible. Other eligible CapEx (Category C) includes investments in energy-efficient building upgrades. For the OpEx KPI, the denominator comprises day-to-day costs directly incurred for research and development, building renovations, short-term lease and the repair and maintenance of property, plant and equipment. No other direct expenditures related to the ongoing servicing of the Recticel Group assets were recorded. Repair and maintenance costs include both external and internal expenses; however, internal salary costs are excluded, as a detailed cost breakdown is not available. Operating expenses related to taxonomy-aligned activities of Kuras and Miclar are excluded from both the numerator and the denominator when determining the Company's proportion.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:

☑ *Yes*

(5.4.3.5) Attach any supporting evidence

Recticel_Group_Annual_Report_2025.pdf
[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption: 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal), 806 m³ stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption in operations. [Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☑ *No, but we plan to in the next two years*

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ *Not an immediate strategic priority*

(5.10.3) Explain why your organization does not price this environmental externality

Internal carbon pricing serves as a mechanism for integrating environmental considerations into business decisions, promoting emissions reductions and advancing sustainability goals within organisations. During 2025, Recticel Group did not determine an appropriate carbon price based on factors such as the social cost of carbon, regulatory requirements and its own sustainability targets.

Water

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☑ *No, and we do not plan to in the next two years*

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ *Judged to be unimportant or not relevant*

(5.10.3) Explain why your organization does not price this environmental externality

Recticel Group identifies and manages water pollutants in alignment with our ISO 14001-certified Environmental Management System (EMS). As part of our EMS, we conduct regular environmental assessments to identify significant water-related impacts, including pollutant discharges from our operations. We have not identified (1) water bodies that may be affected by water withdrawal, wastewater release (2) bodies of water potentially affected by the activity (3) risks related to preserving quality and avoiding water stress (4) a need to develop a water use and protection management plan. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☑ *No, and we do not plan to in the next two years*

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ *Yes*	*Select all that apply* ☑ *Climate change* ☑ *Plastics*
Customers	*Select from:* ☑ *Yes*	*Select all that apply* ☑ *Climate change* ☑ *Plastics*
Investors and shareholders	*Select from:* ☑ *Yes*	*Select all that apply* ☑ *Climate change* ☑ *Plastics*
Other value chain stakeholders	*Select from:* ☑ *Yes*	*Select all that apply* ☑ *Climate change* ☑ *Plastics*

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ *Yes, we assess the dependencies and/or impacts of our suppliers*

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ *Contribution to supplier-related Scope 3 emissions*

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ *76-99%*

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Direct key suppliers representing 1 mio EUR or more of annual spend.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ *1-25%*

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

23

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ *Yes, we assess the dependencies and/or impacts of our suppliers*

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ *Impact on plastic waste and pollution*

(5.11.1.3) % Tier 1 suppliers assessed

Select from:
☑ *76-99%*

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

All stretch foil (LLDPE), cover foil (LDPE, HDPE) and EPS (expanded polystyrene) suppliers.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:
☑ *1-25%*

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

8
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:
☑ *Yes, we prioritize which suppliers to engage with on this environmental issue*

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ *Procurement spend*

☑ *Regulatory compliance*

☑ *Business risk mitigation*

☑ *Strategic status of suppliers*

☑ *Product safety and compliance*

☑ *Supplier performance improvement*

☑ *In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change*

(5.11.2.4) Please explain

SITUATION: In 2025, the Recticel Group scope 3, category 3.1 (purchased goods and services) accounted for 73.7% of our scope 3 emissions and 62,8% of our total value chain GHG emission footprint. TASK: As part of our commitment to the Science Based Targets initiative SBTi, we aim to reduce the impact of our Scope 3 emissions by 25% by 2030, as detailed in our scope 3 reduction roadmap in the 2025 Annual Report, Chapter 5.2.7.3. ACTION: [Supplier-engagement] We have engaged with approximately 80% of our Tier 1 suppliers to obtain their own supplier-specific emissions data. We actively collaborate with key suppliers on innovative solutions to lower the embodied carbon in their products. [Innovation]: Incorporation of bio-based materials into our products to reduce carbon footprint. Increasing the amount of recycled content in the goods we purchase. RESULT: [Supplier data collection]: In 2025, 73.7% of GHG scope 3.1, Purchased goods and services data have been calculated using primary GHG emission data obtained from suppliers, up by 5.5% compared to 2024. [Product innovation]: Progressed towards introducing lower embodied carbon products, enhancing our sustainability profile. [Market]: Strengthened our position by addressing customer preferences for sustainable products and reduced the risk of negative customer perception due to the lack of climate action undertaken.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ *Yes, we prioritize which suppliers to engage with on this environmental issue*

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ *Business risk mitigation*

☑ *Strategic status of suppliers*

(5.11.2.4) Please explain

We are working with our Tier 1 suppliers to boost the recycled plastic content in their products. We continually seek ways to minimize our use of plastics for packaging and protecting our end-products.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ *Yes, environmental requirements related to this environmental issue are included in our supplier contracts*

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ *Yes, we have a policy in place for addressing non-compliance*

(5.11.5.3) Comment

Suppliers and contractors must meet the same social, environmental and governance standards as Recticel to ensure sustainable practices. In evaluating partners, we prioritise resource efficiency, renewable materials and supplier engagement to advance our 2050 net-zero goal. These discussions align with our Science Based Targets initiative (SBTi) commitments and drive innovations to reduce our carbon footprint. To enhance transparency and accountability, we introduced the Recticel Supplier Sustainability Requirements (RSSR), integrating them into our General Terms and Conditions (see Chapter 3.4.2). This integration highlights our commitment to sustainability, fostering a culture of shared responsibility and accountability throughout our supplier network. If an adverse impact is identified on a supplier's side, Recticel will issue a noncompliance report and engage with the supplier to develop a detailed action plan and establish a timeline to ensure compliance. We are working with our suppliers to address emissions throughout our supply chain, promote sustainability and achieve positive environmental outcomes. We have incorporated a sustainability scorecard into our procurement policy and engage extensively with suppliers to achieve our targets. This has led to a reduction in scope 3.1 emissions compared to year 2021, while increasing output. 73.7% of GHG scope 3.1 have been calculated using primary GHG emission data obtained from suppliers, up by 5.5% compared to 2024.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ *Implementation of emissions reduction initiatives*

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ *Certification*

☑ *Second-party verification*

☑ *Supplier scorecard or rating*

☑ *Supplier self-assessment*

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ *100%*

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ *100%*

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ *Other, please specify :Through the supplier review process we communicate their revised score. We urge them to become compliant, but do not impose a penalty yet. The revised score will play a role in our decision to award them our business.*

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ *51-75%*

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ *Providing information on appropriate actions that can be taken to address non-compliance*

(5.11.6.12) Comment

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivize our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the Energy Performance of Buildings Directive (EPBD) to create market demand for low-carbon alternatives and drive suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to reducing their product-specific carbon emissions.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ *Implementation of emissions reduction initiatives*

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ *Supplier self-assessment*

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ *51-75%*

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ *51-75%*

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ *Retain and engage*

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ *1-25%*

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ *Providing information on appropriate actions that can be taken to address non-compliance*

(5.11.6.12) Comment

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivize our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the Energy Performance of Buildings Directive (EPBD) to create market demand for low-carbon alternatives and drive suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to reducing their product-specific carbon emissions.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ *Measuring product-level emissions*

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ *Certification*

☑ *Supplier self-assessment*

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ *76-99%*

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ *76-99%*

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ *76-99%*

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ *51-75%*

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ *Retain and engage*

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ *1-25%*

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ *Providing information on appropriate actions that can be taken to address non-compliance*

(5.11.6.12) Comment

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivize our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the Energy Performance of Buildings Directive (EPBD) to create market demand for low-carbon alternatives and drive suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to reducing their product-specific carbon emissions.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ *Monitoring and reduction of Product Carbon Footprint (PCF)/ product life-cycle emissions*

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ *Certification*

☑ *Second-party verification*

☑ *Supplier self-assessment*

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ *51-75%*

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ *Retain and engage*

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ *1-25%*

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ *Providing information on appropriate actions that can be taken to address non-compliance*

(5.11.6.12) Comment

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivize our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the Energy Performance of Buildings Directive (EPBD) to create market demand for low-carbon alternatives and drive suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to reducing their product-specific carbon emissions.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ *Waste and resource reduction and material circularity*

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ *Certification*

☑ *Second-party verification*

☑ *Supplier scorecard or rating*

☑ *Supplier self-assessment*

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ *76-99%*

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ *76-99%*

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ *51-75%*

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ *Other, please specify :Through the supplier review process we communicate their revised score. We urge them to become compliant, but do not impose a penalty yet. The revised score will play a role in our decision to award them our business.*

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ *51-75%*

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply
☑ *Providing information on appropriate actions that can be taken to address non-compliance*

(5.11.6.12) Comment

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivize our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions • Engage with suppliers to discuss and support their investment in upgrading facilities and

reducing embodied carbon. • Leverage regulatory frameworks like the Energy Performance of Buildings Directive (EPBD) to create market demand for low-carbon alternatives and drive suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to reducing their product-specific carbon emissions.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ *Emissions reduction*

(5.11.7.3) Type and details of engagement

Capacity building
☑ *Support suppliers to set their own environmental commitments across their operations*

Financial incentives
☑ *Feature environmental performance in supplier awards scheme*

Information collection
☑ *Collect climate transition plan information at least annually from suppliers*
☑ *Collect targets information at least annually from suppliers*

Innovation and collaboration
☑ *Collaborate with suppliers on innovations to reduce environmental impacts in products and services*
☑ *Engage with suppliers to advocate for policy or regulatory change to address environmental challenges*
☑ *Invest jointly with suppliers in R&D of relevant low-carbon technologies*

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ *Tier 1 suppliers*

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ *51-75%*

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ *51-75%*

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivise our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions. • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the EPBD to create market demand for low-carbon alternatives, driving suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to upgrading facilities and reducing carbon emissions. • In 2025, 73.7% of GHG scope 3.1, Purchased goods and services data have been calculated using primary GHG emission data obtained from suppliers, up by 5.5% compared to 2024. • The implementation of the Energy Performance of Buildings Directive (EPBD) is expected to drive demand for low-carbon alternatives, facilitating a smoother transition of our supply chain towards more sustainable practices.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ *Yes, please specify the environmental requirement :Reduction of product specific emission values*

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ *Yes*

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ *Circular economy*

(5.11.7.3) Type and details of engagement

Financial incentives

☑ *Feature environmental performance in supplier awards scheme*

Information collection

☑ *Collect targets information at least annually from suppliers*

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ *Tier 1 suppliers*

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ *Less than 1%*

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ *Less than 1%*

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

SITUATION • Reducing the embodied carbon in our purchased goods is a crucial component of our transition plan to lower overall GHG emissions. • Our ability to achieve this goal depends significantly on our suppliers' willingness and capacity to invest in upgrading their facilities to reduce their emissions and the carbon footprint of their products. TASK • Implement policies that support and incentivise our suppliers to make these necessary investments. • Ensure these policies align with broader regulatory frameworks that drive the transition to low-carbon alternatives. ACTION • Advocate for and integrate policies that encourage suppliers to invest in technologies and processes that lower their carbon emissions. • Engage with suppliers to discuss and support their investment in upgrading facilities and reducing embodied carbon. • Leverage regulatory frameworks like the EPBD to create market demand for low-carbon alternatives, driving suppliers to align with our sustainability objectives. RESULT • Enhancement of our transition plan with effective policies that support supplier investments in carbon reduction. • Increased supplier commitment to upgrading facilities and reducing carbon emissions. • In 2025, 73.7% of GHG scope 3.1, Purchased goods and services data have been calculated using primary GHG emission data obtained from suppliers, up by 5.5% compared to 2024. • The implementation of the Energy Performance of Buildings Directive (EPBD) is expected to drive demand for low-carbon alternatives, facilitating a smoother transition of our supply chain towards more sustainable practices.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ *Unknown*

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ *Circular economy*

(5.11.7.3) Type and details of engagement

Innovation and collaboration

☑ *Collaborate with suppliers on innovations to reduce environmental impacts in products and services*

☑ *Collaborate with suppliers on innovative business models and corporate renewable energy sourcing mechanisms*

☑ *Invest jointly with suppliers in R&D of relevant low-carbon technologies*

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ *Tier 1 suppliers*

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ *51-75%*

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ *51-75%*

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

SITUATION • In 2025, the end-of-life treatment of sold products (scope 3, Category 12) accounted for 0.3% of our scope 3 emissions and 0.3% of our total greenhouse gas (GHG) emission footprint. TASK • As part of our commitment to the Science Based Targets initiative (SBTi), we aim to reduce our Scope 3 emissions by 25%. Our scope 3 Reduction Roadmap outlines this objective, detailed in our 2024 Annual Report (5.2.5.5 Emission reduction roadmap). ACTION • Recticel is actively promoting its new Impact® range of insulation boards, which offer a 25% reduction in CO2e. However, the greenhouse gas reduction achieved through the mass balance approach has not yet been recognised by the EU as valid for inclusion in product Environmental Product Declarations (EPDs). As a result, downstream stakeholders (architects, contractors, engineers) cannot yet account for this reduction in their sustainability assessments. We anticipate greater market adoption once official approval is granted. • Additionally, we invest in joint research and development focused on circularity and reuse, establishing long-term partnerships with suppliers, universities, and knowledge institutes throughout the value chain. We are also creating partnerships to collect and treat our end-of-life materials. RESULT • These initiatives are advancing our transition towards a more circular business model, reducing the impact of our scope 3, category 13 GHG emissions. • Recticel Group has constructed a next-generation recycling plant in Wevelgem, Belgium, which opened in May 2026. This EUR 13 million investment specialises in a closed-loop chemical recycling of PU waste into materials for new board production. It will make a vital contribution to circularity in our sector and have a substantial impact on scope 3 emissions See page 100 of the 2025 Annual Report..

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ *Yes, please specify the environmental requirement :Reuse EOL as feedstock for new raw materials or other reuse applications*

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ *Yes*

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ *Other value chain stakeholder, please specify :employees*

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ *Educate and work with stakeholders on understanding and measuring exposure to environmental risks*

☑ *Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services*

☑ *Share information about your products and relevant certification schemes*

☑ *Share information on environmental initiatives, progress and achievements*

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ *76-99%*

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ *1-25%*

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Clear and effective communication with stakeholders is essential to build trust, strengthen relationships, manage risks and align with our strategic objectives. Engaged and well-informed stakeholders are more likely to actively contribute, thereby enhancing customer loyalty, investor confidence and employee motivation. Any change in strategy or activities that might have a material impact on the relationship with our stakeholders will be duly communicated. Our key stakeholders

include shareholders, investors, customers, employees and suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain, as detailed in Chapter 3.4, GOV-4 Statement of due diligence in the value chain, of the 2025 Annual Report. The primary objectives of stakeholder engagement are to understand their priorities, address concerns, foster collaboration and align with our sustainability goals. Insights gathered from these interactions are systematically reviewed with the Board of Directors and the Management Committee, as outlined in Chapter 3.2, GOV-2. Throughout 2025, we engaged consistently with our key stakeholders through various communication channels to support our business goals.

