

Sustainability report 2024
Lamett Europe

_lamett®

Introduction

When I joined Lamett a year ago, I knew I was joining an ambitious company. What I didn't know was how quickly we would grow together on our sustainability journey. With Encon's guidance, we took the first steps towards a clear strategy. What started as a consultancy project resulted in fascinating discussions, sharp insights and a strong commitment within our sustainability team.

Step by step, we mapped out our processes, choices and impact. This not only brought clarity, but also pride. We have already come a long way and it is motivating to see how sustainability is becoming increasingly intertwined with who we are and how we work.

With loads of initiatives still in the pipeline, we have some exciting challenges ahead of us. I look forward to continuing on this path, together with colleagues, suppliers and partners who share the same values. Because real change starts with cooperation, transparency and the will to do a little better every day.

Tine Defrancq
Compliance Manager



Tine Defrancq

Management team



Bruno Descamps

Bruno Descamps – CEO Lamett

I have been an entrepreneur since the age of 26, with a strong affinity for finance and accounting. As the son of a family doctor, I grew up with the awareness that care and responsibility form the basis of everything you do. I still carry those values with me in my work today.

From a young age, I have been active in the floor covering sector, an environment in which I can combine my passion for entrepreneurship with my commitment to people. My role at Lamett is to energise people, provide direction and help them grow. For me, entrepreneurship means looking ahead, anticipating and, above all, surrounding yourself with the right people.

I strongly believe in team spirit. A company works like a football team: when everyone is in the right place, talent is given the opportunity to shine. Together with my team, we are building a culture that revolves around caring for people, a positive business climate and a strong, authentic brand.

Respect for people and nature is essential to me. Sustainability is not a separate pillar, but a natural part of our strategy. Good governance, underpinned by the right values, defines Lamett's DNA. We are convinced that a sustainable company is not only future-proof, but also inspires and connects.

“A company works like a football team: when everyone is in the right place, talent is given the opportunity to shine.”

Pieter-Jan Dendooven – CSO Lamett

I am 46 years old, live in Deerlijk, married and the proud father of two children. I have been active in international sales for more than two decades, the last 13 of which I have spent wholeheartedly in the flooring sector.

As Chief Sales Officer at Lamett Europe, my focus is on designing and implementing our commercial strategy, with a clear ambition for international growth. Every day I manage our sales teams, driven by the core values that characterise Lamett: customer focus, expertise and product knowledge, and respect for everyone who works with us, both internally and externally.

In addition to the commercial side of the business, I am closely involved in marketing and product

development. Together we are building the future of our brand and our collections, with an eye for innovation and authenticity.

Our people are at the heart of everything we do. It is not without reason that we refer to the Lamett family. We believe in the potential of each individual and strive every day to inspire and motivate them to become a stronger version of themselves. As part of our sustainability policy, we aim to reduce our ecological footprint at all levels.

My personal motivation? To increase the number of Lamett ambassadors every day and position ourselves as a privileged partner for our customers worldwide.



Pieter-Jan Dendooven

“We believe in the potential of each individual and strive every day to inspire and motivate them to become a stronger version of themselves.”



Sophie Stockman

“I strongly believe that we must take care of our planet, and that starts with logical, achievable choices.”

Sophie Stockman – COO Lamett

My name is Sophie Stockman. I studied commercial engineering and started my career in the banking sector as a branch manager. This was followed by an exciting period in the real estate world. Since 2010, I have been an enthusiastic member of the Lamett team.

I live in Tiegem with my husband and our two sons. In my spare time, I enjoy reading, I'm active in sports, enjoy a rich social life and am a true animal lover.

My career at Lamett began as Internal Account Manager for the French market. I have since progressed to Chief Operating Officer (COO), where I am responsible for the day-to-day operations of the company.

I am responsible for managing our ERP system, automation initiatives, quality assurance, customer

service and employee training. I am also involved in soft HR and the recruitment process. My role revolves around connecting people, processes and systems.

Sustainability is now an integral part of our lives. I strongly believe that we must take care of our planet, and that starts with logical, achievable choices: electric cars, solar panels, waste sorting... for me, these are obvious steps.

At the same time, we must remain realistic. Not every measure is economically or practically feasible. When sustainability descends into excessive administration, we lose sight of the real goal. For me, the key lies in finding a healthy balance between ecological responsibility, economic logic and common sense. That is the way forward.

History

In 2005, Bruno Descamps took the first steps for Lamett with the import of laminate and parquet flooring. Two years later, the brand name was officially purchased and the first Lamett collections were launched on the market. The office in Desselgem soon became too small and in 2010 Lamett found its new home along the E17 in Deerlijk.

From this head office, Lamett grew into an international player with sales in more than 24 countries. The acquisition of Morava Wood in the Czech Republic in 2016 was an important step: this vertical integration strengthened our position as a parquet specialist and enabled us to respond more quickly to market needs.

At the end of 2017, Lamett launched Parquetvinyl, becoming one of the pioneers in rigid vinyl flooring, a product category that is gaining global recognition today.

With innovative floors such as Wood & Stone, Lamett continues to live up to its reputation as an innovator in the sector. In 2024, we opened a new wing at our head office, including a state-of-the-art 650 m² showroom. Anyone who steps inside immediately feels the tranquillity that wood brings to an interior, the positive energy of a team that wants to move forward together, and the West Flemish spirit of hard work and solutionoriented thinking.

Lamett is more than just a flooring manufacturer. It is a brand that builds lasting relationships, a strong image and a vision focused on the future.

2005



2007



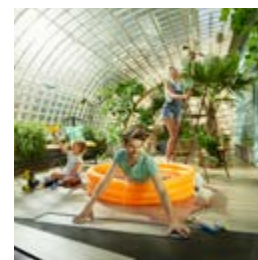
2010



2016



2017



2023





Infrastructure development

Lamett's infrastructure has undergone a major transformation in recent years. At the end of 2022, work began on renovating the existing offices and setting up a new showroom.

At the same time, the adjacent building, which used to serve as a garage, was purchased. This building was transformed into the Lamett Product Centre, a multifunctional space focused on training and product presentation.

After a long period of renovation and refurbishment, both buildings were fully completed and officially opened in 2024:

- The new showroom offers a modern and inspiring environment where customers and partners can discover Lamett's products.
- The refurbished offices provide an efficient and pleasant workplace for employees.
- The Lamett Product Centre has grown into a training centre where both internal employees and external partners can attend training courses and workshops on product knowledge and installation techniques.

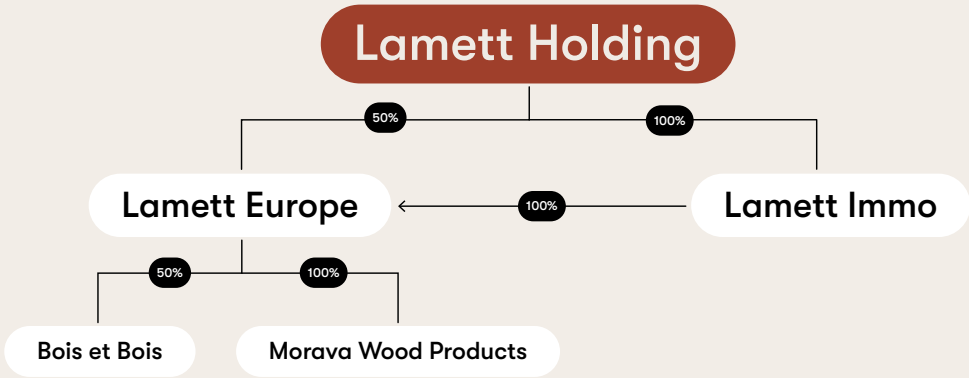
These infrastructure investments reflect Lamett's commitment to quality, innovation and knowledge sharing, strengthening both its professional image and customer experience.

