

# SUSTAINABILITY REPORT 2023-2025





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# Foreword from our CEO

The past three years have been years of investment for Desmedt: in our people, our infrastructure and our future. Looking back, the period 2023-2025 stands out for the breadth and depth of the changes we have made.

One of the most significant steps was the construction of a new, fully automated high-bay warehouse. Automation ensures continuity, reduces physical strain on our colleagues and allows us to serve our customers with the reliability and speed they expect. In parallel, we continue our transition to one-piece flow, a production approach in which each job moves through production in a continuous flow, reducing intermediate handling, errors and waste.

On the environmental front, the installation of our new HVAC system – specifically engineered for our production environment – has delivered a remarkable reduction in CO<sub>2</sub> emissions. Combined with our transition to 100% certified green electricity, this has enabled us to reduce our scope 1 and 2 emissions by 94.6% compared with our 2020 baseline. This result goes well beyond our original targets.

This report would not have been possible without the dedication of our entire team. I would like to give special mention to Davy Heyndrickx, who carried out the CO<sub>2</sub> calculations and coordinated the collection of the underlying data.

Receiving the Best First Sustainability Report award and a nomination for the Voka award for Sustainable Entrepreneurship are milestones of which we are proud. External recognition confirms that we are on the right track, but it is the daily commitment of everyone at Desmedt, more than any award, that truly drives our progress.

Looking ahead to 2026, we anticipate the installation of our new printing press. This investment will further strengthen our production capacity and position us well for evolving customer and market requirements. We trust that this report reflects not only what we have achieved, but who we are. We look forward to continuing this journey together.

**Henri Köhler**

**Henri Köhler - CEO**





# Key figures 2025

## PRODUCTION



**1,775,653,807**

number of labels produced

**15.53**

million euro turnover

**189**

active customers

**desmedt**  
LABELS

'Better, faster and greener'  
100% family-owned  
Company founded in 1889  
Over 135 years of experience

## SOCIAL



**47**

permanent employees (headcount)

**10**

nationalities employed

**82%**



**18%**

**2140**

training hours completed

## GOVERNANCE



**0.33**

female/male gender ratio at management level

### Certifications



## ENVIRONMENTAL



**-11%**

reduction in residual waste per m<sup>2</sup> of label produced

**100%**

certified renewable electricity

**1,047**

MWh electricity consumption

**8,003**

tonnes CO<sub>2</sub>e emissions (scope 1, 2 and 3, market-based)



# Milestones and highlights 2023-2025



In 2023, we completed the first phase of the UNITAR | CIFAL Flanders programme through the VCDO and were awarded the title of **SDG Pioneer**.



2024 also marked our **135<sup>th</sup> anniversary**. Over the years, we have developed into a well-established company serving customers in the Benelux, France and Germany.



In 2025, we commissioned **two new printing presses**: one digital press and one flexo press.

## 2023

## 2024

## 2025

Since 2023, we have been working from fully **renovated offices**. Following this refurbishment, we invested further in our **production facilities**. Key developments include the introduction of robots to support operational processes, the installation of an automated warehouse and the implementation of an advanced HVAC system that dynamically adjusts indoor conditions based on external factors.



In 2024, our company received the **Best First Sustainability Report** award at the Belgian Awards for Sustainability Reports. The jury recognised our debut report for its clear KPIs and quantified targets.

In 2025, we achieved the **EcoVadis Gold Medal** for the second consecutive time, placing us among the top 5% of companies assessed worldwide within our sector.





# About Desmedt Labels

## Our activities

Since 1889, Desmedt has specialised in the production of self-adhesive labels, also known as our next-generation labels. From the outset, the company has placed strong emphasis on continuous innovation and respect for people and the environment.

### What we produce: our key types of labels

We create labels in a wide range of sizes and materials, using the technology best suited to each application.



Multi-layer labels



Coupons



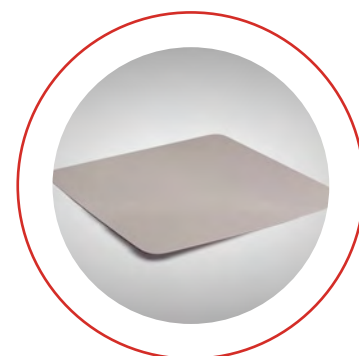
Resealable labels



Dry-peel labels



Piggyback labels



Blank labels



Tamper-evident labels



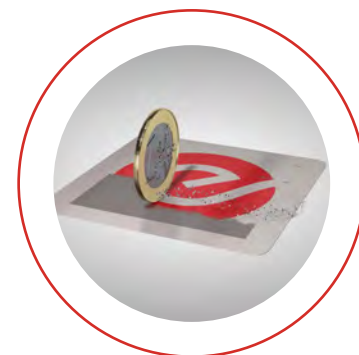
Electronic article surveillance (EAS) labels



Thermal labels



Wash-off labels



Custom-made labels

## Our strategy and business model

### Better, faster and greener

We combine high-quality labels, short and reliable lead times, and a strong focus on sustainability. Supported by a skilled team, continuous training and ongoing investment in advanced machinery, we help our customers meet increasingly demanding regulatory and packaging requirements.

BETTER	FASTER	GREENER
<ul style="list-style-type: none"> <li>• Ultra HD Flexo technology for high-resolution printing</li> <li>• Mono-pigmented inks to ensure colour consistency</li> <li>• Continuous quality inspections</li> </ul>	<ul style="list-style-type: none"> <li>• Automated and improved processes</li> <li>• Flexible lead times, including rush orders</li> <li>• Just-in-time deliveries</li> </ul>	<ul style="list-style-type: none"> <li>• Energy-efficient operations, reducing carbon emissions</li> <li>• Waste reduction initiatives</li> <li>• FSC-certified paper</li> </ul>

In everything we do, we are guided by our core values: integrity, dedication, respect for people and the environment, enthusiasm, an eagerness to learn and creativity. They shape how we work and how we serve our customers.



### Sustainability in relation to our business strategy

As a production company, waste reduction and energy efficiency are key operational priorities. Sustainability is therefore fully integrated into our strategy and directly supports our ambition to deliver 'better, faster and greener'. For several years, we have followed a structured sustainability approach based on the topics most material to Desmedt.

The [Double Materiality Assessment section](#) of this report explains how these priorities were identified. In the [second part of this report](#), we present our performance and progress for each theme.

Maintaining the highest quality standards is a strategic priority. Through rigorous audits and controlled processes, we ensure the consistency and reliability of our labels. Our certifications demonstrate both our commitment to quality and our alignment with recognised sustainability standards.

To future-proof our activities, clear business priorities have been defined, with a continued focus on innovation and technological advancement. At the same time, we are strengthening performance management and automation to ensure alignment between strategic objectives, business priorities and KPIs.

### Historical milestones illustrating our innovative approach

- **1945:** Desmedt became the first company in Belgium to produce self-adhesive labels.
- **1970:** Desmedt invested in flexo printing technology for the label industry, becoming the first company in Europe to do so.
- **2000:** Desmedt installed the first digital offset press in the Benelux.