(5.11.9.6) Effect of engagement and measures of success

IMPACT OF ENGAGEMENT (employees) • Improved safety performance • Higher levels of employee engagement • Increased operational efficiency HOW WE ENGAGE • Intranet communication • CEO 'Team Talk' • Town hall and team meetings • Employee Performance Management Discussion (EPMD) • Training programmes • Social dialogue (local and European Works Council)

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ *Customers*

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ *Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services*

☑ *Share information about your products and relevant certification schemes*

☑ *Share information on environmental initiatives, progress and achievements*

Innovation and collaboration

☑ *Align your organization's goals to support customers' targets and ambitions*

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ *51-75%*

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ *Less than 1%*

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Clear and effective communication with stakeholders is essential to build trust, strengthen relationships, manage risks and align with our strategic objectives. Engaged and well-informed stakeholders are more likely to actively contribute, thereby enhancing customer loyalty, investor confidence and employee motivation. Any change in strategy or activities that might have a material impact on the relationship with our stakeholders will be duly communicated. Our key stakeholders include shareholders, investors, customers, employees and suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain, as detailed in Chapter 3.4, GOV-4 Statement of due diligence in the value chain, of the 2025 Annual Report. The primary objectives of stakeholder engagement are to understand their priorities, address concerns, foster collaboration and align with our sustainability goals. Insights gathered from these interactions are systematically reviewed with the Board of Directors and the Management Committee, as outlined in Chapter 3.2, GOV-2. Throughout 2025 we engaged consistently with our key stakeholders through various communication channels to support our business objectives.

(5.11.9.6) Effect of engagement and measures of success

IMPACT OF ENGAGEMENT (customers) • Anticipating customer's expectations with smart and sustainable insulation products • Increased trust and loyalty HOW WE ENGAGE • Quality Assurance Certificates • Environmental Product Declarations • Interactions, training sessions, lectures • Calculation tools

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ *Investors and shareholders*

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ *Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services*

☑ *Share information about your products and relevant certification schemes*

☑ *Share information on environmental initiatives, progress and achievements*

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ *51-75%*

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ *Less than 1%*

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Clear and effective communication with stakeholders is essential to build trust, strengthen relationships, manage risks and align with our strategic objectives. Engaged and well-informed stakeholders are more likely to actively contribute, thereby enhancing customer loyalty, investor confidence and employee motivation. Any change in strategy or activities that might have a material impact on the relationship with our stakeholders will be duly communicated. Our key stakeholders include shareholders, investors, customers, employees and suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain, as detailed in Chapter 3.4, GOV-4 Statement of due diligence in the value chain, of the 2025 Annual Report. The primary objectives of stakeholder engagement are to understand their priorities, address concerns, foster collaboration and align with our sustainability goals. Insights gathered from these interactions are systematically reviewed with the Board of Directors and the Management Committee, as outlined in Chapter 3.2, GOV-2. Throughout 2025, we engaged consistently with our key stakeholders through various communication channels to support our business objectives.

(5.11.9.6) Effect of engagement and measures of success

IMPACT OF ENGAGEMENT (investors and shareholders) • Confidence in accuracy and credibility of disclosed information • Better ESG ratings • Higher reputation • Compliance with regulations HOW WE ENGAGE • Corporate website, press releases • Annual and half-year reports • Annual General Meeting (AGM) • Disclosing information to rating organisations • Analyst meetings • Roadshows, contacts (individual, group) • Contacts with reference shareholders

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ *Other value chain stakeholder, please specify :Suppliers*

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ *Educate and work with stakeholders on understanding and measuring exposure to environmental risks*

☑ *Share information about your products and relevant certification schemes*

Innovation and collaboration

☑ *Collaborate with stakeholders in creation and review of your climate transition plan*

☑ *Collaborate with stakeholders on innovations to reduce environmental impacts in products and services*

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ *51-75%*

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ *51-75%*

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Clear and effective communication with stakeholders is essential to build trust, strengthen relationships, manage risks and align with our strategic objectives. Engaged and well-informed stakeholders are more likely to actively contribute, thereby enhancing customer loyalty, investor confidence and employee motivation. Any change in strategy or activities that might have a material impact on the relationship with our stakeholders will be duly communicated. Our key stakeholders include shareholders, investors, customers, employees and suppliers. We also recognise the broader impact of our products and activities on workers throughout the value chain, as detailed in Chapter 3.4, GOV-4 Statement of due diligence in the value chain, of the 2025 Annual Report. The primary objectives of stakeholder engagement are to understand their priorities, address concerns, foster collaboration and align with our sustainability goals. Insights gathered from these interactions are systematically reviewed with the Board of Directors and the Management Committee, as outlined in Chapter 3.2, GOV-2. Throughout 2025 we engaged consistently with our key stakeholders through various communication channels to support our business objectives.

(5.11.9.6) Effect of engagement and measures of success

IMPACT OF ENGAGEMENT (suppliers) • Improved operational efficiency • Trustful partnerships • More sustainable products • Lower embodied carbon HOW WE ENGAGE • Day-to-day contact • Visits, meetings, audits, fairs • Joint development projects
[Add row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ *Operational control*

(6.1.2) Provide the rationale for the choice of consolidation approach

The consolidation of all quantitative ESG data is in accordance with the same principles applied in the consolidated financial statements in the 2025 Annual Report, covering the parent company Recticel Group and its subsidiaries, where it has operational control.

Water

(6.1.1) Consolidation approach used

Select from:

☑ *Operational control*

(6.1.2) Provide the rationale for the choice of consolidation approach

The consolidation of all quantitative ESG data is in accordance with the same principles applied in the consolidated financial statements in the 2025 Annual Report, covering the parent company Recticel Group and its subsidiaries, where it has operational control.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ *Operational control*

(6.1.2) Provide the rationale for the choice of consolidation approach

The consolidation of all quantitative ESG data is in accordance with the same principles applied in the consolidated financial statements in the 2025 Annual Report, covering the parent company Recticel Group and its subsidiaries, where it has operational control.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ *Operational control*

(6.1.2) Provide the rationale for the choice of consolidation approach

The consolidation of all quantitative ESG data is in accordance with the same principles applied in the consolidated financial statements in the 2025 Annual Report, covering the parent company Recticel Group and its subsidiaries, where it has operational control.
[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ *No*

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply
☑ *Yes, an acquisition*

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Kuras; Miclar

(7.1.1.3) Details of structural change(s), including completion dates

At end 2025, Recticel Group expanded its portfolio with a new downstream offering via two newly acquired brands: Kuras (The Netherlands, Insulated Panels division) a specialised building products wholesaler adding value for our customers in the Benelux region, fully consolidated as of 1 November 2025, and Miclar (Belgium, Insulated Panels division), which specialises in industrial façade and roof cladding, light structural steel and finishing components, fully consolidated as of 1 December 2025. Given the limited period during which Kuras and Miclar are part of the Recticel Group, and in line with the CSRD, the environmental data on both companies have not been included in the reporting year.
[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ *Yes, a change in boundary*

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

ACCOUNTING METHODOLOGY: All emissions are calculated in line with the GHG Protocol, covering our insulation activities since 2021. The 2025 CO2e emissions were calculated using an internally developed ESG digital platform, in accordance with the methodology and guidelines established by CO2logic, a subsidiary of South Pole (www.co2logic. com). The emission factors for the different categories were selected by CO2logic and subsequently integrated into the ESG digital platform. Miclar and Kuras, acquired at the end of 2025, are excluded; given their late consolidation and non-manufacturing nature, their impact on 2025 GHG emissions is negligible and below the reporting threshold. The 2025 emissions data have been limited assured by PwC. The auditor's report of the consolidated sustainability statement of Recticel Group can be found in Chapter 8.1 or the 2025 Annual Report. BOUNDARY: As part of ongoing data quality improvements, Recticel Group continues to enhance the completeness and accuracy of its sustainability data. As such, the indicators for FY2021 (i.e. SBTi baseline) and FY2024 have been revised compared to prior year reporting due to updates in emission factors for Scope 3, Cat. 3.12, End-of-life treatment of sold products, and data improvements for fuel and energy consumption. See 5.2.7 E1-6 Gross Scopes 1, 2, 3 and total GHG emissions of the 2025 Annual Report.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ *Yes*

(7.1.3.2) Scopes recalculated

Select all that apply

☑ *Scope 1*

☑ *Scope 2, location-based*

☑ *Scope 2, market-based*

☑ *Scope 3*

(7.1.3.3) Scope 3 categories recalculated

Select all that apply

☑ *Purchased goods and services*

☑ *Fuel and energy-related activities (not included in Scope 1or 2)*

☑ *Waste generated in operations*

☑ *Investments*

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

The Sustainability Statement is prepared on a consolidated basis and covers the same reporting scope as the Financial Statements, including Recticel Group and all subsidiaries under its operational control. The report covers the entire value chain, with material upstream and downstream impacts disclosed where relevant. The acquisitions of Kuras (NL) and Miclar (BE) in late 2025 are excluded from 2025 ESG reporting due to limited ownership period and data availability. Consequently, 2021 SBTi baseline data and 2024 comparative data have not been restated due to these acquisitions. However, specific material restatements have been made as part of ongoing data quality improvements. As such, following Scope and Category items have been restated, for prior year and for the SBTi base year 2021: ENERGY CONSUMPTION (Scope 1, Scope 2, Cat. 3.3) For the subsidiary Rex Panels & Profiles, acquired in 2024, the data reported in the 2024 Annual Report on self-generated and consumed electricity, were inaccurate for 2021 and 2024. Data collection and quality have since improved, including for historical years and the SBTi base year (2021). CAT 3.1 PURCHASED GOODS AND SERVICES Several recent publications report higher estimates of CO_2 emissions from flaring and methane emissions associated with oil and gas production. These increases are primarily due to improved scientific methods and enhanced monitoring technologies, such as satellite-based detection and advanced atmospheric measurements, which have enabled the identification of previously unaccounted-for emissions sources. Importantly, the revised estimates do not indicate an increase in actual emissions resulting from deteriorating operational practices or recent shale gas exploitation; rather, they reflect improved transparency and more accurate measurement of existing emissions. As one of our major suppliers adjusted its emissions value for 2021, incorporating the newly identified impacts from flaring and methane emissions, we adjusted our 2024 and 2021 baseline accordingly. CAT 3.15 INVESTMENTS The 2024 emissions disclosed in AR2024 were estimates derived from FY2023 results and realised turnover. Final figures were confirmed at the end of 2025. In addition to a restatement of 2024, also the 2021 emissions were restated.

(7.1.3.5) Past years' recalculation

Select from:

☑ *Yes*

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ *Bilan Carbone, ABC*

☑ *IEA CO2 Emissions from Fuel Combustion*

☑ *2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories*

☑ *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)*

☑ *Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019*

☑ *Other, please specify :Other sources of emission factors: internat. recognised emission factor databases (ecoinvent, ADEME, BEIS, Higg, DEFRA), suppliers' EPD, sector and product-specific LCA reports and national electricity emission factors from IEA reports.*

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ *We are reporting a Scope 2, location-based figure*	*Select from:* ☑ *We are reporting a Scope 2, market-based figure*	*Calculated with support of South Pole and audited by PwC*

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☑ *No*

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

5951

(7.5.3) Methodological details

As part of ongoing data quality improvements, Recticel Group continues to enhance the completeness and accuracy of its sustainability data. As such, the indicators for FY2021 (i.e. SBTi baseline) and FY2024 have been revised compared to prior year reporting due to updates in emission factors for Scope 3, Cat. 3.12, End-of-life treatment of sold products, and data improvements for fuel and energy consumption. See 5.2.7 E1-6 Gross Scopes 1, 2, 3 and total GHG emissions of the 2025 Annual Report.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

5561

(7.5.3) Methodological details

Restatement for fuel and energy consumption • In the 2024 Annual Report, the volume of green electricity produced by Rex Panels & Profiles was estimated based on an assumption. We now have access to the invoices from the grid supplier, as well as to a monitoring platform that provides site-level data on the total renewable energy generated by the solar panels at each Rex location. Based on this improved data availability, the 2024 figures have been restated. Whereas the figures reported for 2021 were based on extrapolations, they have now been updated to reflect actual data

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

5488

(7.5.3) Methodological details

Restatement for fuel and energy consumption • In the 2024 Annual Report, the volume of green electricity produced by Rex Panels & Profiles was estimated based on an assumption. We now have access to the invoices from the grid supplier, as well as to a monitoring platform that provides site-level data on the total renewable energy generated by the solar panels at each Rex location. Based on this improved data availability, the 2024 figures have been restated. Whereas the figures reported for 2021 were based on extrapolations, they have now been updated to reflect actual data

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

527294

(7.5.3) Methodological details

Restatement of fossil-based purchased goods • Several recent publications report higher estimates of CO2emissions from flaring and methane emissions associated with oil and gas production. These increases are primarily due to improved scientific methods and enhanced monitoring technologies, such as satellite-based detection and advanced atmospheric measurements, which have enabled the identification of previously unaccounted-for emission sources. Importantly, the revised estimates do not indicate an increase in actual emissions resulting from deteriorating operational practices or recent shale gas exploitation; rather, they reflect improved transparency and more accurate measurement of existing emissions. As one of our major suppliers adjusted its emission value for 2021, incorporating the newly identified impacts from flaring and methane emissions, we adjusted our 2021 baseline accordingly.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1410

(7.5.3) Methodological details

No change

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

2565

(7.5.3) Methodological details

No change

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

44211

(7.5.3) Methodological details

No change

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1364

(7.5.3) Methodological details

No change

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

55

(7.5.3) Methodological details

No change

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1310

(7.5.3) Methodological details

No change

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

65

(7.5.3) Methodological details

No change

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

6230

(7.5.3) Methodological details

No change

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1423

(7.5.3) Methodological details

Restatement of EOL emissions • We updated the methodology used to calculate end-of-life (EOL) emissions in Cat. 3.12. Previously, emissions related to waste incineration were fully allocated to this category, both when using Environmental Product Declarations (EPDs) and when applying average waste-treatment statistics for countries of distribution. • Going forward, emissions from the combustion process itself will no longer be included when waste incineration takes place with energy recovery. Only emissions related to the preparation and transport of waste to waste-to-energy facilities will be accounted for. This update improves alignment with evolving standards and enhances comparability with industry practices. This change was implemented for three main reasons. 1. Guidance from the GHG Protocol indicates that emissions from the waste-to-energy combustion process should not be included in Scope 3.12, while upstream activities such as waste handling and transport should remain included. 2. The SBTi has increasingly supported this approach where energy recovery is highly likely. 3. Benchmarking against comparable companies showed that Recticel Group Group's previous methodology resulted in significantly higher reported EOL emissions, suggesting that many peers already apply a similar treatment.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

No downstream leased assets

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

60798

(7.5.3) Methodological details

4. Cat. 3.15, Investments The 2024 emissions disclosed in AR2024 were estimates derived from FY2023 results and realised turnover. Final figures were confirmed at the end of 2025. In addition to a restatement of 2024, also the 2021 emissions were restated.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	*3534*		*No change*
Past year 1	*4538*	*12/31/2024*	*No change*
Past year 2	*5951*	*12/31/2021*	*No change*

[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

4355

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1944

(7.7.4) Methodological details

RESTATEMENT FOR FUEL AND ENERGY CONSUMPTION In the 2024 Annual Report, the volume of green electricity produced by Rex Panels & Profiles was estimated based on an assumption. In 2025 we had access to the invoices from the grid supplier, as well as to a monitoring platform that provides site-level data on the total renewable energy generated by the solar panels at each Rex location. Based on this improved data availability, the 2024 figures have been restated. Whereas the figures reported for 2021 were based on extrapolations, they have now been updated to reflect actual data.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