Company structure and scope of reporting

We have chosen to report Lamett Holding in accordance with the VSME, the voluntary European standard for sustainability reporting for SMEs. With the basic module as our foundation, we are taking a step forward towards transparent and structured sustainability communication.

Lamett Holding is a group of companies active in the production and distribution of floor coverings. Within this structure, Lamett Europe is responsible for operational distribution activities within Europe. For this sustainability report, we have deliberately opted for individual reporting, focusing solely on Lamett Europe.

This approach provides a clearer insight into the company's performance and sustainability efforts, without the complexity of consolidated figures across multiple entities. By reporting at entity level, we can focus more specifically on improvement actions and communicate more transparently about our impact.



Lamett Europe is 50% directly owned by Lamett Holding, while an additional 49% is owned through another structure. In addition, Lamett Immo, a subsidiary wholly owned by Lamett Holding, also owns 50% of Lamett Europe. These ownership relationships illustrate shared control of Lamett Europe within the group.

Lamett Europe, in turn, has two subsidiaries: Bois et Bois, in which it has a 50% stake, and Morava Wood Products, which is wholly owned by Lamett Europe. This structure reflects the vertical integration of the group, in which production and distribution are closely linked.

Lamett Europe 2024



Registered office and
warehouse located at:
Ter Donkt 2, 8540 Deerlijk



Workforce:
**47,4 full-time equivalents
(FTE)**

Lamett Europe NV is a Belgian public limited company with its registered office and warehouse located at **Ter Donkt 2, 8540 Deerlijk**. The company is active in the wholesale timber sector, as indicated by **NACE code 46732**.

In the **2024** financial year, Lamett achieved a turnover of **€60,963,212**, with a balance sheet total of **€44,343,810**. These figures reflect the company's solid financial position and growing market activity.

In 2024, the average workforce was **47.4 full-time equivalents (FTE)**. These employees form the core of Lamett's operational strength.