### Certifications

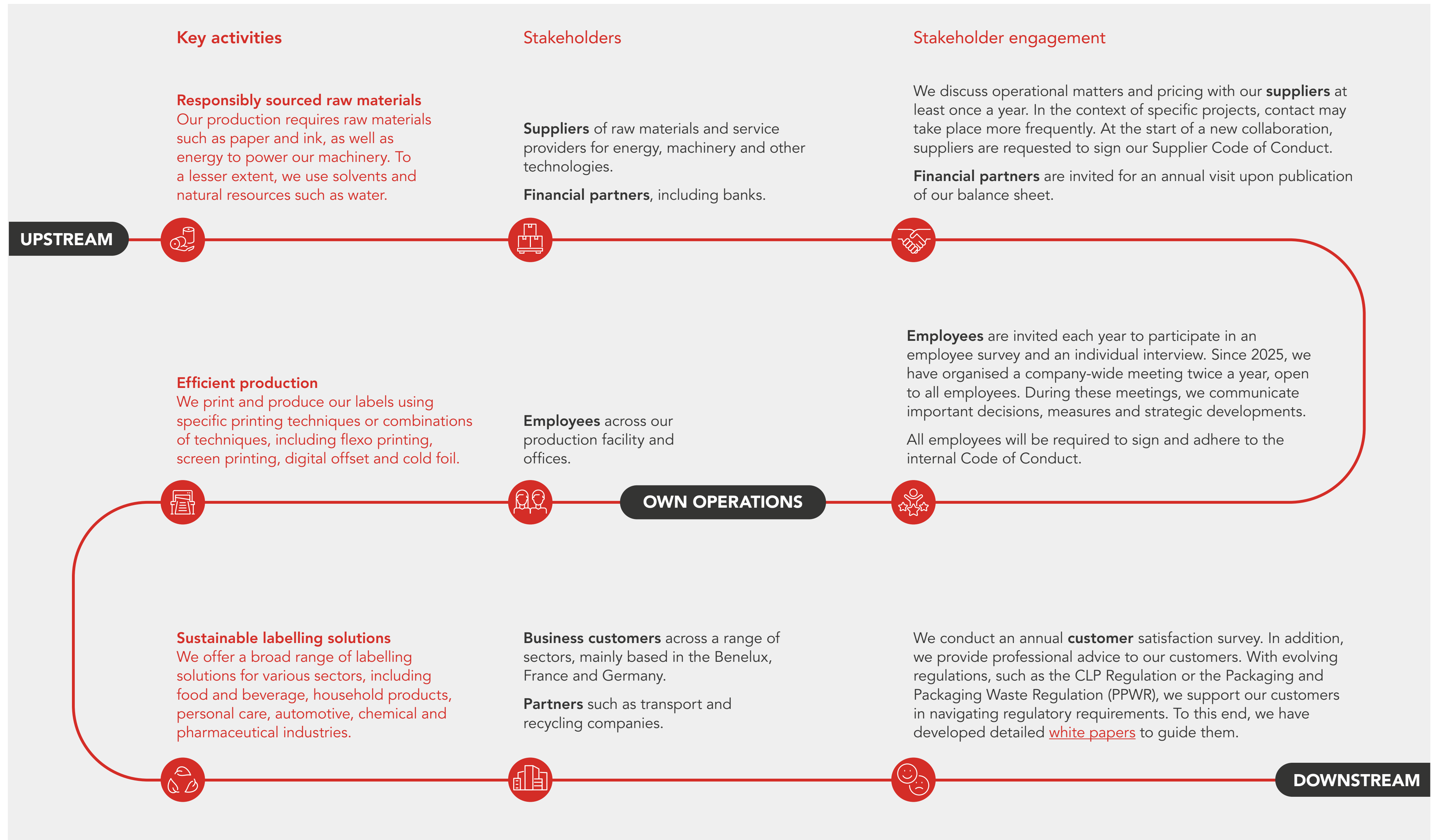




## Our value chain and stakeholders

As a printing company, we operate within multiple value chains, while our partners play an important role in shaping our operations and overall performance. The visualisation illustrates our core activities within this broader context.

We maintain regular contact with our stakeholders and actively encourage dialogue. Communication takes place through various channels, including our website, social media and this sustainability report. In addition, we engage directly through email, company visits and questionnaires, complemented by targeted initiatives where relevant.





## Corporate governance

Strong governance forms the foundation of a healthy organisation. It ensures that we act with integrity, manage risks proactively and remain accountable – both in how we deliver to our customers and how we operate internally.

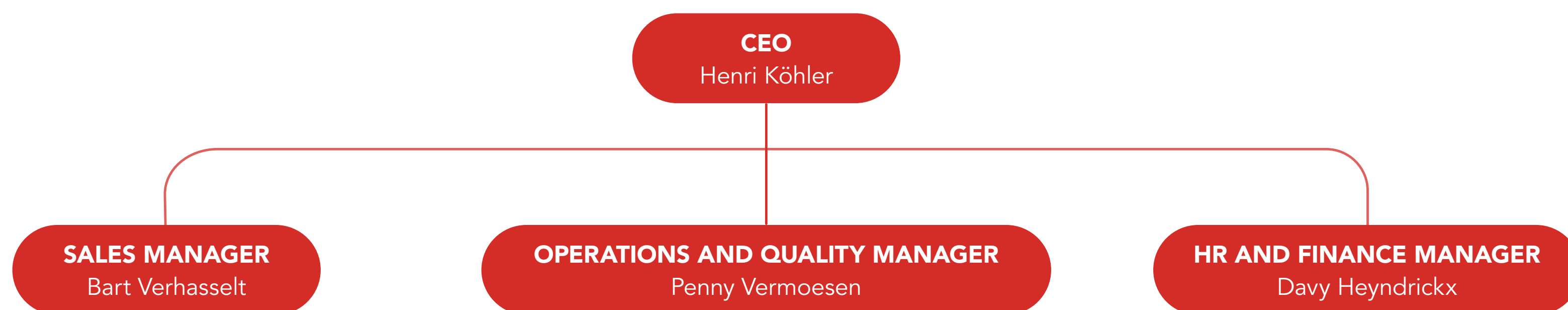
Corporate governance is overseen collectively by Desmedt's **management team**. This team consists of the CEO, Sales Manager, Operations and Quality Manager, and our Finance Manager. Members are selected based on their relevant competences, including knowledge of the printing industry and its key operational and regulatory aspects. The management team is responsible for implementing our strategy and achieving our operational, financial and sustainability objectives.

To implement our sustainability strategy and meet our objectives, we have established a clear **governance structure**:

- **Monthly management meetings** ensure that sustainability and quality topics are addressed on a regular basis, alongside other operational matters.
- During the annual **management review**, the management team evaluates all key aspects of our operations over the past year, including quality performance, environmental impact, financial results and investments. Corrective and preventive actions (CAPAs) are reviewed, and resource needs for the coming year are assessed. Sustainability forms a standing component of this overall management review.

- We monitor business performance through defined **key performance indicators** (KPIs). Certain roles include ESG-related objectives. For example, we track residual waste volumes and internal non-conformities identified through quality controls. These metrics are shared within the organisation; performance dashboards displayed in the production department provide employees with insight into operational results. This approach supports continuous improvement. Individual performance is discussed during annual performance reviews.
- We have formalised internal **policies** covering core governance areas, including the Code of Conduct and the Supplier Code of Conduct.
- To communicate our sustainability progress internally and externally, we publish a **sustainability report** every three years. The CEO oversees the reporting process, and sustainability topics and KPIs are discussed during the monthly management meetings.

## OUR ORGANISATIONAL STRUCTURE



These department heads, together with the CEO, form the highest governing body. The gender diversity ratio of the governance body is 0.33 (female / male).





# Introduction to our sustainability statement

## Double materiality assessment

For several years, we have had a sustainability strategy in place aimed at reducing adverse impacts and enhancing positive contributions. While the foundations of that strategy remained solid, we decided to update it in 2025. A double materiality assessment formed the core of this update.

### How did we proceed?

Together with a specialised ESG partner, we carried out a double materiality assessment in line with practices set out in the Corporate Sustainability Reporting Directive (CSRD). Although Desmedt, as an SME is not required to report under the CSRD, we consider the principle of double materiality highly relevant in shaping our strategy.

The assessment took several months and included the following steps:

- analysis of our organisation, benchmark analysis and value chain mapping;
- consultation with internal and external stakeholders through interviews and workshops;
- creation of a longlist of potentially material topics;
- scoring of each topic using predefined criteria\* and thresholds.

Our management team was actively involved throughout the process and validated both interim results and the final outcome.

\* Impact materiality was assessed based on the scale, scope, likelihood and remediability of each impact. Financial materiality considered the likelihood and potential financial effects of each risk or opportunity.

## Double materiality assessment: focusing on material issues

We conducted a double materiality assessment to identify the sustainability issues most relevant for our business and stakeholders. The assessment considers two dimensions:

1. **Impact materiality:** the extent to which a company impacts the environment and society.
2. **Financial materiality:** the extent to which external risks and opportunities affect the company's financial performance or position.

The assessment identifies, assesses and prioritises our sustainability matters by considering their underlying impacts, risks and opportunities (IROs). IROs that meet a defined threshold on one or both dimensions are considered material and are therefore of strategic importance. This approach enables us to identify the issues on which we have the greatest impact, as well as those that may have the greatest impact on us.





### Our strategic priorities

The double materiality assessment resulted in seven material sustainability topics, presented in the matrix. Each of these themes comprises underlying IROs (impacts, risks and opportunities).

### Our sustainability strategy

We have mapped the material topics identified in our double materiality assessment onto our existing ESG framework. The insights confirm the strength of our strategic direction: our three core pillars remain unchanged, as they continue to reflect our long-term ambitions.

At the same time, we have refined the underlying themes and set new targets. In doing so, we ensure that our strategy remains aligned with evolving stakeholder expectations, regulatory developments and our own growth ambitions.

## DOUBLE MATERIALITY ASSESSMENT



**PROTECT OUR NATURAL RESOURCES**



**CREATE A MOTIVATING WORKPLACE**



**CONTRIBUTE TO A PROSPEROUS FUTURE**



# Desmedt's sustainability focus

Our strategy is built around three focus areas where we can make a meaningful and measurable impact.

## Natural resources

We aim to produce labels in the most sustainable way possible. By continuously improving our printing processes and investing in efficient technologies, we reduce energy consumption, lower CO<sub>2</sub> emissions and use raw materials more responsibly.



Climate

- 42% reduction scope 1 and 2 emissions
- Net zero across scope 1, 2 and 3 by 2050
- 25% reduction in energy consumption

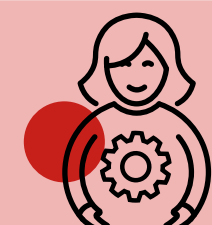


Circular economy

- 80% of production using Ultra HD Flexo technology
- 5% reduction in resource use per m<sup>2</sup> of label
- 5% reduction in waste per m<sup>2</sup> of label

## Motivating workplace

We are committed to providing a safe, inclusive and welcoming workplace for everyone in our organisation. All employees are given equal opportunities to grow and develop. We foster a supportive, empowered and results-oriented company culture.