4176

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

3082

(7.7.3) End date

12/31/2024

(7.7.4) Methodological details

RESTATEMENT FOR FUEL AND ENERGY CONSUMPTION In the 2024 Annual Report, the volume of green electricity produced by Rex Panels & Profiles was estimated based on an assumption. In 2025 we had access to the invoices from the grid supplier, as well as to a monitoring platform that provides site-level data on the total renewable energy generated by the solar panels at each Rex location. Based on this improved data availability, the 2024 figures have been restated. Whereas the figures reported for 2021 were based on extrapolations, they have now been updated to reflect actual data.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

5561

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

5488

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

As part of ongoing data quality improvements, Recticel Group continues to enhance the completeness and accuracy of its sustainability data. As such, the indicators for FY2021 (i.e. SBTi baseline) and FY2024 have been revised compared to prior year reporting due to updates in emission factors for Scope 3, Cat. 3.12, End-of-life treatment of sold products, and data improvements for fuel and energy consumption. See 5.2.7 E1-6 Gross Scopes 1, 2, 3 and total GHG emissions of the 2025 Annual Report
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

527608

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average data method*

☑ *Supplier-specific method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

73.7

(7.8.6) Please explain

In 2025, 73.7% of Cat. 3.1 emissions were calculated using supplier-specific emission data (primary data) for purchased products, an increase of 5.5% compared to the previous year. Prioritising supplier-specific data over industry averages is essential to accurately identify hotspots and drive targeted actions that reduce the carbon footprint of our purchased goods.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

3347

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average spend-based method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Bilan Carbone database provides readily available, cost-free spend based emission factors.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

2691

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average data method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

IEA provides the most appropriate emission factors on a country level for electricity. More appropriate and/or granular emission factors are provided by eGRID for the USA and DESNZ for the UK. District heating emission factors calculated using IEA data on average heating sources used for district heating.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

52748

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Distance-based method*

☑ *Other, please specify :1) Dedicated truck 2) Shared transport*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Generally two ways of data treatment for both incoming & outgoing transport: 1) Dedicated transport (= full truckload): Total distances of (assumed) full trucks were calculated by CO2logic using an automated tool. Data gaps were extrapolated (average distance assumed). 2) Shared transport (for truck and other transport modes): Distances were calculated using the same tool and gaps were extrapolated similarly. This allowed for calculating data in tonne.km. When data was available in m³, these were converted based on average kg/m³ data per site. DESNZ emission factors were used for all transport modes.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

432

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Waste-type-specific method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Waste data was directly available in mass units and was mapped according to different emissions factor categories. Waste data for the Angers site was not directly available, and an assumption was applied to derive the figures. DESNZ was preferred over Bilan Carbone® as the Bilan Carbone® emission factor calculation methodology is not aligned with the GHG Protocol for certain treatment types (most notably recycling). For certain types of waste the Bilan Carbone® and EcoInvent database were used, as these emission factors were not available in DESNZ.

Business travel

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

271

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Distance-based method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

CO2e reports from travel agencies were directly used when available; distances were calculated using a flight calculator tool when departure & arrival location were available. When no distance data was available, spend based emissions factors were used. DESNZ and Bilan Carbone® database provides widely acceptable emission factors for transportation emissions.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

1056

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Distance-based method*

☑ *Other, please specify :Total distances per transport mode were calculated. For some sites, assumptions had to be made on average distance & average transport mode. Bilan Carbone® database provides widely acceptable emissions factors for transportation emissions.*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Total distances per transport mode were calculated. For some sites, assumptions had to be made on average distance & average transport mode. Bilan Carbone® database provides widely acceptable emissions factors for transportation emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

407

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average data method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Office data could be directly used to assess the footprint. For warehouses an average energy consumption/m² was applied. The upstream leased assets use the Scope 1 & 2 emission factors for energy.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

995

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Distance-based method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Generally two ways of data treatment for both incoming & outgoing transport: 1) Dedicated transport (= full truckload): Total distances of (assumed) full trucks were calculated by CO2logic using an automated tool. Data gaps were extrapolated (average distance assumed). 2) Shared transport (for truck and other transport modes): Distances were calculated using the same tool and gaps were extrapolated similarly. This allowed for calculating data in tonne.km. When data was available in m³, these were converted based on average kg/m³ data per site. For downstream transportation, no distances were known and the Product Environmental Footprint Category Rules Guidance was used to estimate distances

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ *Not relevant, explanation provided*

(7.8.5) Reason for this category not being relevant

Select from:

☑ *Not applicable to our organization's activities*

(7.8.6) Please explain

Not applicable. Recticel Group doesn't sell products that require processing.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ *Not relevant, explanation provided*

(7.8.5) Reason for this category not being relevant

Select from:

☑ *Not applicable to our organization's activities*

(7.8.6) Please explain

Category 11 (Use of Sold Products) is not relevant to our business because our products do not consume energy or fuel during use, nor do they emit greenhouse gases as part of their intended application. The use phase therefore does not generate material scope 3 emissions.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

1792

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average data method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

When required, data in m³ was converted to kg. For each site, the allocation to country and region of use of produced volumes was applied and for each of these countries statistical data on waste treatment methods were applied. DESNZ emissions factors per waste treatment type were applied

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

0

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Average data method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

In the reporting year no assets were leased downstream. In the past (2022), this category has been applicable because of leasing of machinery by our subsidiary Turvac.

Franchises

(7.8.1) Evaluation status

Select from:

☑ *Not relevant, explanation provided*

(7.8.5) Reason for this category not being relevant

Select from:

☑ *Not applicable to our organization's activities*

(7.8.6) Please explain

Not applicable. Recticel Group's business model does not include franchising operations.

Investments

(7.8.1) Evaluation status

Select from:

☑ *Relevant, calculated*

(7.8.2) Emissions in reporting year (metric tons CO2e)

32860

(7.8.3) Emissions calculation methodology

Select all that apply

☑ *Investment-specific method*

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

External tool using supplier-specific and database emission values. 3.15 data for 2025, provided by TEMDA2, is an estimate based on 2024 data, realised sales and purchased quantities.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ *Not relevant, explanation provided*

(7.8.5) Reason for this category not being relevant

Select from:

☑ *Not applicable to our organization's activities*

(7.8.6) Please explain

Not applicable as no other upstream emissions are in place.

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ *Not relevant, explanation provided*

(7.8.5) Reason for this category not being relevant

Select from:
☑ *Not applicable to our organization's activities*

(7.8.6) Please explain

Not applicable as no other downstream emissions are in place.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

514565

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

2963

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2296

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

29381

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

993

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

241

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1064

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

482

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

7945

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1603

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

38371

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

As part of ongoing data quality improvements, Recticel Group continues to enhance the completeness and accuracy of its sustainability data. As such, the indicators for FY2021 (i.e. SBTi baseline) and FY2024 have been revised compared to prior year reporting due to updates in emission factors for Scope 3, Cat. 3.12, End-of-life treatment of sold products, and data improvements for fuel and energy consumption. See 5.2.7 E1-6 Gross Scopes 1, 2, 3 and total GHG emissions of the 2025 Annual Report

Past year 2

(7.8.1.1) End date

12/31/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

527294

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

1410

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2565

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

44211

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1364

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

55

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1310

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

65

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

6230

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1423

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

60798

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

As part of ongoing data quality improvements, Recticel Group continues to enhance the completeness and accuracy of its sustainability data. As such, the indicators for FY2021 (i.e. SBTi baseline) and FY2024 have been revised compared to prior year reporting due to updates in emission factors for Scope 3, Cat. 3.12, End-of-life treatment of sold products, and data improvements for fuel and energy consumption. See 5.2.7 E1-6 Gross Scopes 1, 2, 3 and total GHG emissions of the 2025 Annual Report
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ *Third-party verification or assurance process in place*
Scope 2 (location-based or market-based)	*Select from:* ☑ *Third-party verification or assurance process in place*
Scope 3	*Select from:* ☑ *Third-party verification or assurance process in place*

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ *Annual process*

(7.9.1.2) Status in the current reporting year

Select from:
☑ *Complete*

(7.9.1.3) Type of verification or assurance

Select from:
☑ *Limited assurance*

(7.9.1.4) Attach the statement

Recticel_ISAE_3000_CSRD_Report_-_ENG_-_31_12_2025.pdf,Recticel_NV_-_Clarification.pdf

(7.9.1.5) Page/section reference

The contents of the Sustainability Statement were subject to a limited assurance report in accordance with ISAE 3000 (Revised) (page 74, AR2025). The Independent Auditor's Report on a Limited Assurance Engagement can be found in section 8.1 of the 2025 Annual Report (see also the Auditor's Clarification). Where metrics have been reported previously, comparative information is presented. In 2024, limited assurance was obtained over all KPIs disclosed in the 2024 Sustainability Statements.

(7.9.1.6) Relevant standard

Select all that apply
☑ *ISAE3000*

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ *Scope 2 location-based*

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ *Annual process*

(7.9.2.3) Status in the current reporting year

Select from:
☑ *Complete*

(7.9.2.4) Type of verification or assurance

Select from:
☑ *Limited assurance*

(7.9.2.5) Attach the statement

Recticel_ISAE_3000_CSRD_Report_-_ENG_-_31_12_2025 (1).pdf,Recticel_NV_-_Clarification.pdf

(7.9.2.6) Page/ section reference

The contents of the Sustainability Statement were subject to a limited assurance report in accordance with ISAE 3000 (Revised) (page 74, AR2025). The Independent Auditor's Report on a Limited Assurance Engagement can be found in section 8.1 of the 2025 Annual Report (see also the Auditor's Clarification). Where metrics have been reported previously, comparative information is presented. In 2024, limited assurance was obtained over all KPIs disclosed in the 2024 Sustainability Statements.

(7.9.2.7) Relevant standard

Select all that apply

☑ *ISAE3000*

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☑ *Scope 2 market-based*

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ *Annual process*

(7.9.2.3) Status in the current reporting year

Select from:

☑ *Complete*

(7.9.2.4) Type of verification or assurance

Select from:

☑ *Limited assurance*

(7.9.2.5) Attach the statement

Recticel_ISAE_3000_CSRD_Report_-_ENG_-_31_12_2025.pdf,Recticel_NV_-_Clarification.pdf

(7.9.2.6) Page/ section reference

The contents of the Sustainability Statement were subject to a limited assurance report in accordance with ISAE 3000 (Revised) (page 74, AR2025). The Independent Auditor's Report on a Limited Assurance Engagement can be found in section 8.1 of the 2025 Annual Report (see also the Auditor's Clarification). Where metrics have been reported previously, comparative information is presented. In 2024, limited assurance was obtained over all KPIs disclosed in the 2024 Sustainability Statements.

(7.9.2.7) Relevant standard

Select all that apply

☑ *ISAE3000*

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ *Scope 3: Franchises*

☑ *Scope 3: Investments*

☑ *Scope 3: Capital goods*

☑ *Scope 3: Business travel*

☑ *Scope 3: Employee commuting*

☑ *Scope 3: Waste generated in operations*

☑ *Scope 3: End-of-life treatment of sold products*

☑ *Scope 3: Upstream transportation and distribution*

☑ *Scope 3: Use of sold products*

☑ *Scope 3: Upstream leased assets*

☑ *Scope 3: Downstream leased assets*

☑ *Scope 3: Processing of sold products*

☑ *Scope 3: Purchased goods and services*

☑ *Scope 3: Downstream transportation and distribution*

☑ *Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)*

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ *Annual process*

(7.9.3.3) Status in the current reporting year

Select from:

☑ *Complete*

(7.9.3.4) Type of verification or assurance

Select from:

☑ *Limited assurance*

(7.9.3.5) Attach the statement

Recticel_ISAE_3000_CSRD_Report_-_ENG_-_31_12_2025.pdf,Recticel_NV_-_Clarification.pdf

(7.9.3.6) Page/section reference

The contents of the Sustainability Statement were subject to a limited assurance report in accordance with ISAE 3000 (Revised) (page 74, AR2025). The Independent Auditor's Report on a Limited Assurance Engagement can be found in section 8.1 of the 2025 Annual Report (see also the Auditor's Clarification). Where metrics have been reported previously, comparative information is presented. In 2024, limited assurance was obtained over all KPIs disclosed in the 2024 Sustainability Statements.

(7.9.3.7) Relevant standard

Select all that apply

☑ *ISAE3000*

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ *Decreased*

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

2411

(7.10.1.2) Direction of change in emissions

Select from:
☑ *Decreased*

(7.10.1.3) Emissions value (percentage)

120.4

(7.10.1.4) Please explain calculation

15,989 MWh coming from purchased electricity from renewable resources (green certificates) up by 146.0% (2024: 6,500 MWh), and 3,422 MWh from on-site photovoltaic panels, up by 17.0%. This resulted in a variance between market-based and location-based scope 2 emissions (= impact of renewable energy) of 2411 tCO2e up by 120.4% (2024: 1,094)

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

1004

(7.10.1.2) Direction of change in emissions

Select from:

☑ *Decreased*

(7.10.1.3) Emissions value (percentage)

22.1

(7.10.1.4) Please explain calculation

We implemented various operational excellence initiatives leading to process optimisation and improved yield, reduced waste and energy demand. We further transitioned from fossil fuels to renewable energy by replacing the combustion engine company vehicles with electric models.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestments

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

At end 2025, Recticel Group expanded its portfolio with a new downstream offering via two newly acquired brands: Kuras (The Netherlands, Insulated Panels division) a specialised building products wholesaler adding value for our customers in the Benelux region, fully consolidated as of 1 November 2025, and Miclar (Belgium, Insulated Panels division), which specialises in industrial façade and roof cladding, light structural steel and finishing components, fully consolidated as of 1 December 2025. Given the limited period during which Kuras and Miclar are part of the Recticel Group, and in line with the CSRD, the environmental data on both companies have not been included in the reporting year.²

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

1273

(7.10.1.2) Direction of change in emissions

Select from:

☑ *Increased*

(7.10.1.3) Emissions value (percentage)

12

(7.10.1.4) Please explain calculation

Although the organic volume (output) grew in 2025, due to change in renewable energy consumption and other emission reduction activities the Recticel Group achieved in 2025 a further reduction of its carbon intensity (scopes 1, 2 and 3) by 7.3% (total greenhouse gas emissions per m3). This result demonstrates that strong organic volume growth realized in 2025 [AF72.1][JH72.2][MG72.3][MG72.4]and meaningful climate action can go hand in hand. Since 2021, the Group has reduced the energy consumption per m³ produced by 34.1%, reinforcing the clear link between operational excellence and climate performance.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ *No change*

(7.10.1.4) Please explain calculation

No change in methodology but please note the following: 1. Reclassification of fugitive emissions: In previous years, emissions from refrigerant losses and process-related activities were reported together under Scope 1.3 (fugitive emissions). Starting in 2025, these are disclosed separately as Scope 1.3, Fugitive emissions, and Scope 1.4, Process emissions) 34 tCO2 – 24.8% 2. Restatement for fuel and energy consumption of 2024 data: In the 2024 Annual Report, the volume of green electricity produced by Rex Panels & Profiles was estimated based on an assumption. We now have access to the invoices from the grid supplier, as well as to a monitoring platform that provides site-level data on the total renewable energy generated by the solar panels at each Rex location. Based on this improved data availability, the 2024 figures have been restated. Whereas the figures reported for 2021 were based on extrapolations, they have now been updated to reflect actual data. In 2024, 1094 tCO2 was reduced due to solar panels production. In 2025 this increased to 2411 tCO2 resulting in an increase of the impact of renewable energy of 120.4%.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in boundary