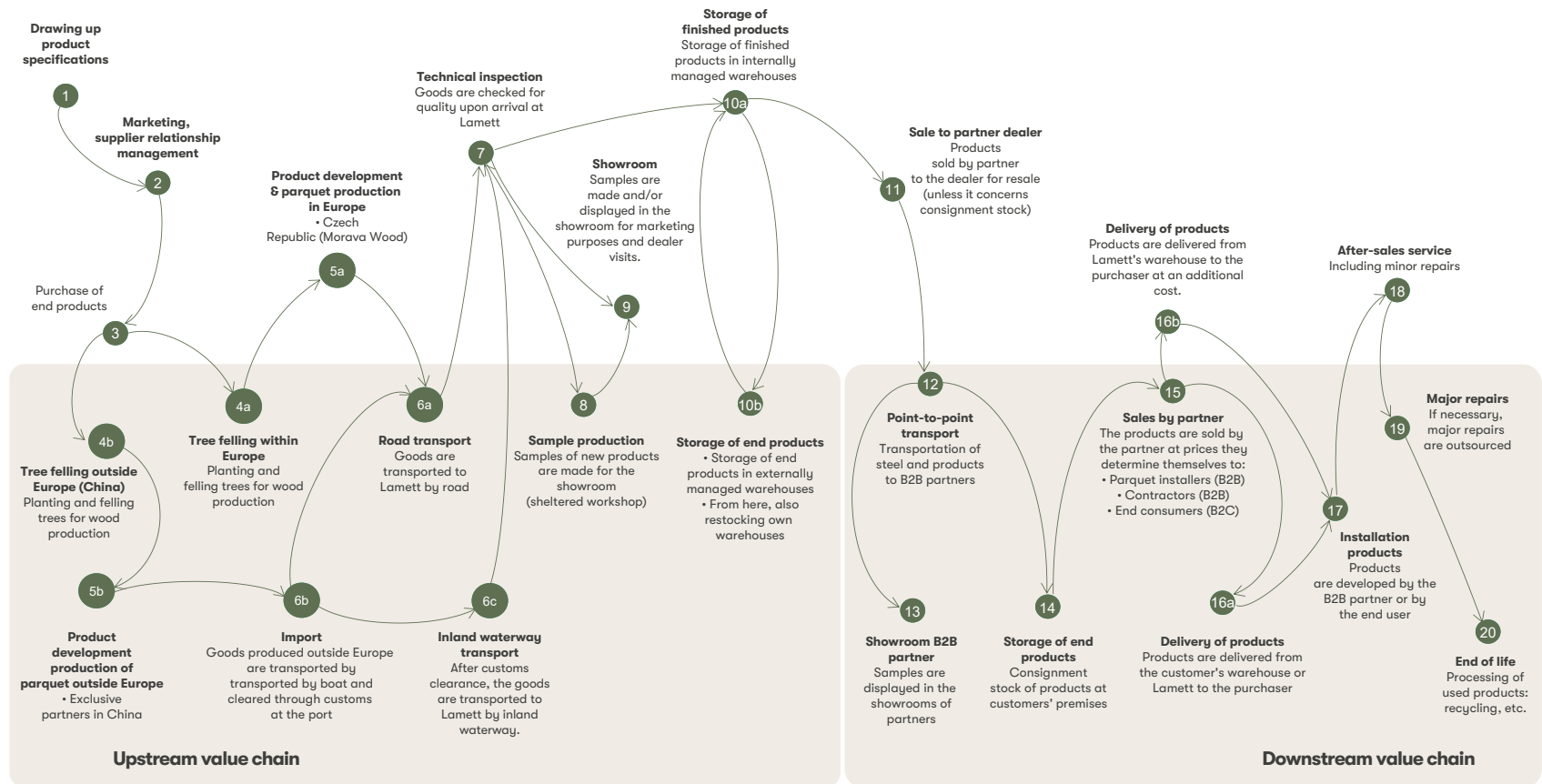
Balance sheet total: €44.343.810



Turnover: €60.963.212

Value chain

Engineered wood

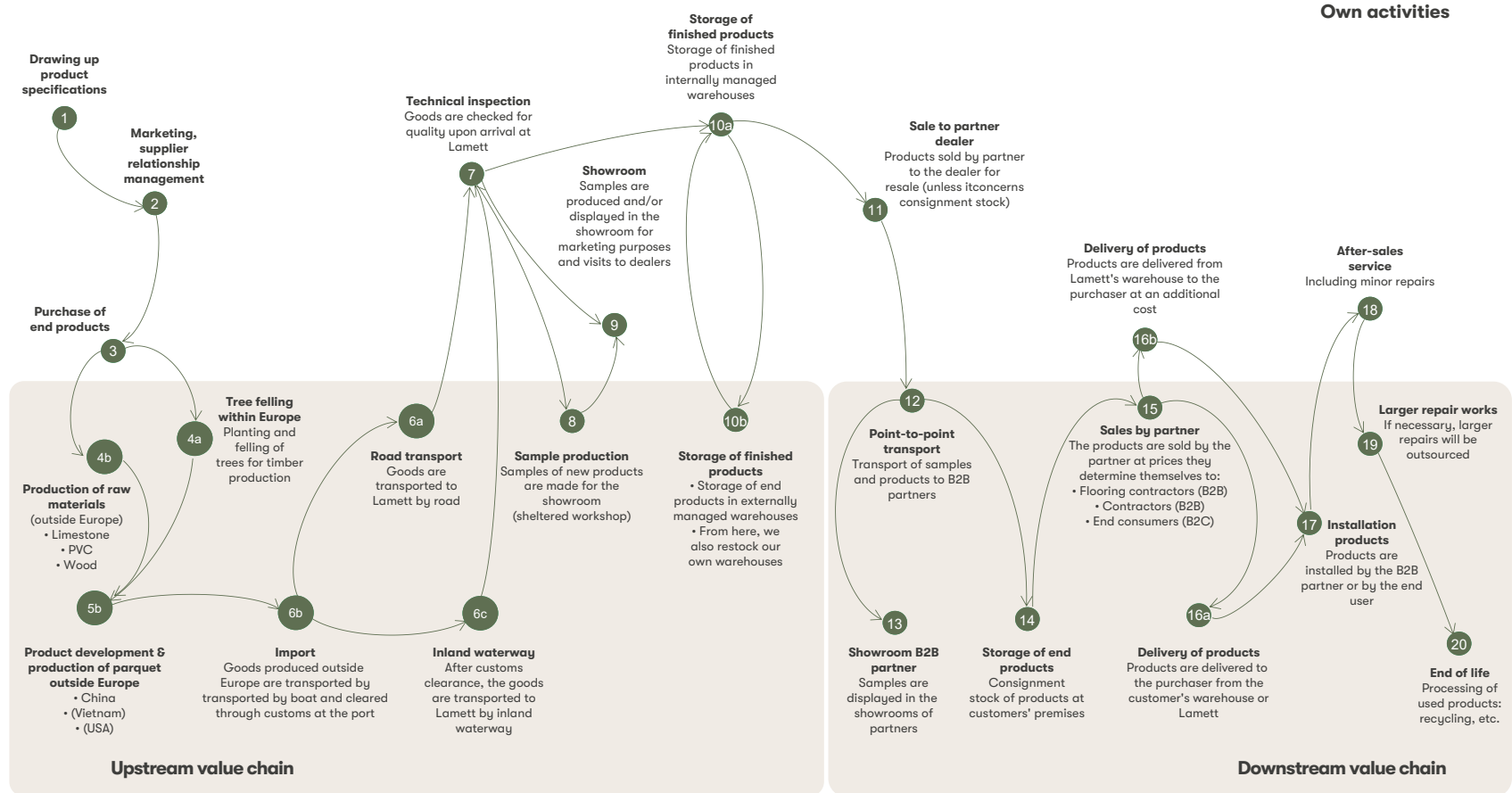


Value chain

Parquetvinyl

Wood & Stone

Vinyl



Double materiality analysis

As part of its sustainability strategy, Lamett brought together a representative group of employees from various positions and departments under the guidance of the consultancy firm Encon. This internal stakeholder group brought together the various perspectives, knowledge and experiences within the company. This input was essential for carrying out a thorough double materiality analysis.

Based on stakeholder input obtained through existing surveys and desk research, an initial picture was formed of the ESG themes that are relevant to the company. These broadly identified ESG themes were translated into clear impacts, risks and opportunities applicable to Lamett.

Thanks to the diverse experience and expertise within the team, the IRO Long List (Impact - Risk - Opportunities) was validated and supplemented. This list gives us insight into all the topics our stakeholders are concerned with. Although all themes are important, it is not feasible to focus on every theme at the same time.

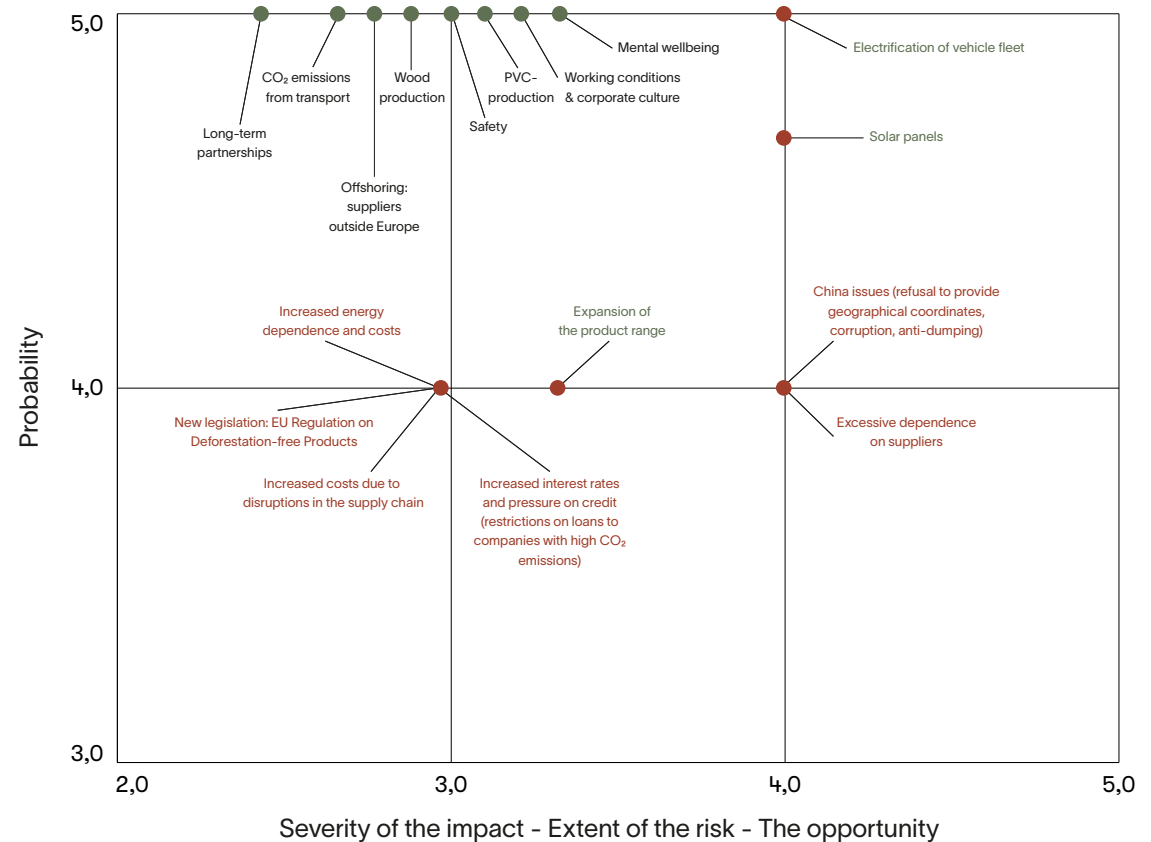
The project team was divided into groups, each of which assessed the entire list of risks, impacts and opportunities. They carried out an impact analysis based on four criteria — severity, scope, irreversibility and likelihood — and gave scores from 1 to 5. In addition, a financial analysis was carried out for each item, scoring the probability and magnitude of financial impact using the same scale. This resulted in a standardised and consistent evaluation of all IROs.

The results of this group work were analysed and consolidated by Encon to identify the material sustainability themes: climate change, own personnel and governance. These themes now form the core of our sustainability strategy and reporting for the coming years.