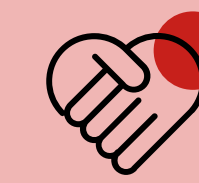
Working conditions

- 8.5+ engagement score on the employee survey



Health and safety

- 100% of our operators follow 4 safety trainings annually
- 8+ wellbeing score on the employee survey



Personal development and equal opportunities

- 40 hours of training per employee annually
- 9+ inclusion score on the employee survey

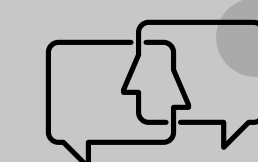
## Prosperous future

Through our activities, we strive to create long-term value for customers, suppliers, employees and other stakeholders. We innovate to develop labelling solutions that are as sustainable as possible, while upholding the highest ethical standards.



Corporate governance

- 100% of employees trained in the Code of Conduct



Relationship with suppliers

- 100% of key suppliers have signed the Supplier Code of Conduct or have their own Code of Conduct



## Our contribution to the SDGs

Desmedt Labels' sustainability strategy is aligned with the United Nations' 17 Sustainable Development Goals (SDGs). We endorse all SDGs but focus particularly on those where our impact is greatest:



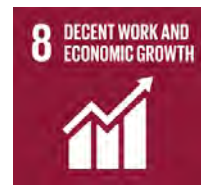
### SDG 4 - Quality education

We provide annual training to employees to improve job-related skills and hold weekly production meetings to facilitate knowledge sharing (4.4).



### SDG 7 - Affordable and clean energy

We enhance energy efficiency in our production processes, aiming to increase output without raising energy consumption or carbon emissions (7.3). In addition, we support the transition to electric mobility by providing on-site charging infrastructure for employees, with access to charging at a favourable rate.



### SDG 8 - Decent work and economic growth

We aim to sustain annual economic growth (8.1) and improve productivity while maintaining sustainable resource and energy use (8.2 and 8.4). We offer meaningful, long-term careers for employees (8.3) and actively promote gender equality and inclusion (8.5). Health and safety standards are rigorously applied, supported by regular training (8.8).



### SDG 9 - Industry, innovation and infrastructure

By improving our printing processes and increasing the use of recycled materials, we contribute to a sustainable label industry (9.4). Our impact is further strengthened through innovation and collaboration with supply chain partners (9.5).



### SDG 12 - Responsible consumption and production

We adopt responsible production and consumption practices: minimising resource use, choosing alternative materials where possible, and reducing waste (12.2, 12.5). Through regular sustainability reporting, we encourage other companies to improve their own sustainability practices (12.6).



### SDG 13 - Climate Action

We map our carbon footprint and implement measures to reduce emissions, prioritising energy-efficient processes and innovative alternatives (13.2, 13.3).



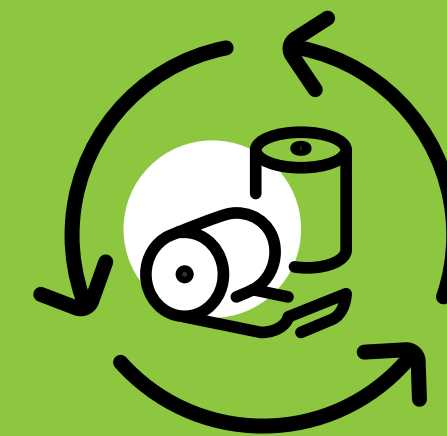
# Protect our planet's natural resources

At Desmedt, we aim to produce labels in the most sustainable way possible. We prioritise effective resource and energy management. By continuously improving our printing processes, we operate more efficiently. This allows us to consume less energy, emit less CO<sub>2</sub> and use raw materials more sparingly. While our production process inevitably generates some waste that cannot be fully eliminated, we strive to minimise it as much as possible.

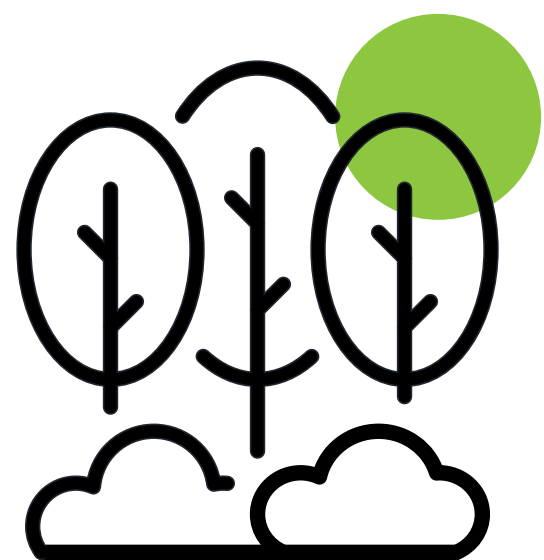
Within this goal, we are committed to climate action and circular economy principles.



**Climate**



**Circular  
economy**



# Climate

## Our targets

**-42%**

By 2030, we will emit 42% less scope 1 and 2 GHG emissions.\*

**net zero**

By 2050, we will become net zero for our scope 1, 2 and 3 GHG emissions.

**-25%**

By 2030, we will use 25% less energy.\*

\* compared to reference year 2020

## Introduction

The printing industry has historically relied on energy-intensive processes. Transitioning to low-carbon production is therefore not simple, yet it is necessary to reduce global GHG emissions. Like many other industries, ours is increasingly experiencing the effects of climate change, such as supply chain disruptions caused by extreme weather events or rising energy costs as fossil fuels become economically untenable.

In light of these risks, we aim to reduce greenhouse gas emissions from our own operations as well as those associated with our value chain.

We have therefore been monitoring our scope 1 and 2 emissions since 2020 and implementing measures to reduce them. Our scope 3 emissions have also been mapped in greater detail and are included in this report. Desmedt's environmental footprint extends from the sourcing of raw materials – particularly paper – through the production of our labels to distribution, transport and end-of-life disposal.

Within our own operations, our Ultra HD Flexo system and LED curing prove to be significantly more energy-efficient than traditional printing systems. Looking at our value chain, we see that our main raw material – pressure sensitive materials – represents a major source of emissions. Although we are an SME, we aim to take meaningful climate action across our entire value chain.





## Our approach

To monitor and reduce our climate impact, knowledge is key. Since 2020, we have been tracking our energy consumption using a dedicated monitoring tool. This enables us to analyse in detail the different components of our printing presses and quickly address any deviations.

In addition, we calculate our carbon footprint annually. These calculations help us identify our main emission sources and determine where to focus our efforts. Until last year, our scope 1 and 2 emissions had been calculated and audited, along with a limited set of scope 3 emissions, namely “other indirect emissions”. For this year’s assessment, we partnered with a new consultant, ClimateCalc, with specific expertise in our sector. The aim is to obtain a clearer and more precise overview of our scope 3 emissions, rather than relying on sectoral assumptions.

Sustainability criteria are also taken into account in our investments, purchasing policy and daily operations. For example, during the renovation of our buildings we made several sustainable choices, such as installing a high-efficiency HVAC system and using low-carbon steel. Whenever we identify opportunities to improve our processes – for instance by reducing energy demand or electricity consumption – we take action.