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in physical operations

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in Unidentified

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ *No change*

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in Other
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ *Market-based*

(7.12) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Specify the reason for no significant activities
	Select from: ☑ *No, explanation provided*	*Select from:* ☑ *No relevant activities identified*

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☑ *No, explanation provided*	*Select from:* ☑ *No relevant activities identified*	*Select from:* ☑ *No*

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:

☑ *Yes, Scope 1 emissions only*

[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ *CO2*

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

3534

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

3527.6

(7.15.1.8) GWP Reference

Select from:
☑ *IPCC Fourth Assessment Report (AR4 - 100 year)*

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ *HFCs*

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.048

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

6.4

(7.15.1.8) GWP Reference

Select from:
☑ *IPCC Fourth Assessment Report (AR4 - 100 year)*
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

1052

(7.16.2) Scope 2, location-based (metric tons CO2e)

1378

(7.16.3) Scope 2, market-based (metric tons CO2e)

314

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

68.83

(7.16.2) Scope 2, location-based (metric tons CO2e)

116.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

116.6

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

479.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

166

(7.16.3) Scope 2, market-based (metric tons CO2e)

166

Serbia

(7.16.1) Scope 1 emissions (metric tons CO2e)

329.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

447.6

(7.16.3) Scope 2, market-based (metric tons CO2e)

447.6

Slovenia

(7.16.1) Scope 1 emissions (metric tons CO2e)

812.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

854.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

179

United Kingdom

(7.16.1) Scope 1 emissions (metric tons CO2e)

545.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

931.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

211.7

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

245.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

508.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

508.8
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ *By activity*

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Insulation activity*	*3534*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply
☑ *By activity*

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Insulation activity*	*4355*	*1944*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

3534

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

4355

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

1944

(7.22.4) Please explain

Consolidation of all quantitative ESG data is in accordance with the same principles applied in the consolidated financial statements, covering the parent company Recticel Group and its subsidiaries where it has operational control. All subsidiary undertakings of Recticel Group are included in the consolidation and are exempted from individual or consolidated sustainability reporting. The acquisitions of Kuras (NL) on 1 November 2025 and Miclar (B) on 1 December 2025 are not included in the 2025 ESG reporting, given the limited period during which these entities were part of the Recticel Group in 2025 and the resulting constraints in data availability and quality. • Operational control (scopes 1, 2, 3 all categories): All Recticel Group manufacturing sites during 2025, all offices, warehouses and the Recticel Group headquarters in Brussels (Belgium). This covers the subsidiaries Recticel Insulation, Trimo (acquired April 2022), Turvac (100% ownership in 2025), Rex (acquired January 2024) and Soundcoat, which are all considered at 100% since the reporting year 2021, which is also the base year for our SBTi commitments. • Non-operational control (scope 3, Cat. 3.15): TEMDA2 GmbH (Ascorium), considered proportionally to share in joint venture.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

No scope 1 or scope 2 emissions are reported under ‘all other entities’ because our entire operational footprint is included within the consolidated accounting group. We do not have additional entities outside this boundary that generate direct or indirect energy-related emissions. Therefore, emissions for ‘all other entities’ are zero. [Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☑ *No*

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ *More than 0% but less than or equal to 5%*

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ *Yes*

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired electricity	*Select from:* ☑ *Yes*
Consumption of purchased or acquired heat	*Select from:* ☑ *Yes*
Consumption of purchased or acquired steam	*Select from:* ☑ *No*
Consumption of purchased or acquired cooling	*Select from:* ☑ *No*
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ *Yes*

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ *HHV (higher heating value)*

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

17092

(7.30.1.5) Total (renewable + non-renewable) MWh

17092.00

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

16011

(7.30.1.3) MWh from non-renewable sources

10961

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

4160

(7.30.1.5) Total (renewable + non-renewable) MWh

26972.00

Consumption of purchased or acquired heat

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

947

(7.30.1.5) Total (renewable + non-renewable) MWh

947.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

3422

(7.30.1.5) Total (renewable + non-renewable) MWh

3422.00

Total energy consumption

(7.30.1.2) MWh from renewable sources

19433

(7.30.1.3) MWh from non-renewable sources

29000

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

4160

(7.30.1.5) Total (renewable + non-renewable) MWh

48433.00
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ *No*
Consumption of fuel for the generation of heat	*Select from:* ☑ *Yes*
Consumption of fuel for the generation of steam	*Select from:* ☑ *No*
Consumption of fuel for the generation of cooling	*Select from:* ☑ *No*
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ *No*

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

No consumption of this fuel type occurred during the reporting year, as it is not relevant to or used within our operational boundary.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

No consumption of this fuel type occurred during the reporting year, as it is not relevant to or used within our operational boundary.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

As indicated in our 2025 Annual Report (Chapter 5.2.6.3, page 115), we provide our energy mix and consumption in accordance with the ESRS. The table presents a breakdown of total fossil fuel/grey energy consumption (29000 MWh, 51.3% down by 29.2% vs 2024) and total renewable energy consumption (19433 MWh, 40.1% up by 20.6% vs 2024). Under items (8) and (10) we report the consumption of purchased or acquired electricity from renewable sources (market-based) (16011 MWh, up by 9486 Mwh vs 2024) and the consumption of self-generated non-fuel renewable energy (3422 MWh, up by 717 MWh). The resulting total equals to 19433 MWh.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

No consumption of this fuel type occurred during the reporting year, as it is not relevant to or used within our operational boundary.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

3210

(7.30.7.7) Comment

As indicated in our 2025 Annual Report (Chapter 5.2.6.3, page 115), we provide our energy mix and consumption in accordance with the ESRS. The table presents a breakdown of total fossil fuel/grey energy consumption (29000 MWh, 51.3% down by 29.2% vs 2024) and total renewable energy consumption (19433 MWh, 40.1% up by 20.6% vs 2024). Under item (2) we report the fuel consumption from crude oil and petroleum products (3210 MWh). Please note that prior year we reported 871 MWh under item (2) Fuel consumption from crude oil and petroleum products (871 MWh) and under item (4) Fuel consumption from other fossil fuels (2851 MWh) totaling 3722 MWh.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

13882

(7.30.7.7) Comment

As indicated in our 2025 Annual Report (Chapter 5.2.6.3, page 115), we provide our energy mix and consumption in accordance with the ESRS. The table presents a breakdown of total fossil fuel/grey energy consumption (29000 MWh, 51.3% down by 29.2% vs 2024) and total renewable energy consumption (19433 MWh, 40.1% up by 20.6% vs 2024). Under items (3a) and (3b) we report the fuel consumption from natural gas (11082 MWh) and the fuel consumption from LPG (2800 MWh). Under item (4) we reported the fuel consumption from other fossil fuels which was an error.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

As indicated in our 2025 Annual Report (Chapter 5.2.6.3, page 115), we provide our energy mix and consumption in accordance with the ESRS. The table presents a breakdown of total fossil fuel/grey energy consumption (29000 MWh, 51.3% down by 29.2% vs 2024) and total renewable energy consumption (19433 MWh, 40.1% up by 20.6% vs 2024). Under items (5a) and (5b) we report the consumption of purchased heat (location-based, 946 MWh) and the consumption of non-renewable (grey) electricity (market-based, 10961 MWh, of which 4160 is its proportion from nuclear sources). The resulting total equals to 11907 MWh.

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

17092

(7.30.7.7) Comment

This is the total consumption of items (1), (2), (3a), (3b) and (4) of the 2025 Annual Report Energy Mix and Consumption (Chapter 5.2.6.3, page 115).
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

4680

(7.30.9.2) Generation that is consumed by the organization (MWh)

3422

(7.30.9.3) Gross generation from renewable sources (MWh)

4680

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

3422

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Belgium

(7.30.14.1) Consumption of purchased electricity (MWh)

8557.5

(7.30.14.2) Consumption of self-generated electricity (MWh)

3181

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11738.50

Finland

(7.30.14.1) Consumption of purchased electricity (MWh)

1495.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

796.6

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2292.30

France

(7.30.14.1) Consumption of purchased electricity (MWh)

4149.3

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4149.30

Serbia

(7.30.14.1) Consumption of purchased electricity (MWh)

668.1

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

668.10

Slovenia

(7.30.14.1) Consumption of purchased electricity (MWh)

4592.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

241

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

150.4

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4984.10

United Kingdom

(7.30.14.1) Consumption of purchased electricity (MWh)

5175.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5175.70

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

1415.9

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1415.90
[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ *Belgium*

(7.30.15.2) Sourcing method

Select from:

☑ *Purchase from an on-site installation owned by a third party (on-site PPA)*

(7.30.15.3) Low-carbon technology type

Select from:

☑ *Solar*

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3181

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ *Other, please specify :Contract*

(7.30.15.14) Comment

In 2021, the total Recticel Group photovoltaic energy consumption was 862 MWh (restated in 2025 Annual Report). This increased to 2,924 MWh in 2024 (restated) and 3422 MWh in 2025. This results in a +297% increase versus the base year 2021.

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ *Belgium*

(7.30.15.2) Sourcing method

Select from:

☑ *Unbundled procurement of energy attribute certificates (EACs)*

(7.30.15.3) Low-carbon technology type

Select from:

☑ *Renewable electricity mix, please specify :Solar, wind*

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

6500

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ *GO [Europe]*

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ *Iceland*

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ *Yes*

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.15.14) Comment

In 2025, 33.0% of purchased energy was sourced with unbundled attributes, represented by standalone energy certificates, ensuring partial traceability of renewable energy procurement.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ *Slovenia*

(7.30.15.2) Sourcing method

Select from:

☑ *Unbundled procurement of energy attribute certificates (EACs)*

(7.30.15.3) Low-carbon technology type

Select from:

☑ *Renewable electricity mix, please specify :Solar, wind*

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3988.6

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ *Other, please specify :EECS*

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ *Spain*

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ *Yes*

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2025

(7.30.15.14) Comment

In 2025, 33.0% of purchased energy was sourced with unbundled attributes, represented by standalone energy certificates, ensuring partial traceability of renewable energy procurement.

Row 5

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ *France*

(7.30.15.2) Sourcing method

Select from:

☑ *Unbundled procurement of energy attribute certificates (EACs)*

(7.30.15.3) Low-carbon technology type

Select from:

☑ *Renewable electricity mix, please specify :Solar, wind*

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1500

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ *GO [Europe]*

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ *Iceland*

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ *Yes*

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.15.14) Comment

In 2025, 33.0% of purchased energy was sourced with unbundled attributes, represented by standalone energy certificates, ensuring partial traceability of renewable energy procurement.

Row 6

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ *United Kingdom*

(7.30.15.2) Sourcing method

Select from:

☑ *Unbundled procurement of energy attribute certificates (EACs)*

(7.30.15.3) Low-carbon technology type

Select from:

☑ *Renewable electricity mix, please specify :Solar, wind*

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

4000

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ *REGO [UK]*

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:
☑ *Spain*

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:
☑ *Yes*

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.15.14) Comment

In 2025, 33.0% of purchased energy was sourced with unbundled attributes, represented by standalone energy certificates, ensuring partial traceability of renewable energy procurement.
[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

8.4

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

5478

(7.45.3) Metric denominator

Select from:
☑ *unit total revenue*

(7.45.4) Metric denominator: Unit total

655.1

(7.45.5) Scope 2 figure used

Select from:
☑ *Market-based*

(7.45.6) % change from previous year

33

(7.45.7) Direction of change

Select from:
☑ *Decreased*

(7.45.8) Reasons for change

Select all that apply
☑ *Change in renewable energy consumption*

☑ *Other emissions reduction activities*

☑ *Other, please specify :Purchased Energy with Unbundled Attribute*

(7.45.9) Please explain

Recticel Group operates in a high climate impact sector (see Chapter 4.3.1 of the 2025 Annual Report) and, therefore, reports energy intensity indicators based on net revenue (sales), as required under ESRS E1-6. Additionally, we voluntarily disclose energy intensity relative to realised sales volume. Using production volume (m^3) as a basis eliminates price-driven volatility in the indicator, which is unrelated to climate impact. SBTi recognises this approach as the most robust method for addressing climate considerations. The 33.0% scope 1+2 reduction in CO2e per net revenue (sales) of insulation product sold in 2025 compared to 2024 is a result of implementing an efficiency programme focused on more cost- and energy-efficient manufacturing processes, alongside the acquisition of green energy through photovoltaic panels and the purchase of electricity with unbundled attributes (stand-alone energy certificates). Important: Note that the metric denominator in line 1 is in Million €.

Row 2

(7.45.1) Intensity figure

1.4

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

5478

(7.45.3) Metric denominator

Select from:

☑ *Other, please specify*

(7.45.4) Metric denominator: Unit total

3496

(7.45.5) Scope 2 figure used

Select from:

☑ *Market-based*

(7.45.6) % change from previous year

36.6

(7.45.7) Direction of change

Select from:
☑ *Decreased*

(7.45.8) Reasons for change

Select all that apply
☑ *Change in renewable energy consumption*
☑ *Other emissions reduction activities*
☑ *Other, please specify :Purchased Energy with Unbundled Attribute*

(7.45.9) Please explain

Recticel Group operates in a high climate impact sector (see Chapter 4.3.1 of the 2025 Annual Report) and, therefore, reports energy intensity indicators based on net revenue (sales), as required under ESRS E1-6. Additionally, we voluntarily disclose energy intensity relative to realised sales volume. Using production volume (m^3) as a basis eliminates price-driven volatility in the indicator, which is unrelated to climate impact. SBTi recognises this approach as the most robust method for addressing climate considerations. The 33.0% scope 1+2 reduction in CO_2e per net revenue (sales) of insulation product sold in 2025 compared to 2024 is a result of implementing an efficiency programme focused on more cost- and energy-efficient manufacturing processes, alongside the acquisition of green energy through photovoltaic panels and the purchase of electricity with unbundled attributes (stand-alone energy certificates). Important: Note that the metric denominator in line 1 is in Million €. Note that for confidentiality reasons the produced volume (denominator for row 2) is not revealed. However, the percentage change and the carbon intensity as given on page 123 of our 2025 Annual Report, have been audited by PwC.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ *Other, please specify :Avoided emissions*

(7.52.2) Metric value

19710676

(7.52.3) Metric numerator

Estimated avoided emissions (tCO2e)

(7.52.4) Metric denominator (intensity metric only)

Carbon footprint scope 1+2+3 excluding cat. 3.15

(7.52.5) % change from previous year

14.6

(7.52.6) Direction of change

Select from:
☑ *Increased*

(7.52.7) Please explain

METHODOLOGY Avoided emissions refer to reductions in greenhouse gas (GHG) emissions that occur outside a product's life cycle or value chain, but as a direct result of its use. Currently, no internationally harmonised standard or consistent terminology exists for defining or reporting avoided emissions. In 2019, the World Resources Institute (WRI) published a neutral framework to support the estimation and disclosure of comparative emission impacts of products (available via the GHG Protocol). In line with these recommendations, Recticel Group applies an attributional Life Cycle Assessment (LCA) approach. This widely recognised method evaluates environmental impacts across the full product life cycle, from raw material extraction to end of life. To estimate avoided emissions for products sold in 2024 and 2025, Recticel applied this framework (see Annual Report 2025, section 5.2.8) and collaborated with CO2logic to validate both the methodology and calculations. The methodology was also tested and received limited assurance from PwC. For comparability, the full scope of insulation activities is included, covering all associated emissions (Scopes 1, 2 and 3), in line with WRI guidance. This ensures that impacts beyond direct operations are captured. Key parameters and assumptions are detailed in the 2025 Annual Report. In 2025, the methodology was refined to better reflect country-specific heating sources in the markets where products are sold. METHODOLOGY REFINEMENT VS. PRIOR YEAR Sales and production volumes are collected at country or business unit level and allocated across energy types based on each country's energy mix. For each energy type, country-specific efficiency and emissions factors are applied to calculate avoided emissions. Results are determined per energy type and country, then aggregated to produce total avoided emissions. The methodology assumes insulation is

installed in buildings where none previously existed. RESULT Over a 50-year lifetime, the insulation products sold in 2025 are expected to avoid more than 19.7 million tonnes of CO_2e, representing a 33-fold multiple compared to associated emissions.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ *Absolute target*

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☑ *Abs 1*

(7.53.1.2) Is this a science-based target?