Impact and financial analysis

Although Lamett Europe is no longer subject to CSRD, a deliberate decision was made to continue the process with this group and to prepare a sustainability report. The group meets monthly to discuss the progress of the report, follow up on ongoing sustainability initiatives and steer future actions in the right direction..





We are people persons



Our values as our compass

Our values serve as the compass for everything we do: they guide our decisions, determine our behaviour and inspire our actions, both within our organisation and in our collaboration with our stakeholders. They are described and illustrated in detail in our Code of Conduct.

These values are not abstract concepts, but are lived out every day by all our employees. They are embedded in our culture and are part of our identity.

That is why they are also an essential criterion when recruiting new colleagues: sharing our values is at least as important as qualifications and skills.

For Lamett, our values are not a checklist, but a way of life. They connect us and give direction to our ambitions.

Values that stick

To embed our values in our daily work in an accessible way, we use a simple mnemonic at Lamett. In Dutch, we use the acronym PRETTIG — a word which not only represents the atmosphere we strive for, but also the core values that guide our behaviour. Behind each consonant lies a value: P for Positivity, R for Respect, T for Team spirit, T for Dedication and G for Drive.

For our international colleagues, we use the acronym LAMETT, which highlights the same values in an English-speaking context: L for Loyal, A for Accountable, M for Mindful & Positive, E for Entrepreneurship, T for Transparent and T for Teamwork.

Although the words differ, the essence remains the same: our values are universal and form the basis of how we work together, communicate and grow as individuals and as an organisation.



Together we achieve more.

Together. That's how we want to go about it every day. We support our colleagues and work towards common goals. We are open and honest because we can count on each other. Some days we give help, other days we ask for help. We make room for praise and time for constructive criticism. Because we know that together we can achieve so much more than alone.



Respect is fundamental.

We treat each other with respect. We always treat others as we would like to be treated ourselves: with mutual respect and empathy. Each of us plays our own role. We respect each other's opinions and differences and always treat each other with respect.

Optimism is in our blood.

We see opportunities and solutions where others see problems. Because we are optimists. That certainly does not mean that we lose sight of reality, but we do want to deal with it positively. We approach each other, our customers and our partners with that positive attitude. That positive atmosphere – in which we laugh a lot – characterises our company.



We continue to grow.

Standing still means falling behind. We all understand that. That is why we want to grow together. As a company, but also as individuals. We make room for each other's growth and give colleagues opportunities to develop further. We embrace new ideas, innovation and change because we know that this is an essential part of growth.



We are committed to this.

We are all driven people who are proud of our work. We are a motivated group of doers who give it our all every day. We never do a half-hearted job, because we want our customers to be completely satisfied. The drive we share also creates a positive atmosphere: we share the same goal and want to give it our all.



Without fines, with principles

During the reporting period, Lamett was not convicted of any offences or fined for violations of anti-corruption or anti-bribery legislation. This confirms Lamett's commitment to ethical business practices and transparent governance.

A flat organisational structure

Lamett maintains a flat organisational structure because it offers numerous advantages that contribute to a modern, dynamic and people-oriented way of working.

Faster communication

Speed is crucial. This requires information to flow quickly and clearly between teams and managers. Decisions are made more smoothly with less chance of misunderstandings.

Greater involvement and responsibility

Employees are encouraged to take initiative and thus feel more connected to the organisation. They feel ownership of their work, which leads to growth, a sense of responsibility and greater satisfaction at the end of the day.

Direct access to managers

The distance between employees and management is small. This encourages open dialogue, trust and a culture of cooperation.

Flexibility and agility

A flat structure makes it possible to respond quickly to changes and new opportunities in the market, which is exactly what we need today.

Short decision-making lines

Less bureaucracy means faster decisions and greater efficiency. No lengthy approval processes, just immediate action.

Encourages innovation

An open culture and direct communication ensure that ideas are shared and developed more quickly. Creativity is given room to flourish.

Stronger team dynamics

Multidisciplinary collaboration is encouraged. Teams share knowledge, reinforce each other and work together to achieve sustainable results.

Conscious leadership

Good governance is not a formality, but a conscious choice. Our layered governance structure is designed to seamlessly combine strategic vision and operational strength.

The **Advisory Board** meets once or twice a year and acts as a sounding board for the company's strategic direction. It discusses topics such as market positioning, future-oriented investments and Lamett's role in a changing world. This board plays a crucial role in embedding sustainability within our business strategy.

In addition, there is a **Board of Directors**, where CEO Bruno Descamps and founder Thomas Baert collaborate in a consultative model. This direct and transparent dialogue ensures rapid and well-supported decision-making, driven by experience and vision.



At an **operational level**, regular consultations take place between Bruno Descamps, PieterJan Dendooven, Sophie Stockman, and, when necessary, Thomas Baert. These management meetings address concrete topics such as cost control, efficiency, HR policy, and workplace well-being. Compliance and sustainability are fixed agenda items and form the pillars of responsible entrepreneurship.

We firmly believe that true sustainability starts with strong leadership — leadership driven by vision, engagement, and a continuous drive for improvement. Our governance approach ensures that sustainability is not just a goal, but an integral part of every decision we make.



Due diligence

Ethical and sustainable supplier management is central to the way we do business. We have developed a due diligence policy with the aim of actively managing and mitigating social risks within our supply chain.

We believe that fair working conditions, respect for human rights and transparency are not optional values, but building blocks of a sustainable partnership. That is why we select our suppliers not only on price and product quality, but also on their social performance and their commitment to responsible business practices.

Our approach is concrete and structured. Every year, suppliers are visited in person by the CEO or a representative of Lamett, during which working conditions, environmental policy and transparency are assessed. Suppliers are questioned about their social and environmental practices, and the results are included in our risk assessment.

For our suppliers in Asia, we employ a local colleague who conducts on-site visits, follows up on action points and ensures a cultural and direct dialogue. This strengthens our monitoring efforts and allows for adjustments where necessary. To formally anchor these values, we have a Supplier Code of Conduct that has been signed by 90% of

active suppliers. This document sets out clear expectations regarding human rights, working conditions, environmental care and ethical business practices. Suppliers who systematically fail to meet these expectations are monitored more closely or excluded from future cooperation.

We attach great importance to mutual transparency and clear communication. We encourage an open dialogue in which both Lamett and the supplier share timely and honest information about expectations, performance, and any potential challenge.

Historical collaboration and loyalty also play a role in our selection process. Long-term, reliable relationships are valued. Positive experiences from the past and proven commitment to our values and objectives are important selection criteria.

This policy is not merely a document, but a living commitment that is supported by the Lamett team. *een levend engagement dat gedragen wordt door het team van Lamett.*

Sustainability certification

At Lamett, sustainability and compliance go hand in hand. Transparency is in our DNA. Openness and a sense of responsibility form the basis for sustainable growth. That is why traceability and the origin of our products are not an extra effort for us, but a natural choice.

We take our role seriously in the complex jungle of laws and regulations. We map out as much as possible and also challenge our suppliers to join us in this story. Together, we strive for clarity, reliability and improvement. Labels and certifications help us in this: they offer guidance, encourage thoroughness and make our efforts visible.

Achieving a sustainability label is therefore a moment for us to be proud of our efforts and to celebrate. Because every label not only strengthens Lamett, but also our customers. It is proof of quality, responsibility and forward thinking.