## Our results

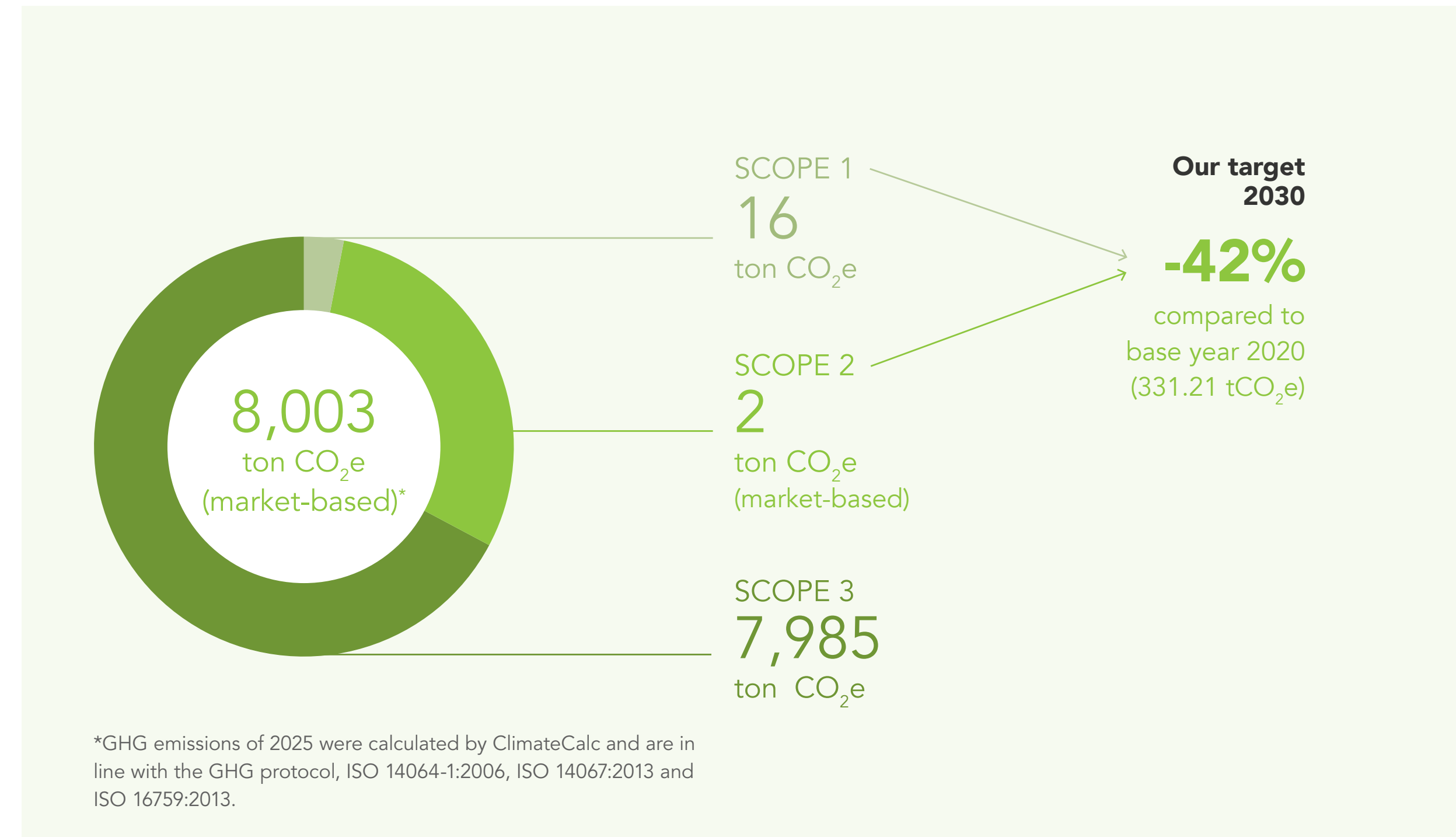
### Carbon footprint calculation

Our printing activities inevitably have an environmental impact. Energy is the main driver of scope 1 and 2 emissions, while raw materials dominate scope 3 emissions.

Compared with our 2020 baseline, we aim to achieve a 42% reduction in scope 1 and 2 emissions by 2030, in line with our commitment to the Science Based Targets Initiative (SBTi), which supports targets aligned with limiting global warming to 1.5°C. This target has already been exceeded in 2025. By 2050, we aim to operate at net zero.

Our CO<sub>2</sub> calculations show that our efforts are delivering strong results. In 2020, our scope 1 and 2 emissions amounted to 331.21 tCO<sub>2</sub>e. By 2025, this had fallen to 18 tCO<sub>2</sub>e in a market-based calculation: scope 1 emissions (direct fuel combustion) account for 16 tCO<sub>2</sub>e, while scope 2 emissions amount to 2 tCO<sub>2</sub>e. This represents a reduction of 94.6% – far exceeding our 2030 target. For comparison, if we had applied location-based emission factors, our scope 2 emissions would have amounted to 216 tCO<sub>2</sub>e.

Another significant driver of this reduction was our new energy-efficient HVAC system, which substantially lowered on-site energy consumption. The transition also improved refrigerant impact: replacing 195 kg of R410a (GWP 2,088) with 54.5 kg of R290 (GWP 3). The daily efforts of our staff – keeping equipment in optimal condition and avoiding energy losses – also contribute meaningfully to these results.



For the first time, this report includes a detailed scope 3 calculation. Total scope 3 emissions amount to 7,985 tCO<sub>2</sub>e, bringing the overall market-based footprint to 8,003 tCO<sub>2</sub>e. Using location-based emission factors, our total emissions would amount to 8,133 tCO<sub>2</sub>e.

The production of substrates – primarily pressure-sensitive label materials – is by far our largest source of scope 3 emissions, at 7,392 tCO<sub>2</sub>e. Other notable categories include transport of substrates (198 tCO<sub>2</sub>e), production of inks and varnishes

(159 tCO<sub>2</sub>e), and production of PE and cardboard packaging (76 tCO<sub>2</sub>e). This underlines that meaningful progress on scope 3 will require close collaboration with our suppliers and customers.

Looking ahead, more detailed scope 3 data will help us identify where to focus our efforts. For example, we would like to provide customers with an indication of the emissions associated with their order as early as the quotation stage. This can raise awareness and support more informed sustainable choices.



**Electricity and energy consumption**

Despite a slight increase in production, we reduced our energy consumption between 2024 and 2025 by approximately 58 MWh – equivalent to the annual consumption of around 16 average households. This reduction was mainly driven by process improvement, alongside our decision to purchase only certified green electricity since 2025.

“All our flexo printing machines use UV LED lamps to cure the ink on the labels. Energy-efficient and low in maintenance, these lamps offer several proven benefits.”

- Davy Heyndrickx, Finance Manager

	2020 (Base year)	2023	2024	2025	Target 2030
<b>Total electricity consumption (MWh)</b>	1,393	1,029	1,106	1,047	<b>-25%= 1,045 MWh</b>
<b>Renewable electricity (MWh)</b>	0	0	0	1,047	
<b>Non-renewable electricity (MWh)</b>	1,393	1,029	1,106	0	
<b>Total fuel consumption in production</b>	0	0	0	0	



## Circular economy

### Our targets

 **-5%**

By 2030, we will produce 5% less residual waste per m<sup>2</sup> of label produced.\*

 **-5%**

By 2030, we will use 5% less resources per m<sup>2</sup> of label produced.\*

ULTRA HD FLEXO **+80%**

By 2030, we will produce 80% with Ultra HD Flexo technology.

\* compared to reference year 2020

### Introduction

Circularity and waste reduction are of strategic importance, as raw materials are becoming more valuable and poor waste management increasingly comes at a cost. At Desmedt, we manage our resources as efficiently as possible.

The production of labels requires several raw materials, the most important of which are paper and ink. We purchase these raw materials responsibly and use recycled materials wherever possible. Our processes are also continuously improved. Thanks to our innovative Ultra HD Flexo process, paper and ink waste is significantly reduced. Our operators are trained to run the machines efficiently while minimising waste.

At the end of the production process, different waste streams are separated so that they can be recycled as much as possible.



## Our approach

Our ERP system provides real-time insight into our most important operational KPIs. One of the most critical metrics is the amount of raw materials processed in each machine. The more efficiently we can print our labels – with minimal residual waste and without excess ink – the better our operational performance.

These insights allow us to closely monitor the impact of adjusted machine settings or production flows. For example, in flexo, we have long organised our operations around a one-piece flow principle, delivering significant gains in resource efficiency and production speed. This approach has now also been fully implemented in our digital printing processes, further improving overall efficiency and lead times.

[Read more about the advantages of this one-piece flow printing approach in the insert on our flexo printing technology.](#)

Our purchasing practices are also organised with careful attention to the materials we use. In addition to quality and price, our supplier criteria include sustainability considerations. We also apply clear guidelines on the origin of our raw materials. For example, all the paper we purchase is FSC certified

## Our results

Through accurate monitoring of key operational metrics, we know exactly how many resources we use in production and how much waste we generate. This information enables us to further improve our processes.

Our goal was to reduce residual waste by 5% compared to our 2020 baseline. Waste figures vary considerably depending on factors such as label shape, complexity, finishing requirements and operator expertise. Nevertheless, through process improvement we exceeded our initial target and achieved a reduction of 11%.

Producing our labels also requires natural resources, including self-adhesive paper and inks. Over the years, we have taken many steps to reduce resource consumption, including switching to our Ultra HD Flexo system (see box). Our goal was to reduce raw material usage by 5% compared to 2020. While improvements remain a daily focus for the entire team, we achieved a 3.38% reduction, falling short of our target. This suggests that we are approaching the limits of further improvement in this area.

Over the years, Ultra HD Flexo technology has proven highly effective in improving our environmental performance. Labels printed using this technology consume significantly less ink. In addition, less water is required for cleaning machines between orders, as ink colours can be reused. Our target was therefore to print 80% of orders using this method. In 2025 we achieved 77%.



**“Handling our natural resources with care is a key focus for Desmedt. Technological improvements and evolving packaging regulations will shape the transition to a circular economy.”**

**- Henri Köhler, CEO**



	2023	2024	2025	Target 2030
<b>Production with Ultra HD Flexo technology</b>	77%	78%	77%	<b>80%</b>
<b>Resource consumption per m<sup>2</sup> of label produced</b>	-5.12%	-2.13%	-3.38%	<b>-5%</b>
<b>Residual waste per m<sup>2</sup> of label produced</b>	-14%	-10%	-11%	<b>-5%</b>

Ultra HD Flexo technology  
**77%**



Looking ahead, the scope for further process improvements is diminishing. At present, recycling label waste is not yet feasible. While some companies are developing new processes – such as converting label waste into energy-generating pellets – these applications are not

yet commercially viable. We continue to monitor emerging recycling solutions and segregate our waste into 17 distinct streams, with certificates documenting the subsequent treatment of each stream.