Select from:
☑ *Yes, and this target has been approved by the Science Based Targets initiative*

(7.53.1.3) Science Based Targets initiative official validation letter

Near-Term approval letter - RECTICEL.pdf

(7.53.1.4) Target ambition

Select from:
☑ *1.5°C aligned*

(7.53.1.5) Date target was set

10/19/2022

(7.53.1.6) Target coverage

Select from:

☑ *Organization-wide*

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ *Methane (CH4)*

☑ *Nitrous oxide (N2O)*

☑ *Carbon dioxide (CO2)*

☑ *Perfluorocarbons (PFCs)*

☑ *Hydrofluorocarbons (HFCs)*

☑ *Sulphur hexafluoride (SF6)*

☑ *Nitrogen trifluoride (NF3)*

(7.53.1.8) Scopes

Select all that apply

☑ *Scope 1*

☑ *Scope 2*

(7.53.1.9) Scope 2 accounting method

Select from:

☑ *Market-based*

(7.53.1.11) End date of base year

12/31/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

5951

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

5488

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

11439.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

1143.900

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3534

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1944

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5478.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ *No, it does not cover any land-related emissions (e.g. non-FLAG SBT)*

(7.53.1.79) % of target achieved relative to base year

57.90

(7.53.1.80) Target status in reporting year

Select from:

☑ *Underway*

(7.53.1.82) Explain target coverage and identify any exclusions

METHODOLOGY All emissions are calculated in accordance with the GHG Protocol, covering Recticel Group's insulation activities since 2021. Miclar and Kuras, acquired at the end of 2025, are excluded due to their late consolidation and non-manufacturing nature; their impact on 2025 emissions is negligible and below the reporting threshold. Emission factors are sourced from internationally recognised databases, including ecoinvent, Bilan Carbone, ADEME, IEA, BEIS, Higg and DEFRA. Additional sources include supplier Environmental Product Declarations (EPDs), sector- and product-specific LCA studies, and national electricity emission factors from IEA, eGRID (USA) and DESNZ (UK). REPORTING All greenhouse gases (CO_2, CH_4, N_2O and refrigerants such as HFCs, PFCs and CFCs) are converted into CO_2 equivalents using IPCC 100-year global warming potential (GWP) factors. BOUNDARIES The organisational boundary follows an operational control approach: • Scopes 1, 2 and 3 (all categories): all manufacturing sites, offices, warehouses and headquarters in Brussels. This includes Recticel Insulation, Trimo, Turvac, Rex and Soundcoat, consolidated at 100% since 2021 (base year for SBTi commitments). • Scope 3 (Cat. 3.15): TEMDA2 GmbH (Ascorium).

REFERENCE YEAR 2021 is used as the base year for targets and performance tracking. EMISSIONS CALCULATION 2025 emissions were calculated using an internally developed ESG digital platform, based on methodologies defined by CO2logic (South Pole). Emission factors were selected by CO2logic and integrated into the system. ASSURANCE AND DATA Scope 1, 2 and 3 emissions are subject to limited assurance by PwC (see Chapter 8.1). Detailed information on emissions sources, data treatment, assumptions and emission factors is available in the Annual Report 2025 (Chapter 5.2.7.2). CONSOLIDATION AND TARGETS Recticel Group applies an operational control consolidation approach across all divisions. Science-based targets are aligned with the absolute contraction method. Scope 1 and 2 reductions follow a decarbonisation pathway consistent with limiting global warming to 1.5°C above pre-industrial levels.

(7.53.1.83) Target objective

Recticel Group has committed to SBTi to reach net zero by 2050, starting from a base year of 2021. Conditionally, with a near-term target year set at 2030, in absolute terms, the total emissions in 2021 (scope 1+2+3) must be reduced by a minimum of 25%. Recticel Group committed to reducing scope 1+2 by 90% by 2030 and scope 3 by 25% by 2030, surpassing the conditional reduction of 25%. There are no exclusions to be considered.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

As part of the SBTi approval process, Recticel Group developed a detailed roadmap to model emission reductions across scopes 1, 2, 3. Built from the ground up at the site level, this roadmap includes interim projections of estimated emissions leading up to our 2030 target year and accounts for the anticipated 5% growth of the Recticel Group. Notably, the roadmap exclusively aligns with the 1.5°C climate scenario, with no alternative scenarios considered during its preparation. The key pillars of the roadmap are: • Focusing on efficiency measures through continuous improvement • Electrifying the production process • Transitioning from fossil fuels to renewable energy • Focusing on procurement of more sustainable materials • Redesigning products so that the end-of-life (EOL) impact is reduced and recyclability is increased • Fostering supplier engagement towards more carbon-efficient materials and services Recticel Group's R&D developments and all other CapEx expenses are assessed in the context of the submitted SBTi objectives. These figures are reported annually in the EU Taxonomy table. The 2025 Annual Report, Chapter 5.2.5.5 Emission reduction roadmap, provides more information on the scope 1, 2, and 3 reduction plan concerning the envisaged emission reductions to achieve the near-term targets. In 2025, Recticel Group achieved a reduction of 52.1% in scope 1+2 (target: -90% by 2030 or 1144 tCO2) and an increase of 0.9% in scope 3 (target: -25% by 2030). The scope 1+2 progress is a result of implementing an efficiency programme focused on more cost- and energy-efficient manufacturing processes, alongside the acquisition of green energy through photovoltaic panels and the purchase of electricity with green certificates. Regarding scope 3, This occurred alongside a substantial expansion in production output, and is reflected in a significant 16.6% reduction in Scope 3 emissions intensity (GHG emissions per m³ of insulation produced). In 2025, 73.7% of Cat. 3.1 emissions were calculated using supplier-specific emission data (primary data) for purchased products, an increase of 5.5% compared to the previous year.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ *No*

Row 2

(7.53.1.1) Target reference number

Select from:

☑ *Abs 2*

(7.53.1.2) Is this a science-based target?

Select from:

☑ *Yes, and this target has been approved by the Science Based Targets initiative*

(7.53.1.3) Science Based Targets initiative official validation letter

Near-Term approval letter - RECTICEL.pdf

(7.53.1.4) Target ambition

Select from:

☑ *1.5°C aligned*

(7.53.1.5) Date target was set

10/19/2022

(7.53.1.6) Target coverage

Select from:

☑ *Organization-wide*

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ *Methane (CH4)*

☑ *Nitrous oxide (N2O)*

☑ *Carbon dioxide (CO2)*

☑ *Perfluorocarbons (PFCs)*

☑ *Sulphur hexafluoride (SF6)*

☑ *Nitrogen trifluoride (NF3)*

☑ *Hydrofluorocarbons (HFCs)*

(7.53.1.8) Scopes

Select all that apply

☑ *Scope 3*

(7.53.1.10) Scope 3 categories

Select all that apply

☑ *Scope 3, Category 14 – Franchises*
☑ *Scope 3, Category 15 – Investments*
☑ *Scope 3, Category 2 – Capital goods*
☑ *Scope 3, Category 6 – Business travel*
☑ *Scope 3, Category 7 – Employee commuting*
☑ *Scope 3, Category 5 – Waste generated in operations*
☑ *Scope 3, Category 12 – End-of-life treatment of sold products*
☑ *Scope 3, Category 4 – Upstream transportation and distribution*
☑ *Scope 3, Category 9 – Downstream transportation and distribution*
☑ *Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)*
☑ *Scope 3, Category 11 – Use of sold products*
☑ *Scope 3, Category 8 - Upstream leased assets*
☑ *Scope 3, Category 13 – Downstream leased assets*
☑ *Scope 3, Category 1 – Purchased goods and services*
☑ *Scope 3, Category 10 – Processing of sold products*

(7.53.1.11) End date of base year

12/31/2021

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

527294

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

1410

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

2565

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

44211

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

1364

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

55

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

1310

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

65

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

6230

(7.53.1.23) Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

0

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

0

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

1423

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

0

(7.53.1.27) Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

0

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

60798

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

646725.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

646725.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

100

(7.53.1.44) Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

(7.53.1.48) Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

100

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

25

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

485043.750

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

527608

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

3347

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

2691

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

52748

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

432

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

271

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

1056

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

407

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

995

(7.53.1.68) Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

1792

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.72) Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

32860

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

624207.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

624207.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ *No, it does not cover any land-related emissions (e.g. non-FLAG SBT)*

(7.53.1.79) % of target achieved relative to base year

13.93

(7.53.1.80) Target status in reporting year

Select from:

☑ *Underway*

(7.53.1.82) Explain target coverage and identify any exclusions

METHODOLOGY All emissions are calculated in accordance with the GHG Protocol, covering Recticel Group's insulation activities since 2021. Miclar and Kuras, acquired at the end of 2025, are excluded due to their late consolidation and non-manufacturing nature; their impact on 2025 emissions is negligible and below the reporting threshold. Emission factors are sourced from internationally recognised databases, including ecoinvent, Bilan Carbone, ADEME, IEA, BEIS, Higg and DEFRA. Additional sources include supplier Environmental Product Declarations (EPDs), sector- and product-specific LCA studies, and national electricity emission factors from IEA, eGRID (USA) and DESNZ (UK). REPORTING All greenhouse gases (CO_2, CH_4, N_2O and refrigerants such as HFCs, PFCs and CFCs) are converted into CO_2 equivalents using IPCC 100-year global warming potential (GWP) factors. BOUNDARIES The organisational boundary follows an operational control approach: • Scopes 1, 2 and 3 (all categories): all manufacturing sites, offices, warehouses and headquarters in Brussels. This includes Recticel Insulation, Trimo, Turvac, Rex and Soundcoat, consolidated at 100% since 2021 (base year for SBTi commitments). • Scope 3 (Cat. 3.15): TEMDA2 GmbH (Ascorium). REFERENCE YEAR 2021 is used as the base year for targets and performance tracking. EMISSIONS CALCULATION 2025 emissions were calculated using an internally developed ESG digital platform, based on methodologies defined by CO2logic (South Pole). Emission factors were selected by CO2logic and integrated into the system. ASSURANCE AND DATA Scope 1, 2 and 3 emissions are subject to limited assurance by PwC (see Chapter 8.1). Detailed information on emissions sources, data treatment, assumptions and emission factors is available in the Annual Report 2025 (Chapter 5.2.7.2). CONSOLIDATION AND TARGETS Recticel Group applies an operational control consolidation approach across all divisions. Science-based targets are aligned with the absolute contraction method. Scope 1 and 2 reductions follow a decarbonisation pathway consistent with limiting global warming to 1.5°C above pre-industrial levels.

(7.53.1.83) Target objective

Recticel Group has committed to SBTi to reach net zero by 2050, starting from a base year of 2021. Conditionally, with a near-term target year set at 2030, in absolute terms, the total emissions in 2021 (scope 1+2+3) must be reduced by a minimum of 25%. Recticel Group is committed to reducing scope 1+2 by 90% by 2030 and scope 3 by 25% by 2030, surpassing the conditional reduction of 25%. There are no exclusions to be considered.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

As part of the SBTi approval process, we developed a detailed roadmap to model emission reductions across scopes 1, 2, 3. Built from the ground up at the site level, this roadmap includes interim projections of estimated emissions leading up to our 2030 target year and accounts for the anticipated 5% growth of the Recticel Group. Notably, the roadmap exclusively aligns with the 1.5°C climate scenario, with no alternative scenarios considered during its preparation. The key pillars of the

roadmap are: • Focusing on efficiency measures through continuous improvement • Electrifying the production process • Transitioning from fossil fuels to renewable energy • Focusing on procurement of more sustainable materials • Redesigning products so that the end-of-life (EOL) impact is reduced and recyclability is increased • Fostering supplier engagement towards more carbon-efficient materials and services Recticel Group's R&D developments and all other CapEx expenses are assessed in the context of the submitted SBTi objectives. These figures are reported annually in the EU Taxonomy table. The 2025 Annual Report, Chapter 5.2.5.5 Emission reduction roadmap, provides more information on the scope 1, 2, and 3 reduction plan concerning the envisaged emission reductions to achieve the near-term targets. In 2025, Recticel Group achieved a reduction of 52.1% in scope 1+2 (target: -90% by 2030 or 1144 tCO2) and an increase of 0.9% in scope 3 (target: -25% by 2030). The scope 1+2 progress is a result of implementing an efficiency programme focused on more cost- and energy-efficient manufacturing processes, alongside the acquisition of green energy through photovoltaic panels and the purchase of electricity with green certificates. Regarding scope 3, This occurred alongside a substantial expansion in production output, and is reflected in a significant 16.6% reduction in Scope 3 emissions intensity (GHG emissions per m³ of insulation produced). In 2025, 73.7% of Cat. 3.1 emissions were calculated using supplier-specific emission data (primary data) for purchased products, an increase of 5.5% compared to the previous year.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ *No*

Row 3

(7.53.1.1) Target reference number

Select from:

☑ *Abs 3*

(7.53.1.2) Is this a science-based target?