FSC® and PEFC as a basis

For our parquet flooring, we choose wood that is FSC® and/or PEFC certified wherever possible. Forests that carry these certifications are managed sustainably, preserving biodiversity, protecting local communities and ensuring that replanting is a matter of course.

FSC® and PEFC certification applies not only to forest managers, but also to companies in the supply chain. As a recognised seller of FSC® and PEFC certified wood, Lamett has an official Chain of Custody registration number. This means that we can trace every piece of wood from the forest to the end product.

Even non-certified wood must meet strict quality and sustainability criteria. All the wood we use comes from responsibly managed plantations and forests.

We aim to ensure that by 2030, at least 90% of our wood range will be sourced from sustainably managed forests, certified according to PEFC and FSC® standards. In 2024, the share of certified wood was 66.74%. We are committed to an annual increase of at least 5%. This ambition is part of our broader sustainability strategy and is embedded in our purchasing policy.



The mark of
responsible forestry®
FSC® C151882



M1 and IAC

Parquetvinyl meets strict standards such as the M1 label and the Indoor Air Comfort Gold (IACG) label.

The **M1 label** guarantees that our products remain well below the threshold for emissions of harmful substances. This contributes to a healthy indoor climate, which is essential for homes, offices and public spaces. The label is based on independent laboratory tests and is internationally recognised.

The **IACG label** goes one step further. It confirms that our products not only comply with European regulations, but also meet additional strict requirements in terms of air quality and emissions. This makes it one of the most reliable certificates on the market. It is proof of top quality and sustainable responsibility.



What does this mean for our customers?

These labels offer peace of mind. They demonstrate that Lamett products contribute to a healthy living environment, that they meet the highest standards and that they are suitable for sustainable construction projects. For architects, contractors and end users, they are a guarantee of quality and a sign that Lamett is thinking about the future.

By choosing certified products, our customers are not only choosing aesthetics and quality, but also health, sustainability and transparency. Together, we are building a better living environment – step by step, plank by plank.



Different labels, same assurance

Even more green labels we comply with:



The **A+ label** is mainly used in France and indicates that a product has very low emissions of volatile organic compounds (VOCs). This is the highest score in the French indoor air quality classification system and guarantees a healthy and safe living environment.



We are **REACH** compliant and therefore meet all European directives regarding hazardous chemicals. This means that the substances used have been registered, evaluated and found to be safe.

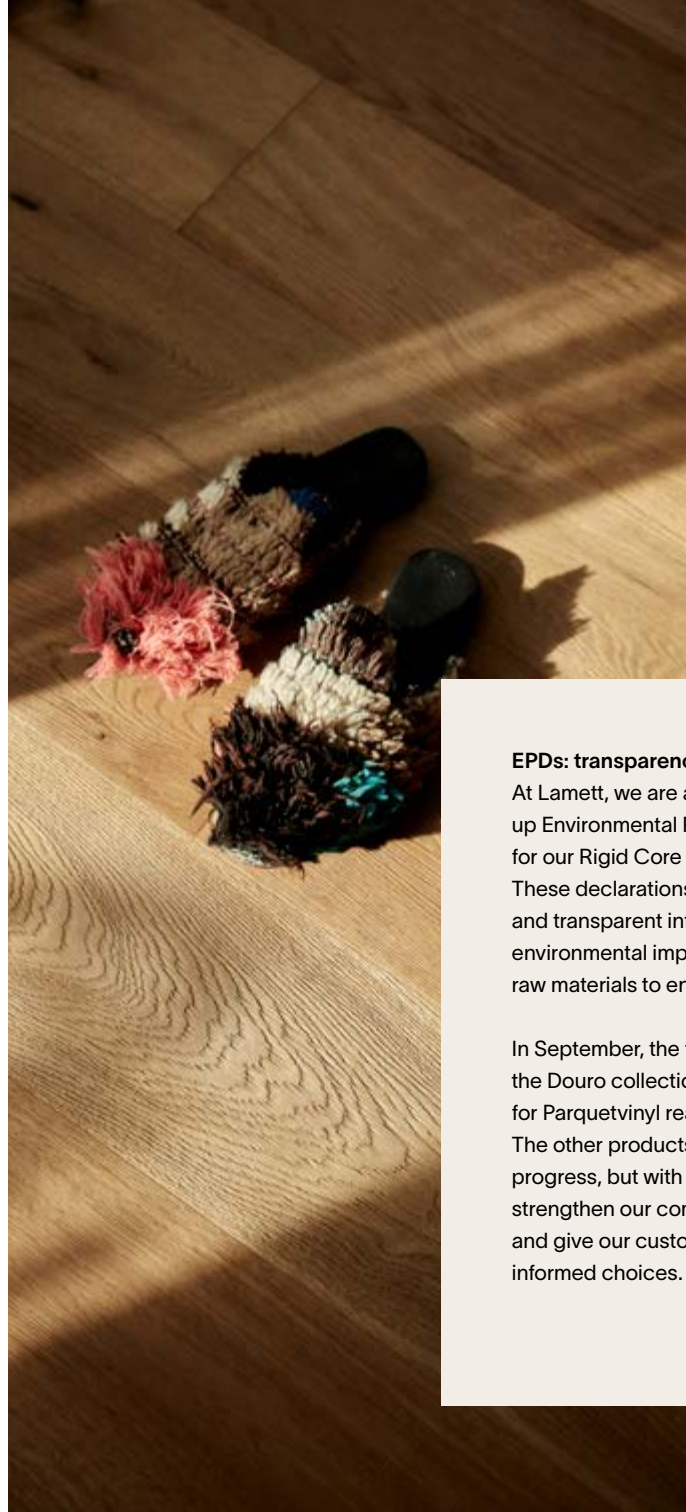


The **FloorScore®** certificate is one of the most recognised quality labels for indoor air quality in hard flooring. It guarantees that our products have low emissions of volatile organic compounds (VOCs) and therefore contribute to a healthier living environment.



The **GREENGUARD** Gold certificate goes one step further. It sets extra stringent requirements for chemical emissions and has been specifically developed for sensitive environments such as schools, hospitals and nurseries.

In addition, we also comply with VOC regulations (Belgium), HQE certification (France), AgBb (Germany), Indoor Climatic Label (Denmark), BVB and Miljöbyggnad (Sweden), Eco Product (Norway), Nordic Swan (Scandinavia), LEED and WELL (UK).



EPDs: transparency in construction

At Lamett, we are actively working on drawing up Environmental Product Declarations (EPDs) for our Rigid Core Floors.

These declarations provide objective and transparent information about the environmental impact of our products, from raw materials to end use.

In September, the first EPD was published for the Douro collection. We aim to have an EPD for Parquetvinyl ready by the end of 2025.

The other products will follow. It is a work in progress, but with every step we take, we strengthen our commitment to sustainability and give our customers the tools to make informed choices.



Building a climate-conscious
future

Energy and greenhouse gas emissions

Organisational boundaries and reporting approach

For reporting energy consumption and greenhouse gas emissions, we follow the guidelines of the Greenhouse Gas (GHG) Protocol, an internationally recognised standard for climate reporting. Within Lamett Holding, we have opted for the control approach to determine the organisational boundaries. This means that we report on the emissions of entities over which Lamett has operational control, regardless of ownership structure.