	2023	2024	2025
<b>Annual mass-flow of relevant materials used (tonnes)*</b>	/	/	1,896.06
<b>Hazardous waste per m<sup>2</sup> of label produced</b>	-6%	-21%	-32%
<b>Paper consumption per m<sup>2</sup> of label produced</b>	-5.12%	-2.13%	-3.38%
<b>Ink consumption per m<sup>2</sup> of label produced</b>	-19%	-24%	-23%
<b>Paper labels made of PEFC/FSC paper</b>	100%	100%	100%
<b>Total annual waste diverted to recycling or reuse (tonnes)**</b>	/	113.2	141.1

\* Desmedt's relevant materials are inks and paper. Mass-flow data in tonnes is only available for 2025.

\*\* The total annual waste diverted to recycling or reuse was not available for the year 2023.

	<b>Our waste</b>		
	<b>Hazardous waste (tonnes)</b>	<b>Non-hazardous waste (tonnes)</b>	<b>Total waste (tonnes)</b>
2023	20.8	526.0	<b>546.9</b>
2024	20.1	625.1	<b>645.2</b>
2025	18.1	671.8	<b>689.9</b>



## Ultra HD Flexo technology: improving resource use

Flexographic printing has been at the core of our operations since 1970. This relief printing technique uses flexible polymer plates and fast-curing inks, enabling high-speed, high-quality production. Through continuous improvement we systematically reduce raw material consumption and minimise waste.

Two key developments have significantly enhanced our performance: Ultra HD Flexo printing and the implementation of one-piece flow across our flexo operations.

### Ultra HD Flexo printing

Ultra HD Flexo printing represents a major advancement in print technology, enabling exceptionally precise and stable colour reproduction across production runs. This high level of process control reduces variability, eliminates unnecessary interventions, and ensures consistent output quality.

As a result:

- ink usage is significantly reduced;
- material waste is minimised;
- production efficiency is improved through a more stable and predictable process.

### One-piece flow

Our flexo operations are organised according to a one-piece flow principle. Jobs are produced in a continuous, uninterrupted process, without intermediate stops or manual adjustments.

This approach delivers clear efficiency gains:

- reduced material usage, as start-up waste and adjustments are minimised;
- improved process stability and shorter lead times;
- production aligned exactly with customer demand, avoiding overproduction.

## Supporting our customers in the face of changing regulations

Europe is preparing various regulations that are set to fundamentally change our industry. The [Packaging and Packaging Waste Regulation \(PPWR\)](#) aims to make the life cycle of packaging more sustainable, while the [Classification, Labelling and Packaging \(CLP\) Regulation](#) sets out provisions on how chemical substances and mixtures should be classified, labelled and packaged. In addition, the EU Deforestation Regulation (EUDR) will require full traceability in the upstream value chain to ensure that raw materials have not contributed to deforestation.

In addition, numerous other current and upcoming directives are gradually changing the regulatory landscape.

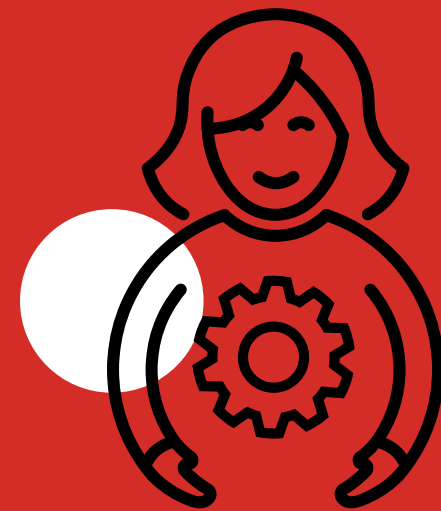
In the short term, the market will need new solutions, such as multi-layer labels to provide all legally required information on a single label. Companies may also need to adjust their material mix in order to ensure recyclability.

As a true partner to our customers, we believe it is important to provide effective support in responding to these changes. We already have the machinery and in-house expertise to guide them through this transition. For example, we can assist them in selecting multi-layer labels or developing new label designs.

# Create a motivating workplace

Desmedt aims to create a safe and motivating environment where people can perform at their best – because engaged and skilled employees are essential to delivering consistent quality, reliability and service to our customers. We strive to offer every employee equal opportunities to grow and develop, both professionally and personally. Creating such a positive workplace is a key priority for Desmedt.

We therefore focus on the following topics:



**Working  
conditions**

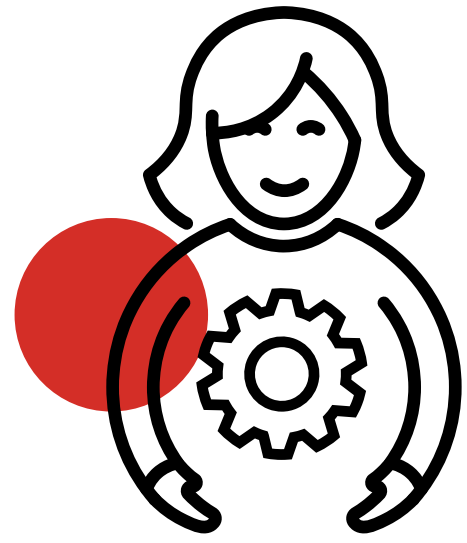


**Health  
and safety**



**Personal development  
and equal opportunities**





## Working conditions

### Our target



By 2030, we will achieve an engagement score of more than 8.5.

### Introduction

We want our employees to enjoy their work and build long-term careers with us. Providing job security is an important priority. Long-term employment contributes to the success of our company. This is particularly relevant in today's labour market, where attracting and retaining talent has become increasingly challenging.

Fair working conditions form the foundation of long-term employment relationships with our staff. Our long business history and strong family values provide stability and job security – two factors that are essential for creating a motivating workplace. At the same time, strong team cohesion and open lines of communication foster a sense of belonging and support employee engagement and wellbeing. These elements are increasingly important factors for job candidates today – particularly for our operators, who work in a shift system.





## Our approach

### Clear and correct working arrangements

Desmedt maintains a formal Code of Conduct that outlines the principles, standards and guidelines governing expected behaviour and ethical conduct within the organisation. Additional provisions are specified in individual employment contracts.

Depending on their role, employees work either in an office environment with standard working hours or in production, which operates across three shifts – a fixed night shift and alternating early and late shifts. In a working environment that relies heavily on effective planning, commitment and cohesion are essential. We foster these qualities through regular team meetings, open communication with management, and initiatives such as mentor training and employee surveys.



### A yearly employee survey

Each year, we conduct a survey among our staff. Historically, this took the form of a comprehensive survey covering a broad range of topics – from job responsibilities and leadership to health and safety, work-life balance, recognition and familiarity with Desmedt’s vision for the future.

In 2025, we redesigned our approach to maintain high engagement and ensure that feedback remains actionable. We moved to a two-track system: concise annual pulse checks focusing on a limited number of priority topics, complemented by a more in-depth survey conducted every few years.

### Automating for excellence

Technology in our industry is evolving rapidly, and we do not intend to simply keep pace. Automation is central to our ambition to continuously improve operational performance. It helps streamline processes, accelerate throughput and further reduce our already low error rate.

Robots are an integral part of our operations. They work alongside our operators rather than replacing them. By taking over repetitive and physically demanding tasks, such as heavy lifting, they allow our employees to focus on work that requires greater skill, expertise and variety.





	2023	2024	2025
<b>Number of permanent employees (headcount)</b>	41	45	47
<b>Number of temporary employees (headcount)</b>	6	3	4
<b>Percentage of employees covered by collective bargaining agreements</b>	100%	100%	100%
<b>Percentage of employees with seniority of five years or more</b>	41%	42%	40%