Select from:

☑ *Yes, and this target has been approved by the Science Based Targets initiative*

(7.53.1.3) Science Based Targets initiative official validation letter

Net- Zero Approval Letter - RECTICEL.pdf

(7.53.1.4) Target ambition

Select from:

☑ *1.5°C aligned*

(7.53.1.5) Date target was set

10/19/2022

(7.53.1.6) Target coverage

Select from:

☑ *Organization-wide*

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ *Methane (CH4)*

☑ *Nitrous oxide (N2O)*

☑ *Carbon dioxide (CO2)*

☑ *Perfluorocarbons (PFCs)*

☑ *Hydrofluorocarbons (HFCs)*

☑ *Sulphur hexafluoride (SF6)*

☑ *Nitrogen trifluoride (NF3)*

(7.53.1.8) Scopes

Select all that apply

☑ *Scope 1*

☑ *Scope 2*

☑ *Scope 3*

(7.53.1.9) Scope 2 accounting method

Select from:

☑ *Market-based*

(7.53.1.10) Scope 3 categories

Select all that apply

☑ *Scope 3, Category 14 – Franchises*
☑ *Scope 3, Category 15 – Investments*
☑ *Scope 3, Category 2 – Capital goods*
☑ *Scope 3, Category 6 – Business travel*
☑ *Scope 3, Category 7 – Employee commuting*
☑ *Scope 3, Category 5 – Waste generated in operations*
☑ *Scope 3, Category 12 – End-of-life treatment of sold products*
☑ *Scope 3, Category 4 – Upstream transportation and distribution*
☑ *Scope 3, Category 9 – Downstream transportation and distribution*
☑ *Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)*
☑ *Scope 3, Category 11 – Use of sold products*
☑ *Scope 3, Category 8 - Upstream leased assets*
☑ *Scope 3, Category 13 – Downstream leased assets*
☑ *Scope 3, Category 1 – Purchased goods and services*
☑ *Scope 3, Category 10 – Processing of sold products*

(7.53.1.11) End date of base year

12/31/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

5951

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

5488

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

527294

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

1410

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

2565

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

44211

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

1364

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

55

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

1310

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

65

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

6230

(7.53.1.23) Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

0

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

0

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

1423

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

0

(7.53.1.27) Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

0

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

60798

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

646725.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

658164.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

100

(7.53.1.44) Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

(7.53.1.48) Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

100

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

65816.400

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3534

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1944

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

527608

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

3347

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

2691

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

52748

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

432

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

271

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

1056

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

407

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

995

(7.53.1.68) Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

1792

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.72) Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

32860

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

624207.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

629685.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ *No, it does not cover any land-related emissions (e.g. non-FLAG SBT)*

(7.53.1.79) % of target achieved relative to base year

4.81

(7.53.1.80) Target status in reporting year

Select from:

☑ *Underway*

(7.53.1.82) Explain target coverage and identify any exclusions

METHODOLOGY Avoided emissions refer to reductions in greenhouse gas (GHG) emissions that occur outside a product's life cycle or value chain, but as a direct result of its use. Currently, no internationally harmonised standard or consistent terminology exists for defining or reporting avoided emissions. In 2019, the World Resources Institute (WRI) published a neutral framework to support the estimation and disclosure of comparative emission impacts of products (available via the GHG Protocol). In line with these recommendations, Recticel Group applies an attributional Life Cycle Assessment (LCA) approach. This widely recognised method evaluates environmental impacts across the full product life cycle, from raw material extraction to end of life. To estimate avoided emissions for products sold in 2024 and 2025, Recticel applied this framework (see Annual Report 2025, section 5.2.8) and collaborated with CO2logic to validate both the methodology and calculations. The methodology was also tested and received limited assurance from PwC. For comparability, the full scope of insulation activities is included, covering all associated emissions (Scopes 1, 2 and 3), in line with WRI guidance. This ensures that impacts beyond direct operations are captured. Key parameters and assumptions are detailed in the 2025 Annual Report. In 2025, the methodology was refined to better reflect country-specific heating sources in the markets where products are sold. METHODOLOGY REFINEMENT VS. PRIOR YEAR Sales and production volumes are collected at country or business unit level and allocated across energy types based on each country's energy mix. For each energy type, country-specific efficiency and emissions factors are applied to calculate avoided emissions. Results are determined per energy type and country, then aggregated to produce total avoided emissions. The methodology assumes insulation is installed in buildings where none previously existed. RESULT Over a 50-year lifetime, the insulation products sold in 2025 are expected to avoid more than 19.7 million tonnes of CO_2e, representing a 33-fold multiple compared to associated emissions.

(7.53.1.83) Target objective

Recticel Group has committed to SBTi to reach net zero by 2050, starting from a base year of 2021. Conditionally, with a near-term target year set at 2030, in absolute terms, the total emissions in 2021 (scope 1+2+3) must be reduced by a minimum of 25%. Recticel Group is committed to reducing scope 1+2 by 90% by 2030 and scope 3 by 25% by 2030, surpassing the conditional reduction of 25%. There are no exclusions to be considered.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

As part of the SBTi approval process, we developed a detailed roadmap to model emission reductions across scopes 1, 2, 3. Built from the ground up at the site level, this roadmap includes interim projections of estimated emissions leading up to our 2030 target year and accounts for the anticipated 5% growth of the Recticel Group. Notably, the roadmap exclusively aligns with the 1.5°C climate scenario, with no alternative scenarios considered during its preparation. The key pillars of the roadmap are: • Focusing on efficiency measures through continuous improvement • Electrifying the production process • Transitioning from fossil fuels to renewable energy • Focusing on procurement of more sustainable materials • Redesigning products so that the end-of-life (EOL) impact is reduced and recyclability is increased • Fostering supplier engagement towards more carbon-efficient materials and services Recticel Group's R&D developments and all other CapEx expenses are assessed in the context of the submitted SBTi objectives. These figures are reported annually in the EU Taxonomy table. The 2025 Annual Report, Chapter 5.2.5.5 Emission reduction roadmap, provides more information on the scope 1, 2, and 3 reduction plan concerning the envisaged emission reductions to achieve the near-term targets. In 2025, Recticel Group achieved a reduction of 52.1% in scope 1+2 (target: -90% by 2030 or 1144 tCO2) and an increase of 0.9% in scope 3 (target: -25% by 2030). The scope 1+2 progress is a result of implementing an efficiency programme focused on more cost- and energy-efficient manufacturing processes, alongside the acquisition of green energy through photovoltaic panels and the purchase of electricity with green certificates. Regarding scope 3, This occurred alongside a substantial expansion in production output, and is reflected in a significant 16.6% reduction in Scope 3 emissions intensity (GHG emissions per m³ of insulation produced). In 2025, 73.7% of Cat. 3.1 emissions were calculated using supplier-specific emission data (primary data) for purchased products, an increase of 5.5% compared to the previous year

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ *No*

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ *Net-zero targets*

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ *NZ1*

(7.54.3.2) Date target was set

10/19/2022

(7.54.3.3) Target Coverage

Select from:

☑ *Organization-wide*

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ *Abs1*

☑ *Abs2*

☑ *Abs3*

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ *Yes, and this target has been approved by the Science Based Targets initiative*

(7.54.3.7) Science Based Targets initiative official validation letter

Net- Zero Approval Letter - RECTICEL.pdf

(7.54.3.8) Scopes

Select all that apply

☑ *Scope 1*

☑ *Scope 2*

☑ *Scope 3*

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ *Carbon dioxide (CO2)*

☑ *Hydrofluorocarbons (HFCs)*

(7.54.3.10) Explain target coverage and identify any exclusions

*The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reduction targets submitted by RECTICEL GROUP conform with the SBTi Criteria and Recommendations (Criteria version 5.1). SBli has classified your company's scope 1 and 2 target ambition and net-zero in line with a 1.5°C trajectory. The official near-term science-based target language: OVERALL NET-ZERO TARGET * RECTICEL GROUP commits to reaching net-zero greenhouse gas emissions across the value chain by 2050 from a 2021 base year. NEAR-TERM TARGETS * RECTICEL GROUP commits to reduce absolute scope 1 and 2 GHG emissions by 90% by 2030 from a 2021 base year. * RECTICEL GROUP also commits to reducing absolute scope 3 GHG emissions by 25% within the same timeframe. LONG-TERM TARGETS * RECTICEL GROUP commits to maintain at least 90% absolute scope 1 and 2 GHG emissions reductions from 2030 through 2050 from a 2021 base year. * RECTICEL GROUP also commits to reducing absolute-scope 3 GHG emissions by 90% by 2050 from a 2021 base year.*

(7.54.3.11) Target objective

The Science Based Targets initiative has validated that the Recticel Group's science-based greenhouse gas emissions reduction targets conform to the SBTi Criteria and Recommendations (Criteria version 5.1). SBli has classified our scope 1 and 2 target ambition and net-zero in line with a 1.5°C trajectory. The official near-term science-based target language: OVERALL NET-ZERO TARGET RECTICEL GROUP commits to reaching net-zero greenhouse gas emissions across the value chain by 2050 from a 2021 base year. NEAR-TERM TARGETS RECTICEL GROUP commits to reducing absolute scope 1 and 2 GHG emissions by 90% by 2030, starting from a 2021 base year. RECTICEL also commits to reducing absolute scope 3 GHG emissions by 25% within the same timeframe. LONG-TERM TARGETS RECTICEL GROUP commits to maintaining at least 90% absolute scope 1 and 2 GHG emissions reductions from 2030 through 2050, starting with a base year of 2021. RECTICEL GROUP also commits to reducing absolute scope 3 GHG emissions by 90% by 2050 from a 2021 base year.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ *Yes*

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ *Yes, and we have already acted on this in the reporting year*

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ *Yes, we plan to purchase and cancel carbon credits for neutralization at the end of the target*

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

As part of Recticel Group's net-zero commitment to the SBTi, the Company is required to reduce its greenhouse gas (GHG) emissions across all relevant scopes 1, 2, 3 by a minimum of 90% by 2050. Any residual emissions, accounting for up to 10%, have to be managed through high-quality carbon offset mechanisms. These mechanisms include initiatives like carbon capture and storage (CCS), designed to compensate for emissions that are currently unavoidable. While we have not yet finalised our neutralization approach, we are actively developing a strategy to address residual emissions that cannot be abated through direct reductions. This includes evaluating credible carbon credit options aligned with recognized standards (e.g., ICVCM, VCMI) and ensuring alignment with the latest science-based targets.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

In 2024, Recticel Group entered into a three-year partnership with Lignaverda (www.lignaverda.org), an international non-governmental organisation (NGO) founded in 2008 and certified by the United Nations Convention to Combat Desertification (UNCCD). Lignaverda's mission is to combat desertification in Africa's semi-arid regions, addressing the critical challenges of climate change and landscape degradation. With over a decade of expertise, Lignaverda focuses on participatory landscape restoration through reforestation. By engaging closely with local communities, the organisation ensures the long-term sustainability of newly established forests. Its initiatives emphasise empowering vulnerable populations, particularly in areas with limited access to resources and income, delivering environmental and socioeconomic benefits. Through sustainable land management practices, Lignaverda enhances ecological resilience while creating local jobs and fostering sustainable income opportunities. As part of this partnership, Recticel Group supports a reforestation project in the Louga region of northern Senegal contributing to climate change mitigation while delivering additional environmental co-benefits, including the restoration of degraded ecosystems, improved soil health and enhanced water retention. These actions help to strengthen environmental resilience in a region particularly vulnerable to climate change degradation. Over the projects three-year implementation period, the estimated carbon sequestration potential is approximately 100 tonnes of CO2 per hectare, corresponding to around 5,000 tCO2e in total over time. As trees require time to grow and biomass to accumulate, no greenhouse gas removals from this project are recognised in the Group's GHG inventory for the current reporting period. The project is progressing according to plan expected to generate carbon removal credits in the future, subject to independent verification under the VM0047 methodology of the Verra Standard. This methodology applies to Afforestation, Reforestation and Revegetation (ARR) projects and is

among the few ARR methodologies approved by the Integrity Council for the Voluntary Carbon Market (ICVCM) for its high-integrity standards. Any such credits would be reported separately from the Groups gross greenhouse gas emissions, in line with applicable reporting standards.

(7.54.3.17) Target status in reporting year

Select from:

☑ *Underway*

(7.54.3.19) Process for reviewing target

All emissions are calculated in line with the GHG Protocol, covering our insulation activities since 2021. The 2025 CO2e emissions were calculated using an internally developed ESG digital platform, in accordance with the methodology and guidelines established by CO2logic, a subsidiary of South Pole (www.co2logic. com). The emission factors for the different categories were selected by CO2logic and subsequently integrated into the ESG digital platform. Miclar and Kuras, acquired at the end of 2025, are excluded; given their late consolidation and non-manufacturing nature, their impact on 2025 GHG emissions is negligible and below the reporting threshold. The 2025 emissions data have been limited assured by PwC in accordance with ISAE 3000 (Revised)/. The independent auditor's report of the consolidated Sustainability Statement of Recticel Group can be found in Chapter 8.1 or the 2025 Annual Report.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☑ *Yes*

[Fixed row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	
To be implemented	*0*	*0*
Implementation commenced	*2*	*63000*
Implemented	*4*	*1971*
Not to be implemented	*0*	

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ *Process optimization*

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

400

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ *Scope 1*

☑ *Scope 2 (location-based)*

☑ *Scope 2 (market-based)*

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ *Voluntary*

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

5000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

15000

(7.55.2.7) Payback period

Select from:
☑ *<1 year*

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ *3-5 years*

(7.55.2.9) Comment

Our goal is to lead the global transition to a circular, low-carbon economy. Our targeted actions include - reducing direct energy consumption - shifting process energy away from fossil fuels - optimising electrification - improving operational efficiency - increasing the use of self-generated and consumed energy - transitioning to zero-emission company vehicles - lowering the carbon intensity of products from key suppliers - striving for zero waste to landfill - enhancing the recovery of end-of-life value - reducing inefficiencies in distribution.

Row 2

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☑ *Other non-energy industrial process emissions reductions initiative, please specify :New set-up production lines*

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

400

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ *Scope 1*

☑ *Scope 2 (location-based)*

☑ *Scope 2 (market-based)*

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ *Voluntary*

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

5000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

100000

(7.55.2.7) Payback period

Select from:

☑ *4-10 years*

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ *6-10 years*

(7.55.2.9) Comment

In 2025, Recticel Group achieved +10% manufacturing output. This capacity extension was realized with existing equipment layout.

Row 3

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ *Solar PV*

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

1101

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ *Scope 2 (location-based)*

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ *Voluntary*

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

20000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

25000

(7.55.2.7) Payback period

Select from:

☑ *1-3 years*

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ *<1 year*

(7.55.2.9) Comment

Our goal is to lead the global transition to a circular, low-carbon economy. Our targeted actions include - reducing direct energy consumption - shifting process energy away from fossil fuels - optimising electrification - improving operational efficiency - increasing the use of self-generated and consumed energy - transitioning to zero-emission company vehicles - lowering the carbon intensity of products from key suppliers - striving for zero waste to landfill - enhancing the recovery of end-of-life value - reducing inefficiencies in distribution.

Row 6

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ *Company fleet vehicle replacement*

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

70

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ *Scope 1*

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ *Voluntary*

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

20000

(7.55.2.7) Payback period

Select from:
☑ *No payback*

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ *3-5 years*

(7.55.2.9) Comment

Almost all of our forklifts have now been converted to electric. In addition, we have implemented a group-wide policy of replacing all company cars (fossil-fueled and hybrid) with full electrical cars at the end of the leasing period.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ *Internal incentives/recognition programs*

(7.55.3.2) Comment

Emission reduction targets are part of the yearly bonus objectives of selected employees within the established Employee Performance Management system.

Row 2

(7.55.3.1) Method

Select from:

☑ *Compliance with regulatory requirements/standards*

(7.55.3.2) Comment

Since Recticel Group began its sustainability journey in 2013, we have relentlessly pushed our boundaries, setting more ambitious objectives and KPIs. We were early advocates for effective thermal and acoustic insulation as a key weapon in the fight against climate change. Recticel Group embraces comprehensive reporting to enable stakeholders to understand its most significant economic, environmental and social impacts. The 2025 Annual Report has been prepared in full compliance with all applicable legal and reporting standards, including ESRS and IFRS. The 2025 sustainability and financial statements and the remuneration report have been limited assured by PwC.

Row 3

(7.55.3.1) Method

Select from:

☑ *Dedicated budget for energy efficiency*

(7.55.3.2) Comment

The commitment to reduce by 2030 scopes 1+2 by 90% and scope 3 by 25%, is a commitment fully endorsed by the Management Committee. The company's roadmap for reporting and executing the sustainability plan is adequately reviewed by the CEO and the Management Committee. Specific sustainability investment projects have been approved and are in the phase of being evaluated, set-up, or executed.