In this report, we focus on Lamett Europe, as this entity is under direct operational control. We limit ourselves to:

- **Scope 1 emissions** are the direct emission sources within our own organisation, such as the consumption of diesel and petrol by our company vehicles. Despite the launch of our electric vehicle fleet in April 2024, part of the fleet still runs on fossil fuels.
- **Scope 2 emissions** are indirect emissions resulting from the consumption of purchased energy, such as electricity and natural gas. We use the market-based method to calculate Scope 2, taking into account the origin of our electricity. Since June 2024, Lamett has been purchasing exclusively green electricity through Sholtz Energy, supported by GoO certificates.

Scope 3 emissions (such as transport by third parties, air travel or purchased goods) fall outside our scope, but may be considered for inclusion in the sustainability analysis in the future.



Energy consumption and CO₂ emissions

In 2024, Lamett took important steps towards a more sustainable energy and mobility policy, energy consumption and associated CO₂ emissions.

Renewable energy

Since 2011, Lamett has actively invested in the production of renewable energy through solar panels installed on its own site. In 2024, a total of **394 MWh** of solar energy was generated. Of this production, **273 MWh** was fed back into the electricity grid, while **121 MWh** was consumed directly within the company's own infrastructure.

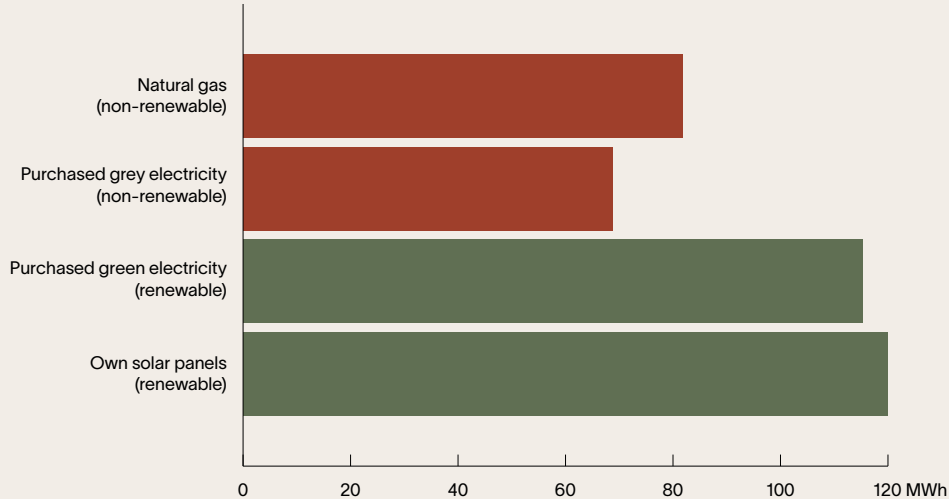
In addition to its own production, only **green electricity** was purchased from **June 2024** onwards, accounting for **115 MWh**. This purchase is fully covered by a green electricity certificate, which confirms that the electricity comes from recognised renewable sources.

Thanks to these combined efforts — both own production and certified purchase — the share of renewable electricity in Lamett's total energy consumption increased significantly in 2024.

Non-renewable energy

In addition to renewable sources, **69 MWh** of grey electricity and **82 MWh** of natural gas were consumed. These sources contribute to indirect CO₂ emissions (Scope 2).

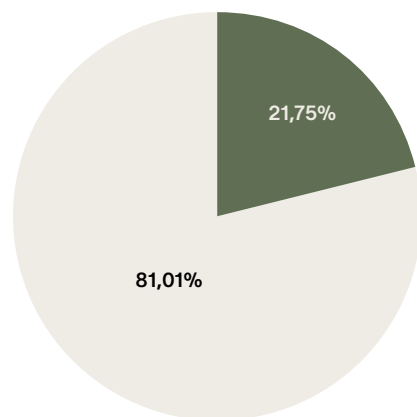
Energy consumption 2024



Mobility and commercial vehicles

In April 2024, Lamett began rolling out an electric vehicle fleet. This is part of a broader strategy to reduce CO₂ emissions from commercial vehicles. 10 charging stations have now been installed on site, providing 20 charging points. This infrastructure supports the transition to electric mobility and is an important step in making the company's transport more sustainable.

Energy consumption infrastructure & fleet – 2024



Total energy consumption: 1087,28 MWh

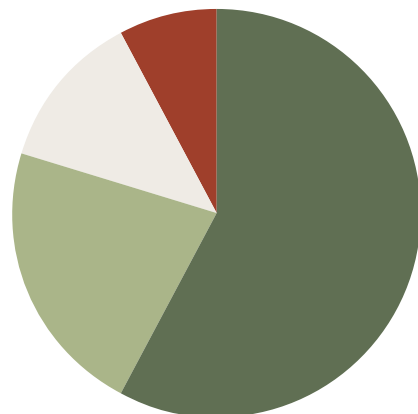
Renewable energy:	236,43 MWh
Non-renewable energy:	880,85 MWh



Despite the progress made, the vehicle fleet still partly consists of petrol and diesel vehicles in 2024. This resulted in emissions of 115.21 tonnes of CO₂eq and 43.66 tonnes of CO₂eq respectively. These figures underline the continuing importance of further electrification of the vehicle fleet in the coming years.

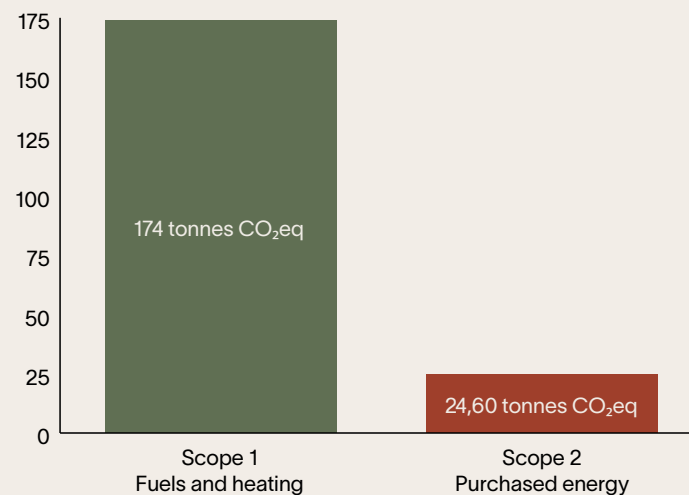
In addition, electricity was also charged in 2024 using charging cards from external providers. Because the origin of this electricity cannot be traced and there are no guarantees available about the energy sources used, this consumption is conservatively reported as grey electricity.

At present, there are no guarantees that the electricity used for charging comes from renewable sources, which highlights the importance of transparency and sustainability within the charging infrastructure.



■ Petrol: 58,01%
 ■ Diesel: 21,98%
 ■ Grey electricity: 12,39%
 ■ Natural gas: 7,62%

Scope emissions



Greenhouse gas intensity

An important indicator in sustainability reporting is greenhouse gas intensity, which reflects the ratio between a company's total greenhouse gas emissions and its economic activity. For Lamett, total emissions in 2024 amounted to 198.61 tonnes of CO₂ equivalent (scope 1 + 2), compared to an annual turnover of € 60,963,212.

This equates to a greenhouse gas intensity of 3.26 tonnes of CO₂ eq per million euros of revenue – a value that provides direction for further sustainability efforts.



Electric vehicle fleet

The electrification of Lamett's vehicle fleet is not a random development, but a conscious combination of ecological responsibility and tax optimisation.