### Our results

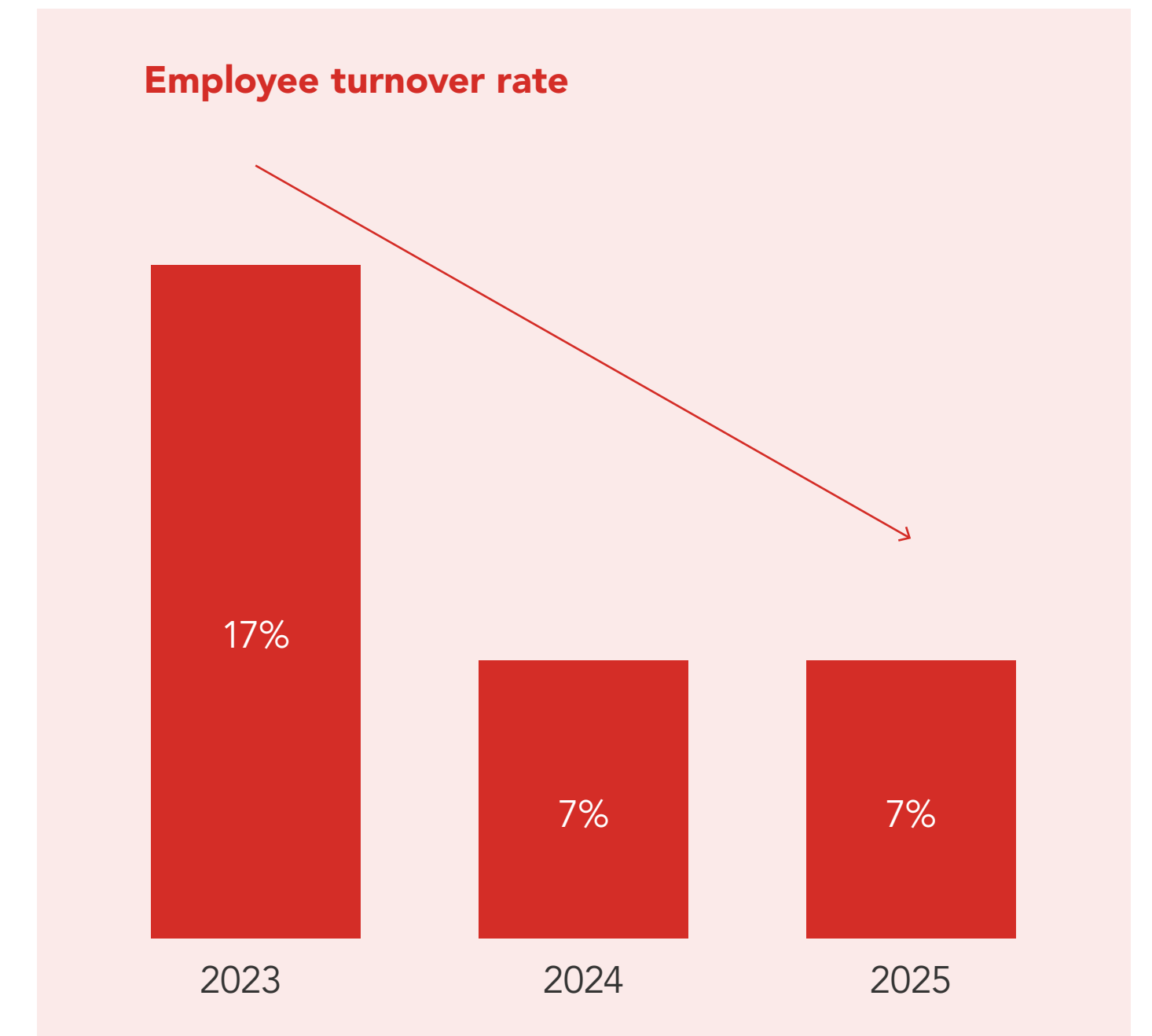
#### Clear and correct working arrangements

At Desmedt, we believe that a thriving workplace starts with fair and transparent working arrangements. Social protection and labour rights are guaranteed by ensuring that all employees work under collective labour agreements, by offering supplementary hospitalisation insurance, and by respecting freedom of association.

#### A team built on stability

Building a stable and committed team means investing in permanent employment. Temporary contracts are the exception rather than the rule and typically serve as a stepping stone towards permanent positions.

In recent years, almost every member of our team has held a permanent contract. This stability is reflected in our retention figures: nearly half of our employees (between 40% and 42%) have been with the company for more than five years, and we consistently report a low turnover rate. This is an important signal that our working environment motivates people to stay and build their careers with us.





“The annual employee survey gives our staff the opportunity to provide anonymous feedback about their work. This is motivating for them and provides valuable insights for team leaders.”

- Davy Heyndrickx, HR & Finance Manager



### Engagement in the employee survey

To ensure our annual surveys provide a representative picture, we target an engagement score of more than 8.5, based on employees’ responses to the statement “I feel engaged with Desmedt.” The engagement score reached 8.1 in 2023 and increased to 8.7 in 2024. No survey was conducted in 2025 due to our focus on the double materiality assessment and a revised ESG roadmap. With the launch of our first pulse survey in early 2026, we resumed the regular cycle, aiming for an engagement score of at least 8.5.

### Automation in full swing

Our automation journey began in 2016 and is now well advanced. Over the years, key steps in our workflow have been progressively automated, including replenishment processes.

More recently, the introduction of an automated warehouse and collaborative robots has significantly improved the overall production flow. The result is a working environment where machines handle routine tasks, allowing our printers and operators to focus on the complex, creative and unpredictable challenges where their expertise adds the most value.



### ANNUAL TEAM EVENT

Each year, we bring the entire Desmedt team together for a team building event. These moments help colleagues step outside the rhythm of daily work and give them the opportunity to connect, unwind and strengthen relationships across departments. In 2025, for example, the team went bowling together. Investing in these shared experiences is as motivating as it is meaningful.



# Health and safety

## Our targets

 **100%**

By 2030, 100% of our operators will annually attend 4 safety training sessions.

 **8+**

By 2030, we will achieve a wellbeing score of more than 8.

## Introduction

For Desmedt, a safe and healthy workplace is a basic requirement – and an essential foundation for a motivating workplace. Our employees must be able to carry out their work, including physically demanding tasks, safely and without health risks. We also pay attention to their mental wellbeing. Recent developments, such as labour shortages and increased workload, have further reinforced the importance of this commitment.





## Our approach

### Our safety framework

Ensuring the safety of our workforce is a top priority. Given the physical demands and inherent risks of a production environment – where machinery operation and time pressure are ever-present – safety is a daily focus shared across the entire organisation.

At the same time, we recognise that employee wellbeing extends beyond physical safety. Mental health is equally important, and we strive to foster a working environment in which employees feel supported, heard and able to perform at their best.

Our safety framework is built on a comprehensive set of measures. Employees receive clear safety instructions and participate in regular toolbox sessions and quarterly training courses. All new hires undergo a thorough onboarding process that familiarises them with safety protocols from day one. Our practices are underpinned by an ISO 45001-based safety policy and regular internal audits to ensure continuous compliance and improvement.

### Automation and team stability

Beyond formal training, we actively work to reduce risk at the source. The progressive automation of our processes significantly limits repetitive and physically demanding tasks, thereby lowering the likelihood of strain and injury.

Working with a stable and permanent team further strengthens our safety culture, as employees develop a deep familiarity with protocols and apply them consistently in their daily work. This stability also contributes positively to mental wellbeing, as a cohesive team environment fosters mutual trust. To further support our people, an external confidential advisor is available for anyone who wishes to raise concerns or seek guidance.

### Continuous improvement

We treat safety as a continuous improvement process rather than a static obligation. In 2025, we revised our internal safety policy to better reflect current workflows and occupational risks. We are currently exploring the feasibility of implementing a Lockout/Tagout (LOTO) procedure as an additional safeguard.



## Our results

### Accident figures

Thanks to our extensive protective measures, safety procedures and training programmes, the risk of incidents in our working environment remains relatively low. That said, our accident rate has not yet reached zero – a reality we take seriously. Every incident and near miss is recorded, investigated and used to identify areas for improvement.

In 2025, we recorded an increase in occupational accidents. After thorough investigation, the majority were linked to a combination of behavioural and operational factors, including

workplace organisation, task execution and equipment handling. Each case was carefully analysed, resulting in targeted corrective measures and improvement actions.

While the increase is a matter we take seriously, it has also provided valuable insight into where additional awareness, training and process improvements are needed. Rather than viewing 2025 solely as a setback, we see it as a learning opportunity that has helped us refine our safety approach, strengthen our prevention policy and lay the groundwork for further progress in safety and wellbeing.

	2023	2024	2025
<b>Number of recordable work-related accidents</b>	1	2	5
<b>Rate of recordable work-related accidents*</b>	3.40	5.93	15.33
<b>Number of fatalities as a result of work-related injuries and work-related ill health</b>	0	0	0

\* The rate is calculated using the following formula: number of recordable work-related accidents / total number of hours worked \* 200,000.





**“Our investments in automation are also investments in safety, as they reduce physical strain and the risk of injury.”**

**- Penny Vermoesen, Operations Manager**

**Automation**

As discussed in the [section on working conditions](#), the automation of our processes contributes to job satisfaction and motivation. By allowing machines to take over heavy and repetitive tasks wherever possible, we enable our employees to focus on more meaningful and technically demanding work. Automation is also an important investment in safety. By reducing physical strain and the risk of injury, it directly contributes to a healthier and more sustainable working environment.

**Safety awareness and training**

Recent incidents have shown that individual awareness is just as important as the working environment itself. We therefore place particular emphasis on safety awareness throughout an employee’s entire career with us. In addition to onboarding and regular toolbox and quarterly sessions, we have set a target for our operators to attend four safety training sessions each year. Monitoring of this metric will begin from the 2026 financial year onwards. As explained in the [section on personal development and equal opportunities](#), our employees already follow an average of 48.9 hours of training each year, a significant share of which is devoted to safety.

**Wellbeing score in the employee survey**

In addition to physically safe working conditions, overall wellbeing strongly influences how employees experience their work. We therefore consider it essential that they feel good and enjoy coming to work.