Row 4

(7.55.3.1) Method

Select from:

☑ *Dedicated budget for low-carbon product R&D*

(7.55.3.2) Comment

As an insulation company, we are driven by societal needs. We continually enhance the sustainability and energy performance of our solutions to create improved living standards for current and future generations. Our Race to Net Zero is a focused Climate Action Plan for our fight against global warming. It includes clear targets and KPIs to further reduce our operations and product carbon footprint to a net-zero impact and increase the positive impact of our activities. Our efforts focus on the responsible selection of raw materials, ecodesign and sustainable and more energy-efficient processes.

Row 5

(7.55.3.1) Method

Select from:

☑ *Dedicated budget for other emissions reduction activities*

(7.55.3.2) Comment

Several key sustainability programs are running covering scope 1, scope 2, and scope 3. Specific investments have been approved for that purpose.

Row 6

(7.55.3.1) Method

Select from:

☑ *Employee engagement*

(7.55.3.2) Comment

- Training on sustainability - The operations teams are constantly looking for ways to improve their efficiency, use fewer materials and be more sustainable. - The topic of sustainability is since 2023 always on the agenda of the annual meeting with the European Workers Council.
[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ *Yes*

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ *Group of products or services*

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ *The EU Taxonomy for environmentally sustainable economic activities*

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☑ *Building orientation: Thermal performance*

(7.74.1.4) Description of product(s) or service(s)

• Thermal insulation boards (Recticel Insulation, Kuras): high-performance polyisocyanurate (PIR) foam boards laminated between two facing materials. Suitable for applications, including flat, tapered, and pitched roofs, cavity walls, floors, internal linings and external wall insulation systems. • Metal-faced mineral wool and polyurethane insulated panels (Trimo, Rex, Miclar): Energy-efficient, single-component panels, factory-engineered, attached directly to the building's structural frame, providing insulation and weatherproofing without the need for a cavity in the cladding. • Vacuum insulated panels for buildings (Turvac): Ultralow thermal conductivity and high thermal resistance, delivering superior insulation compared to traditional materials. • Thermo-acoustic insulation boards (Recticel Insulation): Designed for partition wall applications, reduced sound transmission between rooms & providing strong thermal insulation. Made from recycled PU (EOL mattresses). In H1 2025, Recticel Group completed the planned closure of its thermo-acoustic boards plant in Angers, France. • Vacuum insulated panels for packaging (Turvac): Highly efficient, space-saving insulation solutions for packaging applications. 779.4% of Recticel Group's activities meet technical criteria for contributing to climate change

mitigation. As there was no full alignment with the DNSH on 'Climate change adaptation' and 'Biodiversity' (section 5.1.3.4 of 2025 AR) in 2025, 0% Taxonomy alignment.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ *Yes*

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ *Estimating and Reporting the Comparative Emissions Impacts of Products (WRI)*

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ *Cradle-to-grave*

(7.74.1.8) Functional unit used

CO2e

(7.74.1.9) Reference product/service or baseline scenario used

Estimated avoided emissions from all our building insulation products sold in 2025 over its lifetime (full scope: Insulation Boards, Insulated Panels, Vacuum Insulated Panels) related to the carbon footprint of the entire Recticel Group activities in the reporting year.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ *Cradle-to-grave*

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

19710676

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Avoided emissions are reductions in greenhouse gas (GHG) emissions that occur outside a product's life cycle or value chain but result directly from its use. Currently, no internationally recognized standard or consistent terminology exists to define or report avoided emissions. In 2019, the World Resources Institute (WRI) published a working paper and neutral framework to estimate and report the comparative emissions impact of products. This guidance is available through the GHG Protocol website. Following the WRI recommendations, Recticel Group calculates avoided emissions using an attributional Life Cycle Assessment (LCA) approach. This established methodology evaluates the environmental impacts of a product throughout its entire life cycle, from raw material extraction to end-of-life treatment. To determine the avoided emissions associated with products sold in 2024 and 2025, Recticel applied the WRI framework and engaged CO2logic to validate the methodology and perform the calculations. In 2025, the methodology was further refined to better reflect the heating sources used in the countries where the insulation products are sold. For comparability with other companies reporting avoided emissions, it is important to note that the assessment covers the full scope of Recticel's insulation activities and includes all associated GHG emissions across Scopes 1, 2 and 3, in line with WRI recommendations. This approach therefore considers not only emissions from Recticel's own operations but also those occurring throughout the wider value chain. Recticel encourages the building materials industry to adopt this methodology and the attributional LCA approach to improve consistency, transparency and comparability in avoided-emissions reporting. Over the 50-year use phase of the insulation products sold in 2025, more than 19.7 million tonnes of CO_2e emissions are expected to be avoided. This corresponds to approximately 33 times the emissions generated during the production of the insulation materials ((596,826 tCO2e).

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

79.4
[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:
☑ *No*

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ *No*

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water withdrawal volumes are determined using water meter readings and/or utility invoices. While some sites monitor water consumption on a monthly basis, all facilities report and consolidate water withdrawal data at least annually. Site-level data is aggregated at Group level to calculate total annual water withdrawals.

(9.2.4) Please explain

Water withdrawal data is collected across all operations using water meters and supplier invoices. Measurement practices vary by site, with some facilities recording data monthly and others on an annual basis. To ensure complete coverage, all facilities report water withdrawal data at least once a year. The data is consolidated at Group level and used to calculate total annual water withdrawals. We rely on established metering systems and utility records to ensure consistent monitoring and reporting of water use across the organization.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water withdrawal volumes are categorized by source using site-level water meter readings, utility invoices, and operational records. Sites identify whether water is sourced from municipal supplies, groundwater, or reused rainwater. Data is consolidated annually at Group level.

(9.2.4) Please explain

Water withdrawal by source is monitored across all operations. Municipal water remains the primary source of water withdrawal. Groundwater is withdrawn only at the Serbian facility, located in a non-water-stressed area, while a small proportion of water demand is met through reused rainwater. Source data is collected from meters, invoices, and operational records and consolidated annually for Group reporting purposes.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ *Not relevant*

(9.2.4) Please explain

Recticel Group's operations are not water intensive and do not generate significant emissions of nitrates, phosphates, pesticides or other priority pollutants to water. Most water use relates to domestic activities such as drinking, sanitation, cleaning and employee welfare facilities. Potential water-related impacts are assessed through our ISO 14001-certified Environmental Management System. No material water pollutant discharges have been identified across our operations. The only process-water application is a water-guided laser cutting system at one facility (Deer Park, USA), where suspended metal particles are contained and managed within

the process, and the resulting effluent has been approved by the relevant authorities for discharge. Therefore, monitoring of priority pollutants is not considered relevant for our operations.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water discharge volumes are estimated based on water withdrawal data and operational records. Discharge volumes are calculated by deducting water incorporated into products and water used to fill or top up sprinkler tanks from total water withdrawals. Data is consolidated annually at Group level.

(9.2.4) Please explain

Water withdrawal data is collected across all operations using water meters and supplier invoices. Measurement practices vary by site, with some facilities recording data monthly and others on an annual basis. To ensure complete coverage, all facilities report water withdrawal data at least once a year. The data is consolidated at Group level and used to calculate total annual water withdrawals. We rely on established metering systems and utility records to ensure consistent monitoring and reporting of water use across the organization.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water discharge volumes by destination are determined using water withdrawal data, operational records and discharge estimates. The volume discharged is calculated by deducting water incorporated into products, water used for sprinkler systems and water collected by external contractors for treatment from total water withdrawals. Discharge destinations are identified based on site wastewater management arrangements and utility infrastructure. Facilities report & consolidate at least each year.

(9.2.4) Please explain

Due to the limited use of water in manufacturing processes, water discharged to the sewage system closely approximates water withdrawn. Discharge volumes are calculated using water withdrawal data and documented operational adjustments. Most wastewater is sanitary wastewater from offices and employee facilities and is discharged to municipal wastewater treatment systems. Data is reviewed and consolidated annually to provide Group-level discharge figures.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water discharge volumes by destination are determined using water withdrawal data, operational records and discharge estimates. The volume discharged is calculated by deducting water incorporated into products, water used for sprinkler systems and water collected by external contractors for treatment from total water withdrawals. Discharge destinations are identified based on site wastewater management arrangements and utility infrastructure.

(9.2.4) Please explain

The majority of Recticel Group's wastewater is sanitary wastewater generated from employee facilities and domestic uses, including drinking, cleaning and sanitation activities. Water use in manufacturing processes is limited and therefore wastewater volumes are largely consistent with water withdrawals. Wastewater is predominantly discharged to municipal sewer systems and treated by external wastewater treatment facilities. A limited volume of water used in specific manufacturing applications is managed in accordance with local permit requirements and environmental regulations. Discharge destinations are reviewed through site-level environmental management processes and consolidated annually at Group level.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ *Not relevant*

(9.2.4) Please explain

Recticel Group's operations do not generate significant industrial wastewater streams requiring routine monitoring of standard effluent quality parameters. Most wastewater consists of sanitary wastewater from employee facilities and domestic activities and is discharged to municipal wastewater treatment systems. Water-related environmental aspects are managed through the Group's ISO 14001-certified Environmental Management System, which has not identified material water quality impacts requiring systematic monitoring of standard effluent parameters at Group level.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ *Not relevant*

(9.2.4) Please explain

Recticel Group's operations do not generate significant emissions of nitrates, phosphates, pesticides or other priority substances to water. Most wastewater consists of sanitary wastewater from domestic uses and is discharged to municipal wastewater treatment systems. Environmental aspects are managed through the Group's ISO 14001-certified Environmental Management System, which has not identified material discharges of priority substances to water.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ *Not relevant*

(9.2.4) Please explain

Recticel Group's operations do not involve water-intensive manufacturing processes, cooling-water systems or thermal discharge activities that could significantly affect the temperature of discharged water. Water use is primarily associated with domestic purposes, including drinking, sanitation and cleaning. Wastewater generated at our sites is predominantly sanitary wastewater and is discharged to municipal wastewater treatment systems. Through our ISO 14001-certified Environmental Management System, no material risks or impacts related to thermal discharges have been identified. Therefore, monitoring discharge temperature is not considered relevant to our operations.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations.

(9.2.4) Please explain

Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ *Less than 1%*

(9.2.2) Frequency of measurement

Select from:

☑ *Unknown*

(9.2.3) Method of measurement

Unknown

(9.2.4) Please explain

Recticel Group currently does not have significant water recycling or reuse systems in place. Wastewater generated at operational sites is discharged to municipal wastewater treatment facilities or transferred to specialized wastewater treatment companies. While these external treatment processes may result in water being reused by third parties, we do not currently measure or control such reuse and therefore do not include these volumes in its reported recycled/reused water metric.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ *100%*

(9.2.2) Frequency of measurement

Select from:

☑ *At least once a year*

(9.2.3) Method of measurement

Site HSE inspections and facility management reviews are used to verify the availability and functionality of drinking water, sanitation and hygiene facilities and compliance with applicable regulations.

(9.2.4) Please explain

Recticel Group provides access to drinking water, sanitation and hygiene (WASH) services at all operational sites and offices. The availability and functionality of these services are reviewed through site management and Health, Safety & Environment (HSE) processes to ensure compliance with applicable regulatory requirements and to maintain safe and healthy working conditions for all workers.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters)

30.53

(9.2.2.2) Comparison with previous reporting year

Select from:
☑ *Higher*

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ *Increase/decrease in business activity*

(9.2.2.4) Five-year forecast

Select from:
☑ *About the same*

(9.2.2.5) Primary reason for forecast

Select from:

☑ *Increase/decrease in business activity*

(9.2.2.6) Please explain

Compared to the previous year, one facility was closed, while the Group's business activity continued to expand. This explains the year-on-year variance. The increase in 2025 is largely related to filling up the sprinklers tanks. Water withdrawal is expected to remain more or less the same in the coming years. Thhis takes into account higher business activity and improved resource efficiency, as our operations use only limited amounts of water in manufacturing and no significant increase in water demand is required to support business growth.

Total discharges

(9.2.2.1) Volume (megaliters)

29.29

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ *Higher*

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ *Increase/decrease in business activity*

(9.2.2.4) Five-year forecast

Select from:

☑ *About the same*

(9.2.2.5) Primary reason for forecast

Select from:

☑ *Increase/decrease in business activity*

(9.2.2.6) Please explain

Compared to the previous year, one facility was closed, while the Group's business activity continued to expand. This explains the year-on-year variance. The increase in 2025 is largely related to filling up the sprinklers tanks. Water discharge is expected to remain more or less the same in the coming years. This takes into account higher business activity and improved resource efficiency, as our operations use only limited amounts of water in manufacturing and no significant increase in water demand is required to support business growth.

Total consumption

(9.2.2.1) Volume (megaliters)

1.24

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ *Higher*

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ *Increase/decrease in business activity*

(9.2.2.4) Five-year forecast

Select from:

☑ *About the same*

(9.2.2.5) Primary reason for forecast

Select from:

☑ *Increase/decrease in business activity*

(9.2.2.6) Please explain

Compared to the previous year, one facility was closed, while the Group's business activity continued to expand. This explains the year-on-year variance. The increase in 2025 is largely related to filling up the sprinklers tanks. Water consumption is expected to remain more or less the same in the coming years. This takes into account higher business activity and improved resource efficiency, as our operations use only limited amounts of water in manufacturing and no significant increase in water demand is required to support business growth.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:
☑ *Yes*

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

17.45

(9.2.4.3) Comparison with previous reporting year

Select from:
☑ *About the same*

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:
☑ *Facility closure*

(9.2.4.5) Five-year forecast

Select from:

☑ *About the same*

(9.2.4.6) Primary reason for forecast

Select from:

☑ *Mergers and acquisitions*

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

57.16

(9.2.4.8) Identification tool

Identification tool used

☑ *WRI Aqueduct*

(9.2.4.9) Please explain

At the end of 2025, five out of 12 of our manufacturing locations are situated in a region with extremely high water stress (>80%), three locations with low-medium water stress (10-20%), and four locations with low water stress (<10%). The location with medium-high water stress (20-40%) has been closed since previous year reporting. For 2025 calculation of our water consumption from regions with water stress, we only considered those with extremely high water stress. This involves our operations in Belgium (3) and USA (2): - Wevelgem, Belgium Major bassin: Schelde Water stress: Extremely High (>80%) - Froyennes, Tournai, Belgium Major bassin: Schelde Water stress: Extremely High (>80%) - Blandain, 7522 Tournai, Belgium Major bassin: Schelde Water stress: Extremely High (>80%) - Deer Park, NY, USA Major bassin: United States, North Atlantic Coast Water stress: Extremely High (>80%) - Irvine, CA, USA Major bassin: California Water stress: Extremely High (>80%) Compared to the previous year, one facility located in a medium-high water stress area (20-40%) was closed, while the Group's business activity continued to expand. This explains the year-on-year variance. Water withdrawals in water-stressed areas are expected to remain more or less the same in the coming years. This takes into account higher business activity and improved resource efficiency, as our operations use only limited amounts of water in manufacturing and no significant increase in water demand is required to support business growth.
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☑ *Relevant*

(9.2.7.2) Volume (megaliters)

0.07

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ *Higher*

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ *Increase/decrease in business activity*

(9.2.7.5) Please explain

A limited volume of rainwater is collected and reused at selected Belgian sites. This water is primarily used for non-potable purposes, reducing the need for municipal water withdrawals. Rainwater represents only a minor proportion of the Group's total water withdrawal, with the vast majority of water sourced from municipal water supplies and a small proportion from renewable groundwater in Serbia.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ *Not relevant*

(9.2.7.5) Please explain

We do not extract brackish/seawater for our operations.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ *Relevant*

(9.2.7.2) Volume (megaliters)

0.83

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ *Higher*

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ *Increase/decrease in business activity*

(9.2.7.5) Please explain

Renewable groundwater is withdrawn only at our operation in Serbia from a non-water-stressed area and represents approximately 2.7% of the Group's total water withdrawal. The water is primarily used for sanitary and cleaning purposes. Water withdrawal increase is in line with its business activity in 2025.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ *Not relevant*

(9.2.7.5) Please explain

We do not extract groundwater from non-renewable sources.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:
☑ *Not relevant*

(9.2.7.5) Please explain

We not do not extract produced/entrained water for our operations.