In a constantly evolving market, careful consideration was given to the available electric models and the service quality of various dealerships. Based on this, a clear car policy was developed and approved. As of 2025, our fleet consists of **22 fully electric cars and 14 hybrid cars**.

Evolution of the fleet from 2023 to 2024

The fleet underwent a qualitative transformation towards more sustainable mobility:

Petrol: -53,85%



Diesel: -50,00%



Hybride/petrol: +225,00%



Electric: +700,00%



To support this transition, charging points have been installed at employees' homes. At our head office in Deerlijk, we have 10 public charging points in operation.



Solar panels

There are 8,000 m² of solar panels on the roof of our building in Deerlijk. This makes us completely self-sufficient in energy and also allows us to supply enough energy for 115 families. Let the sun shine!

Scope 1 emissions

We are aiming to reduce Scope 1 emissions by 50% by 2028 by electrifying our entire fleet from hybrid to fully electric vehicles. This transition is not only environmentally responsible, but also strategically sound.

100% renewable electricity

By 2027, we want to power all buildings and charging points exclusively with renewable electricity. We are actively investigating the switch to charging cards with certified green electricity, so that electric charging also contributes to further reducing our CO₂ emissions.

Natural gas-free by 2030

Another important goal is the complete elimination of natural gas use. We want to switch to more sustainable solutions by 2030 through alternative heating systems. For example, our ambition is to install solar panels on the LPC building by 2029.

Scope 3 in focus

From 2027 onwards, we will also integrate Scope 3 emissions into our reporting, with a particular focus on transport and purchased goods. This will give us a more complete picture of our ecological footprint and enable us to take more targeted action.



Sustainability is not an option, but a responsibility. That is why we are fully committed to take specific actions that contribute to more climatefriendly and future-oriented way of doing business.

— **Accelerating electrification**

We have set a clear course towards a fully electric vehicle fleet. The phasing out of petrol and diesel vehicles has begun and, in parallel with this, we are planning to expand the charging infrastructure. In addition, we are looking into options for switching to charging cards that only use certified green electricity, so that every kilometre contributes to a lower ecological footprint.

— **Optimisation of energy consumption**

Energy efficiency is a continuous focus. Through thorough energy audits by internal and external parties and real-time monitoring, we map our consumption and actively adjust it. This approach enables us to minimise waste and continue to make targeted investments in sustainable technologies.

— **More sustainable logistics**

Where possible, we are switching from road freight transport to inland waterway transport. This modal shift significantly reduces CO₂ emissions and contributes to a more sustainable logistics network. We continue to seek new partnerships and routes to further increase this impact.

— **Nature restoration and compensation**

Sustainability does not stop at our own activities. In 2025, we will launch the 'Plant a Forest' initiative to actively contribute to reforestation and biodiversity. Together with our partners, we plant trees that not only absorb CO₂ but also contribute to the restoration of ecosystems.

— **Transparent reporting**

We believe in openness and accountability. That is why we will publish our CO₂ emissions and progress towards our climate goals annually. This transparency strengthens our credibility and motivates us to do better every year.



Investing
in our people

Employee policy

General figures

Lamett employs an average of 47.4 full-time equivalents (FTE) in 2024. The organisation is characterised by stable and sustainable employment.

Contract type

All employees are employed on a permanent contract. There are no temporary contracts, which demonstrates a strong commitment to job security and long-term relationships.

Gender distribution

The workforce consists of:

Women	25,65 FTE
Men	21,75 FTE

This distribution shows a balanced representation of both genders within the organisation.

Geographical distribution

Although Lamett's headquarters are located in Belgium, employees are also active in other European countries. The distribution is as follows:

Belgium	35,9 FTE
France	6,75 FTE
Germany	2,75 FTE
the Netherlands	1 FTE
Poland	1 FTE

This international distribution reflects Lamett's European presence and the diversity within the team.

Safety and well-being

In 2024, no work-related accidents resulting in lost working time were recorded. This result reflects our ongoing commitment to a safe working environment. The company employs a prevention advisor who is responsible for enforcing the applicable safety regulations.

To systematically manage risks, risk analyses are carried out and instruction cards are drawn up for specific tasks and workstations. These measures contribute to increasing safety awareness and preventing incidents.



Women
25,65 FTE



Men
21,75 FTE





How are you really doing?

To keep a close eye on the psychosocial well-being of our employees, we conduct a survey every two years. Through this questionnaire, everyone can openly share – completely anonymously if they wish – any concerns or challenges they experience in balancing work and private life and how they feel in the workplace.

No war for talent, we love our talent.

No war for talent, we love our talent. We believe that regardless of your position within Lamett, you should always be able to express your opinion openly and honestly to everyone. After all, we have one common goal: to propel Lamett forward. The annual meetings with the COO/HR Manager are therefore more like appreciation meetings.

They are an excellent opportunity to show respect and gratitude to the employee, to find out how an employee really feels at Lamett, how he or she sees the future, etc. Minor frustrations or sensitive topics can always be discussed.





Exercising after work

Feeling good at home and at work – both physically and mentally – is of primary importance. That is why we organise weekly sessions in the spring and autumn, guided by a personal coach. These sessions usually take place outdoors, unless the weather is really bad. Under professional guidance, we take on the sporting challenge, each at his or her own level. Together, we work on a stronger body and a stronger team spirit. Fun and connection are always key. These afterwork sports sessions are entirely voluntary, yet very popular.



Cycle to work with free breakfast

To encourage sustainable commuting and think about mobility options, Lamett organises the annual awareness campaign 'I cycle to work'. Employees are encouraged to cycle to work, preferably in groups. As an extra motivation and reward, a healthy breakfast is offered to all employees on that day.



Team spirit

Lamett regularly organises team outings. Not only is this fun, it also strengthens the bond between colleagues. These events offer employees the opportunity to get to know each other better outside the daily pressure of work. In addition, at least once a season, an after-work drink is organised at the office, where employees can relax and catch up in an informal setting. Participation is optional, but it is an opportunity to end the working day on a pleasant note.

Feel stronger at work – literally.

In line with our commitment to healthy and ergonomic workplaces, the new building is equipped with height-adjustable desks that allow employees to alternate between sitting and standing, contributing to better posture, improved concentration and the prevention of back and neck complaints. These desks can be individually adjusted to the height and working style of each employee, and we encourage employees to change their posture regularly. If you have any questions or specific needs, you can always contact HR or the prevention advisor for further support or ergonomic advice.



Stress-free zones

In the new building, a conscious decision was made to create stress-free zones, including the kitchen area, which is designed as a place where employees can escape the pressure of work at lunchtime and relax. This area is furnished with comfortable seating, natural light and a peaceful atmosphere.

It is ideal for relaxation and informal connection and is part of a healthy work-life balance and a preventive approach to stress-related complaints.

Remuneration, social consultation and training

At Lamett, we attach great importance to fair working conditions and the continuous development of our employees. All employees receive a wage that is higher than the applicable minimum wage, as determined in the applicable collective labour agreement (CLA). In addition, all employees are covered by a CLA, which ensures transparency, legal certainty and fair treatment in the workplace.

1. Flexible working hours

Employees can start their working day between 7:30 and 9:00 a.m. and finish between 4:00 and 6:00 p.m., depending on their personal situation and team agreements.

2. Overtime

Overtime should be kept to a minimum and is only permitted on a voluntary basis and in consultation with the manager. If overtime occurs on a structural basis, this will be evaluated. Overtime can be compensated via:

- Preferably compensatory time off (time for time)
- In combination with financial compensation, if agreed

3. Salary monitoring

Transparency and fairness are safeguarded. Annual evaluations of job scales and market-based salaries ensure that employees are paid correctly. Employees can discuss their remuneration package during performance reviews.

Training and development

Lamett actively invests in the training of its staff. In 2024, the average number of annual training hours per employee was:

- Women: 68 hours
- Men: 14 hours

These figures demonstrate Lamett's commitment to targeted training, with a particular attention to the needs of different employees.

Average number of annual training hours per employee in 2024



Training policy at Lamett: investing in people for sustainable growth

People make the difference. That is why we are strongly committed to a well-thought-out and systematic training policy that not only enhances the individual performance of our employees, but also contributes to the long-term competitiveness of the company.

Our training policy is built on four pillars: safety, development, customer satisfaction and operational efficiency. We provide targeted training such as forklift training, first aid, fire prevention and annual training for our prevention advisor.

We encourage the professional growth of our employees through job-specific training, mentorship and annual appreciation interviews in which training needs are discussed.

Customer focus is also key: training in communication, complaint handling and CRM use ensure better customer service and follow-up. Operational efficiency is strengthened through training in logistics, inventory management and digital tools such as WMS, especially in the context of technological changes.

New employees receive transparent onboarding with practical training and guidance from a mentor. Specific training initiatives are provided for special target groups, such as employees over the age of 50 and employees with limited education, with a focus on digital skills, ergonomics, basic competencies and safety.

Through various methodologies — from on-the-job training to e-learning and workshops — we ensure that every employee has access to relevant and accessible learning programmes. The training offer is available via the Officient App and is regularly supplemented with external training courses through partners such as Syntra West, Fedustria, Info Topics, ORA, PVO and Voka.

By investing in knowledge, skills and well-being, we are building a strong, agile and sustainable Lamett.

Lamett Product Center – investing in knowledge, quality and sustainability

Sustainable growth starts with knowledge and commitment. That is why we have our own training facility: the Lamett Product Center. This infrastructure is designed to provide practical and targeted training to employees and customers.

The training courses deepen technical product knowledge and encourage correct and sustainable use. Our Quality Manager provides the training and, thanks to his expertise, guarantees a high-quality learning programme. This internal approach allows us to respond quickly to new developments, guarantee consistent quality and promote active knowledge sharing.

For employees, this means a continuous investment in their professional growth. They strengthen their skills, deepen their product knowledge and increase their commitment to Lamett. Customers experience the Product Center as an added value: they receive support in the use of our products and are introduced to our vision of quality, sustainability and innovation.

By investing in training and dialogue, we build lasting customer relationships and strengthen internal support for responsible choices. In this way, the center directly contributes to our mission: not only to supply products, but also knowledge, support and responsibility.





But also...

Water

Lamett Europe used groundwater from a borehole for sanitary applications until November 2024. In mid-November 2024, this borehole unexpectedly collapsed, after which it was decided to switch to municipal water. The connection to the municipal water network was completed on 5 November 2024. In 2024, total water consumption amounted to 23.15 m³.

To support sustainable water use, a rainwater tank was built at the end of 2023. All toilets in the new building and the warehouse are connected to this rainwater installation. In the event of a shortage of rainwater, the system automatically switches to mains water, ensuring continuity without wasting drinking water.



Smart use of raw materials, focus on circularity and efficient waste management

Waste management and recycling

At Lamett, waste management is approached as a shared responsibility, not merely as a legal obligation. We carefully map all our waste streams and strive to reduce them to an absolute minimum. In the period 2023–2024, Lamett worked with two specialised recycling partners, Vanheede and Veolia, to further streamline and sustainably improve waste processing.

In 2024, a total of 121.38 tonnes of waste was generated, of which:

- Recycled or reused: 67,70 tonnes
- Residual waste: 53,68 tonnes

The largest recycled fractions are:

- **Treated wood:**
53,55 tonnes 
- **Paper and cardboard:**
8,6 tonnes 
- **Mixed materials:**
4,62 tonnes 
- **PMD:**
0,93 tonnes 
- **HHW (ink, toners and printers):**
0,019 tonnes

Residual waste is the only waste that could not be recycled, accounting for 53.68 tonnes. This represents 44.2% of the total waste volume.

Lamett is in dialogue with various partners to also granulate Parquetvinyl cutting waste, further reducing the proportion of non-recyclable waste.



Well packaged

At Lamett, sustainability does not stop at the product itself — we extend it to packaging and logistics carriers. We strive for solutions that are both ecologically responsible and economically feasible.

— Boxes

In 2024, an important step was taken for Parquetvinyl: the plastic window in the packaging was removed, leading to a reduction in the use of fossil-based materials. As a result, the entire packaging now consists of a single material: cardboard. This makes the recycling process considerably more efficient, as there is no longer any need to separate materials. What's more, the cardboard we use for our boxes is made from 90% recycled paper, which further reduces the ecological footprint.

We also make sustainable choices in the finishing process: printing is done exclusively with water-based inks, which are less harmful to the environment than solvent-based alternatives. Thanks to this change, we estimate that we save 15 tonnes of plastic per year — a concrete contribution to reducing plastic waste in the chain.

— Pallets

We use heat-treated pallets that comply with the international ISPM15 standard to transport our products. This treatment guarantees that the wood is free of harmful organisms and suitable for export. The ISPM15 label provides transparency about the origin and treatment of the pallets and contributes to a safer and more sustainable logistics chain.

- Packaging of samples and small orders
For samples and smaller shipments, we currently use plastic bubble wrap and tape. Although we are aware of the environmental impact of these materials, alternatives so far have not met our requirements in terms of protection, cost efficiency and availability. We continue to actively seek more sustainable solutions that are both functional and economically viable.

Every year, the packaging placed on the Belgian market is declared to Valipac.

Circular ambitions

We are facing an exciting challenge to make the processing of our waste streams not only efficient, but also truly circular. The starting point here is that residual flows are no longer considered waste, but potential secondary raw materials for new applications. In this way we are building, step by step, a future in which material loss is minimised.

A specific example? The residual waste that is created when installing and processing SPC floors. Approximately half of our total residual waste consists of cutting waste from this material. SPC is composed of a mixture of limestone and PVC, two materials that are currently technically impossible to separate. As a result, reuse in the original material form is not feasible.

The question that drives us is: how can we give a material that is not recyclable in its current form a second life? To answer this, we are working with local partners to investigate the possibilities of mechanically grinding these cutting waste into granulate. This granulate can then serve as a raw material for the development of a new product that will be produced locally. In this way, we close the material cycle as close to home as possible and limit unnecessary transport flows.

Our goal is to introduce a new product by 2027 that consists largely of this SPC granulate. A concrete step towards a circular future, in which waste is no longer an end point, but a starting point for something new.



As a stakeholder,

If you would like to stay informed about our sustainability efforts, please check our website from time to time. There we share our big and small steps. Not every action leads to immediate success — sustainability is a quest, a learning process of trying, adjusting and persevering. But you can count on transparent communication, even when things don't go as planned.

Your involvement means a lot to us. As a stakeholder, you can actively contribute to our sustainability ambitions. Do you have an innovative idea, a valuable suggestion, or do you know someone who can strengthen our team? Let us know! Collaboration is the key to impact. With your knowledge, creativity and network, we can take care of each other and the planet. Your input makes the difference.

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