For this reason, mental wellbeing is always included in our employee survey. Our target score is 8 out of 10. In 2023, employees rated their mental wellbeing at 8.1; in 2024, this increased to 8.4. As previously explained in this chapter, no survey was conducted in 2025.



Mental wellbeing score  
**8.4**





## Personal development and equal opportunities

### Our targets



We will provide 40 hours of training per employee annually.



By 2030, we will achieve an inclusion score of more than 9.

### Introduction

Desmedt employs a diverse team whose combined knowledge and talents keep our organisation running smoothly. Our production department brings together printers, press prep team, finishers and warehouse staff, while a group of office employees supports operations through administrative, commercial and back-office roles.

Because our people are our company's most valuable asset, we believe it is essential that everyone is given equal opportunities to develop and grow. Ensuring equal treatment and opportunities requires a consistent approach to talent development, diversity and gender equality. We therefore strengthen skills and career prospects through a structured training plan tailored to each position.

In recent years, Desmedt has experienced steady growth. However, filling new positions is not easy in our sector. Skilled printing specialists are increasingly difficult to find on the labour market. New colleagues are therefore almost always trained in-house.

We also retrain and reorient employees whose tasks may evolve or become redundant due to automation. Specialised training ensures that their knowledge remains within the company while allowing them to take on new and valuable roles. Such investments in our people require additional training time and the involvement of colleagues across the organisation. Nevertheless, we believe it is worthwhile to invest in people who share our company values.





## Our approach

### Investing in growth

Training is central to our approach to personal development. Through a thorough mapping of the knowledge and skills required for each position, we have developed a structured training plan for every role within the company – providing clear guidance on relevant internal and external training opportunities, as well as the career paths available to each individual.



A particular focus is placed on training for our printers. We invest in motivated individuals who may not have a traditional background but who demonstrate the right mindset and a strong cultural fit. Through comprehensive onboarding and a tailored mix of internal and external training, we equip them with the skills they need to thrive in the role.

As automation and robotisation continue to reshape certain functions, we are equally committed to supporting colleagues whose roles are evolving. Through targeted retraining and internal reorientation, we enable them to transition into new responsibilities - ensuring that their expertise and institutional knowledge remain a valuable asset to the team.

### A diverse and inclusive workplace

We foster an inclusive working environment where people with different backgrounds, including those with disabilities, can contribute and develop. Where needed, we adapt our workplace and equipment to ensure that all employees can perform their roles effectively and safely. We also monitor gender balance in our workforce and ensure that job advertisements use inclusive, gender-equal language. Although production roles tend to attract more male candidates, we encourage female candidates to apply. Ultimately, we always select the best candidate, regardless of gender, origin, age or other personal characteristics.



**“Each colleague completes an average of 49 hours.”**



**49**  
hours of training  
per year

## Our results

### Training and development

For years, we have monitored the number of training hours completed by our employees. In Belgium, it is mandatory for each employee to complete 40 hours of training per year. This requirement was exceeded each year.

With 2,409 training hours for 40.3 FTEs (2023) and 2,293 training hours for 44.8 FTEs (2024), this corresponds to an average of 51 to 60 training hours per employee per year. From 2026 onwards, we will monitor the number of training hours per individual employee more closely.

### Diversity and inclusion

The diversity within our team has grown considerably in recent years. In 2023, our workforce of around 50 colleagues represented 6 different nationalities – already a reflection of our inclusive character. By 2025, that number had risen to 10.

Desmedt embraces this diversity wholeheartedly, recognising that a mix of backgrounds, perspectives, experiences and cultures strengthens our team and enriches how we collaborate and learn from one another.

Inclusiveness is also measured systematically through our employee survey, aiming for a score of at least 9 out of 10. In recent years, we have consistently reached this target.

	2023	2024	2025
<b>Number of training hours across the entire organisation</b>	2,409	2,293	2,140
<b>Number of nationalities employed</b>	6	9	10
<b>Female to male ratio (FTE)</b>	18.5% vs. 81.5%	17.2% vs. 82.8%	16.8% vs. 83.2%



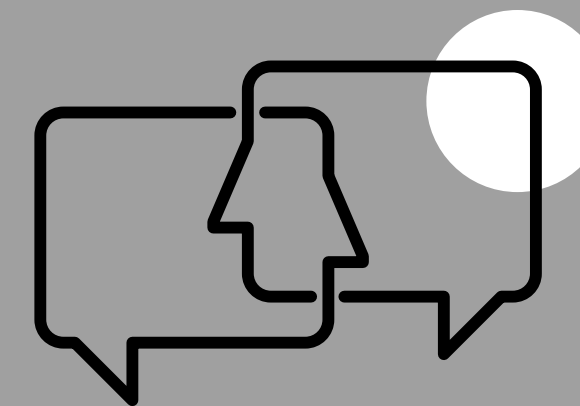
# Contribute to a prosperous future

We pursue economic growth and contribute to employment and prosperity. This must not come at the expense of people or the planet. We look beyond short-term economic gains and focus on creating long-term value for our customers, shareholders, employees and the environment.

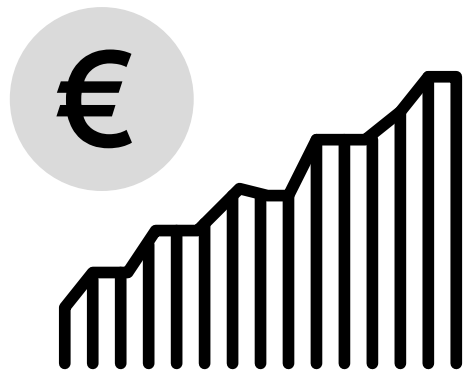
Our focus is on two domains:



**Corporate  
governance**



**Relationship  
with suppliers**



## Corporate governance

### Our target



By 2030, we will train 100% of our employees in the Code of Conduct.

### Introduction

Our sector has changed significantly in recent years. A major wave of consolidation is ongoing, and at the same time, many foreign players are entering the market. In these times of continuous change, we distinguish ourselves as an independent SME through our service, reliability and proximity. This allows us to respond quickly, ensure continuity of supply and support our customers in increasingly complex regulatory and sustainability requirements.

At Desmedt, we want to add value to the products we develop for our customers. We focus on long-term solutions rather than quick wins. Sustainability, for us, means embedding a future-oriented culture into everyday activities. This approach supports our long-term survival as an SME. Likewise, we act in a lawful, honest and ethically correct manner, as reflected in our Code of Conduct, which will be formally introduced in 2026. By obtaining certifications such as ISO 9001, ISO 14001, ISO 45001, EcoVadis, and BRCGS Packaging Materials (see page 37), Desmedt demonstrates its reliability and commitment to quality, the environment and social responsibility. At the same time, we recognise the need to maintain annual growth and continue to make investments in order to achieve our goals.





## Our approach

At Desmedt, everything starts with fair and proper business practices. Through the employee handbook and our new Code of Conduct, we make clear agreements with our staff. For our customers, this translates into consistent quality, full traceability and reliable delivery through well-managed, closely monitored and audited processes. We continuously invest in advanced technology to improve quality, consistency and lead times for our customers.

IT security is a key element of our governance. Our systems and data are protected against unauthorised access and potential disruptions, supporting operational continuity and the integrity of our information.

Within our operations, automation and flexibility go hand in hand. Thanks to our many years of experience, we know where opportunities for automation, standardisation and improvement

exist. This results in a particularly low error rate, high efficiency and short delivery times. At the same time, we pride ourselves on our flexibility: customers can count on customised solutions and reliably short lead times.

We further add value by advising on suitable materials, suggesting technical and cost-effective alternatives, and guiding customers through complex regulations such as the Classification, Labelling and Packaging (CLP) Regulation, the Packaging and Packaging Waste Regulation (PPWR) and the EU Deforestation Regulation (EUDR). In everything we do, we aim to be a reliable partner.



“Our core values ‘better, faster and greener’ accurately reflect our corporate governance. We truly help our customers, and we do so in an environmentally friendly way.”

- Bart Verhasselt, Sales Director

## Our results

### Gold for sustainability

We achieved the EcoVadis Gold Medal for the second consecutive time, placing us among the top 5% of companies assessed worldwide within our sector. This certification reflects our continued commitment to sustainable entrepreneurship, good labour practices, ethical conduct and responsible sourcing.

### Cybersecurity: a team effort

Our double materiality assessment highlighted the strategic importance of cybersecurity as a key component of corporate governance. As services and operations become increasingly digitalised and automated, this topic is increasingly critical. The protection of our systems has been a priority for years and we actively enhance cyber awareness across the team. All white-collar employees receive dedicated training in cyber security.

### Prepared for tomorrow’s printing requirements

Our new press will enter service in 2026. This advanced machine can print multi-layer labels efficiently and accurately. Multi-layer labels allow more information to be presented on packaging than traditional labels, meeting new legal requirements or providing multi-language solutions. The press can handle up to 15 colours, ensuring a precise print result for every order.



## Our quality is assured, our approach certified

Better, faster and greener production can only be achieved through a sophisticated production process that meets the highest quality standards. Our approach to quality is built on five pillars: a controlled internal production process, careful resource management, full traceability, internal inspections and external audits, and recognised certifications.

### 1) A controlled internal production process

We adhere to applicable regulations and globally recognised standards throughout our production process. This means we carry out comprehensive hazard and risk analyses at every stage, ensuring potential issues are identified and managed proactively.

Throughout production, we continually monitor all critical phases to maintain full oversight of quality and (food) safety. We also uphold strict hygiene requirements for all staff and ensure that our technical equipment is properly maintained and kept in excellent condition. Finally, we place significant importance on order and cleanliness across all facilities, creating a well organised and hygienic working environment that supports consistent, high quality output.

### 2) Careful resource management

We closely monitor the resources we use. In the environmental chapter, we described how we aim to maximise resource efficiency and minimise waste. From a quality perspective, it is equally important to use the right materials.

For example, we use a low-migration ink series enabling GIO (German Ink Ordinance) compliance for all labels, regardless of their application. These inks are specially developed to

prevent chemicals from migrating from the ink through the label or packaging into the product. This precaution is particularly important for customers in FMCG, food, pharmaceuticals and cosmetics, but we apply the same standard to all orders.

### 3) Full traceability

We record every resource used for our labels: every ink batch, paper roll and adhesive type. Thanks to the integration of our logistics and production systems, we can guarantee 100% traceability of our labels.

This means that both we and our customers can verify exactly where a label originates from, which raw materials were used, on which machine and batch it was printed. We also store all documentation in accordance with applicable standards, including those required by BRCGS.

### 4) Inspections and external audits

Inspections take place continuously. These include camera inspections on the production line and automatic stops in the event of errors, ensuring that incorrect labels are removed immediately.

In addition, we regularly undergo both scheduled and unannounced quality audits.

### 5) Recognised certifications

We have implemented several quality management systems and obtained various sustainability-related certifications. The most important ones are listed in the table.

## RECOGNISED CERTIFICATIONS

**EcoVadis Gold**



EcoVadis is a widely recognised standard for sustainability performance. Following our second assessment in 2025, we were once again awarded a Gold Medal.

**ISO 9001**



We hold the internationally recognised ISO 9001 certification, a quality management standard that helps companies improve efficiency, increase customer satisfaction and promote sustainable business practices.

**ISO 45001**



This international standard focuses on occupational health and safety management.

**ISO 14001**



This certification assesses our environmental management system.

**BRCGS**



We adhere to the strictest BRCGS Packaging Materials standards in the sector and the applications we serve, resulting in an AA+ grade.

**FSC®**

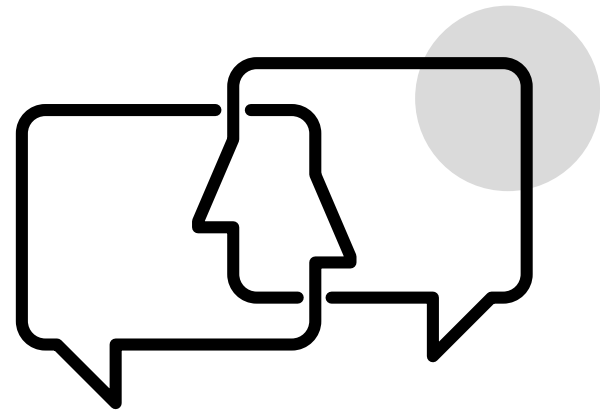


Whenever possible, we work with sustainably produced materials. All our paper is FSC® certified, confirming that it originates from responsibly managed forests.

**Full HD Flexo**



We go beyond the Full HD Flexo requirements in everything we do – an approach we call Ultra HD Flexo.



## Relationship with suppliers

### Our target



By 2030, 100% of our key suppliers will have signed the Supplier Code of Conduct or have their own Code of Conduct.

### Introduction

Producing high-quality labels starts with high-quality materials – sourced from suppliers we select with care. Our supplier criteria go beyond price and reliability: we also evaluate partners on sustainability and social responsibility. A truly resilient supply chain must be stable in supply and quality while carrying minimal ESG risk.

Desmedt predominantly works with European suppliers. They operate under rigorous quality and safety standards, giving us confidence in traceability, regulatory compliance and labour practices. The same proximity that allows us to respond quickly to our customers also benefits us upstream. In addition, local sourcing and shorter transport routes help reduce CO<sub>2</sub> emissions across our operations.

We require all key suppliers – those providing our most critical raw materials – to sign our Supplier Code of Conduct (SCoC). This commitment extends ESG accountability throughout our supply chain and reflects our belief that responsible sourcing is not optional, but foundational.





## Our approach

Our suppliers are essential partners – not just providers of raw materials and machinery, but collaborators in continuous improvement. We treat them with respect and manage these relationships, much like our customer relationships, as long-term partnerships built on mutual benefit.

That collaborative spirit drives real operational value. By combining our knowledge with that of

our suppliers, we are able to improve workflows, reduce waste, and minimise resource use - whether that means less cleaning, fewer material losses, or streamlined processes on the production floor.

Sustainability is a standing item on our supplier agenda. We regularly scan the market for greener alternatives and maintain an open dialogue with our partners on emerging developments. Materials with recycled content are a particular focus, although availability remains limited and costs are currently still prohibitive.

## Our results

As outlined in the [climate chapter](#), reducing our carbon footprint is an important target in our ESG roadmap. With scope 1 and 2 emissions now well understood, we are now turning our attention to scope 3. This is where our suppliers become central to the story. In 2024, we have asked suppliers for the first time to share their CO<sub>2</sub> data – a step that brings us closer to a complete, end-to-end picture of our emissions footprint.

Beyond carbon accounting, the shift toward circular packaging demands deeper collaboration across the value chain. Innovations such as wash-off labels for PET recycling and compostable label solutions require materials that keep pace with evolving recycling infrastructure and tightening packaging legislation. Our suppliers are rising to that challenge.



	2023	2024	2025	Target 2030
<b>% of key suppliers who have signed the Supplier Code of Conduct or have their own Code of Conduct</b>	-	-	70.6%	<b>100%</b>



# Appendices

## About this report

As an SME, Desmedt Labels is not subject to mandatory ESG reporting requirements. Nevertheless, we are committed to transparent and structured sustainability reporting and have taken the following steps:

- Our sustainability strategy has been developed in line with the Corporate Sustainability Reporting Directive (CSRD), the EU framework requiring large and listed companies to report on ESG matters. A central element of this approach is the double materiality assessment.
- This sustainability report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed Small- and Medium-sized Enterprises (VSME).

Our sustainability statement has been prepared on an individual basis in accordance with the VSME option B, comprising both the Basic Module and the Comprehensive Module. No information has been omitted on the grounds of confidentiality,

classification or sensitivity. The data contained in this report has been collected to the best of our ability but may contain errors.

Further information about the organisation:

- Desmedt bv, located in Cesar van Kerckhovenstraat 110, 2880 Bornem, Belgium
- Legal form: private limited company ('besloten vennootschap')
- NACE sector classification code: 17.290
- Turnover (2025): 15.53 million euros
- Number of permanent employees (2025)
  - Headcount: 47
  - Full-time equivalents (FTEs): 46.3

This report covers our sustainability strategy and material environmental, social and governance topics for the period from 1 January 2023 to 31 December 2025. The report is published every three years, while key objectives and KPIs are reviewed and updated annually.

**Publication date:** 21 May 2026

**For questions regarding this report:** Davy Heyndrickx, HR and Finance Manager

**Storyline, copywriting and design:** [wearepantarein.be](https://wearepantarein.be)

**Company website:** [www.desmedt.be/en](https://www.desmedt.be/en)





## VSME content index

DISCLOSURE REQUIREMENT	COMMENTS	PAGE
<b>General information</b>		
B1 Basis for preparation		p. 40
B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy		p. 14 - 39
C1 Strategy: business model and sustainability-related initiatives		p. 6 - 8, 12
C2 Description of practices, policies and future initiatives for transitioning towards a more sustainable economy		p. 14 - 39
<b>Environmental information</b>		
B3 Energy and greenhouse gas emissions		p. 16 - 17
C3 GHG reduction targets and climate transition		p. 15
C4 Climate risks	Climate risks were identified during the double materiality assessment. However, no resilience analysis or scenario analysis has been conducted.	/
B4 Pollution of air, water and soil	Not material	/
B5 Biodiversity	Not material	/
B6 Water	Not material	/
B7 Resource use, circular economy and waste management		p. 19 - 21
<b>Social</b>		
B8 Workforce – general characteristics		p. 25
B9 Workforce – health and safety		p. 29 - 30
B10 Workforce – remuneration, collective bargaining and training		p. 25, 33
C5 Additional (general) workforce characteristics		p. 25
C6 Additional own workforce information – human rights policies and processes		p. 36
C7 Severe negative human rights incidents	Not material	/
<b>Governance information</b>		
B11 Convictions and fines for corruption and bribery	Not material	/
C8 Revenues from certain sectors and exclusion from EU reference benchmarks	Not applicable	/
C9 Gender diversity ratio in the governance body		p. 9



 **desmedt**  
LABELS