Third party sources

(9.2.7.1) Relevance

Select from:
☑ *Relevant*

(9.2.7.2) Volume (megaliters)

29.64

(9.2.7.3) Comparison with previous reporting year

Select from:
☑ *Higher*

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:
☑ *Increase/decrease in business activity*

(9.2.7.5) Please explain

These volumes comprise water supplied by municipal water utilities to our operational sites. Municipal water is used primarily for drinking, sanitation, cleaning and other domestic purposes, with limited use in manufacturing processes. The increase compared to the previous reporting year is mainly attributable to changes in business activity and the associated addition of water consumption for sanitary and cleaning purposes.
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:
☑ *Not relevant*

(9.2.8.5) Please explain

We do not discharge to fresh water areas, brackish surface/seawater areas or groundwater.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:
☑ *Not relevant*

(9.2.8.5) Please explain

We do not discharge to fresh water areas, brackish surface/seawater areas or groundwater.

Groundwater

(9.2.8.1) Relevance

Select from:

☑ *Not relevant*

(9.2.8.5) Please explain

We do not discharge to fresh water areas, brackish surface/seawater areas or groundwater.

Third-party destinations

(9.2.8.1) Relevance

Select from:
☑ *Relevant*

(9.2.8.2) Volume (megaliters)

29.29

(9.2.8.3) Comparison with previous reporting year

Select from:
☑ *Higher*

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:
☑ *Increase/decrease in business activity*

(9.2.8.5) Please explain

We do not discharge to fresh water areas, brackish surface/seawater areas or groundwater.
[Fixed row]

(9.2.9) Indicate the highest level to which your wastewater is treated (either by your organization or a third party) before being discharged to the environment.

Quaternary treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

Not applicable

Tertiary treatment

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

Not applicable

Secondary treatment

(9.2.9.1) Volume (megaliters)

27.32

(9.2.9.2) Comparison of treated volume with previous reporting year

Select from:
☑ *Higher*

(9.2.9.3) Primary reason for comparison with previous reporting year

Select from:
☑ *Increase/decrease in business activity*

(9.2.9.4) % of discharge volume treated in compliance with local regulatory standards

Select from:

☑ *100*

(9.2.9.5) Factors considered in determining appropriate treatment level beyond local regulatory standards

Select all that apply

☑ *Profile of the receiving waterbody*

(9.2.9.6) Please explain

Site effluent is discharged to the municipal sewer network and treated at an external wastewater treatment plant. Based on information provided by the local water utility, secondary biological treatment (aerobic / anaerobic) is applied at the wastewater plants to remove organic pollutants before the treated effluent is released to the environment.

Primary treatment only

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

Not applicable

No treatment

(9.2.9.1) Volume (megaliters)

1.97

(9.2.9.2) Comparison of treated volume with previous reporting year

Select from:

☑ *Higher*

(9.2.9.3) Primary reason for comparison with previous reporting year

Select from:

☑ *Increase/decrease in business activity*

(9.2.9.4) % of discharge volume treated in compliance with local regulatory standards

Select from:

☑ *100*

(9.2.9.6) Please explain

Part of the wastewater classified as receiving no treatment is discharged neither to the municipal sewer network nor to an external wastewater treatment plant. Another portion consists of non-hazardous wastewater that is stored onsite in a cesspool and periodically removed by a licensed contractor. As no information is currently available on how this wastewater is subsequently treated or disposed of, it is conservatively classified as wastewater receiving no treatment.

Unknown

(9.2.9.1) Volume (megaliters)

0

(9.2.9.6) Please explain

Not applicable
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ *No, we have assessed this value chain stage but did not identify any facilities with substantive water-related dependencies, impacts, risks, and opportunities*

(9.3.4) Please explain

Recticel Group has assessed water-related risks in its direct operations through its environmental management processes and site-level environmental aspect assessments. No substantive water-related risks were identified due to the limited use of water in manufacturing processes, the predominance of municipal water supplies. At present, Recticel Group has not conducted a dedicated assessment of water-related risks in its upstream value chain.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ *No, we have not assessed this value chain stage for facilities with substantive water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years*

(9.3.4) Please explain

Recticel Group has assessed water-related risks in its direct operations through its environmental management processes and site-level environmental aspect assessments. No substantive water-related risks were identified due to the limited use of water in manufacturing processes, the predominance of municipal water supplies. At present, Recticel Group has not conducted a dedicated assessment of water-related risks in its upstream value chain.
[Fixed row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

(9.5.1) Revenue (currency)

655075000

(9.5.2) Total water withdrawal efficiency

21456763.84

(9.5.3) Anticipated forward trend

Water intensity will further improve because revenue will increased while water withdrawals will remain relatively stable. This reflects higher business activity and improved resource efficiency, as our operations use only limited amounts of water in manufacturing and no significant increase in water demand is required to support business growth.
[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

(9.13.1) Products contain hazardous substances

Select from:
☑ *No*

(9.13.2) Comment

No. Based on our current assessment, Recticel Group's products are not classified as containing substances that require disclosure as hazardous products under applicable regulatory frameworks. We monitor regulatory developments and substance compliance through our product stewardship and regulatory compliance processes."
[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:
☑ *Yes*

(9.14.2) Value chain stage where low water impact is assessed

Select all that apply

☑ *Direct operations*

(9.14.3) Indicator used to assess water impact

Water quantity

☑ *Lower water withdrawal/consumption than conventional processes*

(9.14.4) Have you used a certification standard to classify your products/services as low water impact?

Select from:

☑ *No*

(9.14.5) Definition used to classify low water impact

Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. In comparison to competitive materials such as mineral wool or glass wool which consume a lot of water in its processes, we consider our processes as heaving low water impact.

(9.14.7) Please explain

Recticel Group has not assessed its products against a specific "low water impact" classification and does not currently plan to do so within the next two years. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. Based on our assessment of material environmental impacts, water is not considered a material issue for our products, and therefore a dedicated low-water-impact product classification has not been prioritized.
[Fixed row]

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1) Target set in this category

Select from:

☑ *No, and we do not plan to within the next two years*

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ *Judged to be unimportant or not relevant*

(9.15.4) Explain why you do not have a target set in this category

Recticel Group has not established water-related pollution targets because water is not considered a material environmental issue for the Group. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. Most operational sites rely on municipal water supplies, with a limited volume of renewable groundwater used at one site in Serbia and a minor proportion of rainwater collected. Water-related impacts are managed through our ISO 14001-certified Environmental Management System, including environmental aspect assessments and compliance controls. Recticel Group continues to monitor water-related impacts.

Water withdrawals

(9.15.1) Target set in this category

Select from:

☑ *No, and we do not plan to within the next two years*

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ *Judged to be unimportant or not relevant*

(9.15.4) Explain why you do not have a target set in this category

Water withdrawals are not considered a material issue for Recticel Group. Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire

protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. No substantive water-related risks have been identified in our direct operations. Therefore, Recticel Group has not established water withdrawal targets.

Water, Sanitation, and Hygiene (WASH) services

(9.15.1) Target set in this category

Select from:

☑ *No, and we do not plan to within the next two years*

(9.15.3) Primary reason for not setting a target in this category

Select from:

☑ *Not an immediate strategic priority*

(9.15.4) Explain why you do not have a target set in this category

Recticel Group provides access to drinking water, sanitation and hygiene facilities for all workers across its operational sites. Access to WASH services is maintained through site management and Health, Safety & Environment processes and is not considered a material risk area requiring specific targets.

Other

(9.15.1) Target set in this category

Select from:

☑ *No, and we do not plan to within the next two years*

[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets?

(10.1.1) Targets in place

Select from:

☑ *No, but we plan to within the next two years*

(10.1.2) Primary reason for not having a plastics-related target

Select from:

☑ *Important but not an immediate business priority*

(10.1.3) Explain why you did not have an active plastics-related target in the reporting year

We use plastics mainly as packaging material to protect our stack of insulation boards and insulated panels for transport and delivery, where relevant. In 2024, we introduced new methods to reduce the amount of plastic required. We are transitioning from virgin packaging materials to those with recycled content and lower CO2e emissions, such as 30% recycled stretch foil, 30% recycled cover foils, and 50% recycled EPS. Plastics are also used in limited quantities to encapsulate specific acoustic insulants within our Acoustic Solutions division.
[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☑ *No*

(10.2.3) Please explain

not applicable

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ *No*

(10.2.3) Please explain

not applicable

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:
☑ *No*

(10.2.3) Please explain

not applicable

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:
☑ *No*

(10.2.3) Please explain

not applicable

Usage of plastic packaging

(10.2.1) Activity applies

Select from:

☑ *Yes*

(10.2.2) Usage of plastic packaging

Select all that apply

☑ *Production/commercialization of goods or products packaged in plastics*

(10.2.3) Please explain

Our insulation boards and mineral wool insulated panels are shrinkwrapped with plastic foil to protect them during transport to our customers, mostly directly to the construction site. Some of our technical Acoustic Solutions products use plastic to encapsulate the insulant. Compared to the total usage of plastics, this latter amount is minimal

Provision of waste management

(10.2.1) Activity applies

Select from:

☑ *No*

(10.2.3) Please explain

not applicable

Other plastics-related activities not specified

(10.2.1) Activity applies

Select from:

☑ *No*

(10.2.3) Please explain

not applicable
[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

(10.5.1) Total weight during the reporting year (Metric tons)

1754

(10.5.2) Raw material content percentages available to report

Percentage available

☑ *% post-consumer recycled content*

(10.5.6) % post-consumer recycled content

30

(10.5.7) Breakdown of post-consumer recycled content available to report

Percentage not available

☑ *None*

(10.5.10) Certification of renewable and/or recycled content

Select from:

☑ *No, we have not certified our renewable or recycled content*

(10.5.12) Please explain

Information on recycled content is provided by our suppliers, and we use this information to guide our purchasing decisions towards packaging materials with a higher recycled content.
[Fixed row]

(10.5.1) Specify the packaging formats across your organization's packaging portfolio and their proportions.

(10.5.1.1) Packaging formats in packaging portfolio

Select from:
☑ *PE flexible (b2b): pallet wrap*

(10.5.1.2) Proportion of packaging portfolio

90
[Add row]

(10.5.2) Is any of your packaging designed in compliance with design for recycling and/or composting guidelines?

(10.5.2.1) Is any of your packaging designed in compliance with design for recycling and/or composting guidelines?

Select from:
☑ *Yes, recycling*

(10.5.2.2) Select the design guidelines you are in compliance with

Design for recycling guidelines
☑ *RecyClass guidelines*

(10.5.2.5) % of packaging that is designed for recycling

99

(10.5.2.8) Please explain

Packaging material recycling is already well established in our industry and is a common practice in our operations.
[Fixed row]

(10.5.3) Indicate the reusability and recyclability of the plastic packaging you sold and/or used.

(10.5.3.1) Percentages available to report

Percentage available

☑ *% recyclable in practice and at scale*

(10.5.3.3) % of plastic packaging that is recyclable in practice and at scale

99

(10.5.3.4) Assessment tool for recyclability

Select all that apply

☑ *Other, please specify :RecyClass*

(10.5.3.5) Please explain

Packaging material recycling is already well established in our industry and is a common practice in our operations.
[Fixed row]

(10.5.4) Provide the proportion of product delivered through reuse models.

(10.5.4.1) % total product delivered through reuse systems

Select from:

☑ *Unknown*
[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Production, commercialization and/or use

(10.6.1) Total weight of plastic waste generated and/or managed (Metric tons)

457

(10.6.5) End-of-life management pathways available to report

Select all that apply

☑ *Recycling*

(10.6.6) Tool used to determine the percentage of end-of-life pathway

Select all that apply

☑ *Eurostat*

(10.6.8) % recycling

90

(10.6.16) Please explain

Packaging material recycling is already well established in our industry and is a common practice in our operations. We account for a 5 - 10% inefficiency loss in the collection and recycling of the packaging materials.
[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ *Yes, we are taking actions to progress our biodiversity-related commitments*

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ *Other, please specify :In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas, in line with the EU Taxonomy's Do No Significant Harm (DNSH) criteria. See 11.4.*

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ *No*

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Yes*

(11.4.2) Comment

In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas, in line with the EU Taxonomy's Do No Significant Harm (DNSH) criteria. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. Natura 2000 was considered the most relevant framework. Given the sites limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review. See our 2025 Annual Report, 4.3.1 IRO process description, E4 – Biodiversity and ecosystems, page 83.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Not assessed*

(11.4.2) Comment

not assessed

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Not assessed*

(11.4.2) Comment

not assessed

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Yes*

(11.4.2) Comment

In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas, in line with the EU Taxonomy's Do No Significant Harm (DNSH) criteria. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. Natura 2000 was considered the most relevant framework. Given the sites limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review. See our 2025 Annual Report, 4.3.1 IRO process description, E4 – Biodiversity and ecosystems, page 83.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Yes*

(11.4.2) Comment

In 2025, the Recticel Group conducted an initial biodiversity screening on 12 operational sites on their proximity to biodiversity-important areas, in line with the EU Taxonomy's Do No Significant Harm (DNSH) criteria. Following IBAT guidance, three buffer zones (2 km, 5 km, and 10 km) were applied to assess potential direct and indirect impacts and to identify priority locations for further review. The sites were evaluated against key biodiversity datasets, including Natura 2000, WDPA, EBAs, Ramsar Sites, and KBAs. No overlaps with Ramsar Sites were identified. Natura 2000 was considered the most relevant framework. Given the sites limited environmental footprint, characterised by very low water use, minimal air emissions, and no fine particulate emissions, an Appropriate Assessment under the Habitats Directive has been deferred, pending future review. See our 2025 Annual Report, 4.3.1 IRO process description, E4 – Biodiversity and ecosystems, page 83.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ *Not assessed*

(11.4.2) Comment

not assessed
[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ *No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years*

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ *Not an immediate strategic priority*

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

Water is not a material resource input in our manufacturing operations. In 2025, total water consumption amounted to 1,245 m³, of which 439 m³ was used in formulations (1.4% of total water withdrawal) and 806 m³ was stored in sprinkler tanks for fire protection purposes. Water used in laser-cutting equipment is fully discharged as controlled effluent, resulting in negligible net water consumption from operations. Based on our assessment of material environmental impacts, water is not considered a material issue for our products, and therefore an additional third party verification of our water data has not been prioritized.
[Fixed row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information
	No additional information to bring to the attention of CDP.

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Group Sustainability Director acting as Chief Sustainability Officer directly reporting to the CEO.

(13.3.2) Corresponding job category

Select from:
☑ *Chief Sustainability Officer (CSO)*
[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub to facilitate collective action in priority basins.

Select from:
☑ *Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute*