

Sustainability Report

2025

Measured progress, honestly reported.

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This report is organised as a narrative in four movements, built around three sustainability Pillars: Planet Positive, Product Positive, and People & Partnerships Positive.

MOVEMENT I

Who we are & why it matters

Purpose, business model, strategy and the topics that matter most



1. About this report

IN BRIEF

Devan's second sustainability report, and its first prepared as a voluntary, standalone disclosure. It is built on the EU's Voluntary Sustainability Reporting Standard for non-listed SMEs, while retaining the ESRS topic structure that underpins our 2024 baseline and serves as our primary source of non-financial information.

"We report because transparency is a value, not an obligation."

At Devan, sustainability is embedded in who we are; it is not managed as a separate function or treated as a disclosure exercise. For more than four decades, we have innovated in textile chemistry, developing smart finishes that improve fabric performance while reducing their impact on people and the planet. This report is one of the ways in which we hold ourselves accountable to that commitment.

This report is Devan's primary source of non-financial information. It summarises our business, strategy and performance over the reporting year, showing how we create sustainable value for all our stakeholders, including our customers, employees, suppliers, partners and the communities in which we operate. It brings together the key data required by prevailing reporting standards and by our own corporate strategy, giving stakeholders a clear and structured understanding of our broader economic, environmental and social impact.

1.1 How this report has been prepared

This is our second sustainability report and our first prepared as a standalone, voluntary disclosure. Following the European Omnibus simplification, a company of Devan's size is no longer required to report under the Corporate Sustainability Reporting Directive (CSRD) in its own right. However, as part of the larger Pulcra Chemicals Group, our data may still contribute to group-level reporting. We have chosen to continue reporting nonetheless, as we regard transparency as a value rather than an obligation. Accordingly, this report has been prepared using the European Union's Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) as its basis, while retaining the topic structure of the European Sustainability Reporting Standards (ESRS) to preserve continuity and comparability with our 2024 baseline.

As only our second report, it represents a further step in a journey of continuous improvement rather than a finished destination. Full compliance with every reporting requirement is not yet assured, and we will continue to strengthen the completeness, accuracy and comparability of our disclosures in future editions. This report was reviewed and approved by the Devan Management Board prior to publication.

1.2 Scope and reporting period

This report covers Devan Chemicals NV and its subsidiaries in Belgium, Portugal and the United Kingdom, together with a sales presence in the United States, for the year ended 31 December 2025.

CONTACT

Questions, comments and suggestions regarding this report are welcome and may be addressed to info@devan-be.com

2. Statement from the Managing Director

“Transparency creates credibility, and credibility is the foundation of meaningful progress.”

Julian Sachs, Managing Director

2025 was an important year for Devan. It was the first year in which we could compare a full set of sustainability data against a prior-year baseline and begin to understand the impact of our actions through measurable results. What gives me confidence is not only the progress we achieved, but the way in which we achieved it.

During the year, production increased by more than 11%. At the same time, we reduced our environmental footprint per tonne produced across virtually every key indicator. Water intensity fell by more than 27%, operational greenhouse gas intensity by over 9%, energy intensity by almost 6%, and waste intensity by more than 6%. These results show that growth and environmental responsibility do not have to be competing objectives. When innovation, operational excellence and sustainability work together, they reinforce one another.

I am equally proud of the progress we have made as an organisation. Sustainability is ultimately about people. In 2025, women represented 42% of our senior and middle management positions, a meaningful increase from the previous year and a reflection of our commitment to building a diverse, inclusive and high-performing organisation.

Another important milestone this year was our commitment to transparency. For the first time, we measured part of our Scope 3 emissions, extending our view beyond our own operations and into our value chain. As a result, our reported carbon footprint appears larger than before. This is not because our performance deteriorated, but because we chose to measure more. We believe transparency creates credibility, and credibility is the foundation of meaningful progress.

Our benchmarking work provides further encouragement. When measured on an intensity basis, Devan already ranks among the lowest-footprint companies in our sector across several key environmental indicators, despite competing with organisations many times our size. This demonstrates that sustainability leadership is not determined by scale, but by commitment, discipline and the willingness to continuously improve.

At the same time, we remain realistic about our journey. We are still building the robust data foundation needed to set meaningful long-term targets. Rather than making promises before we fully understand our baseline, we have chosen an evidence-based approach that prioritises accuracy, transparency and accountability.

Sustainability at Devan is not a separate programme. It is increasingly becoming part of how we innovate, how we operate, how we work together and how we create value for our customers. I would like to thank all colleagues, customers, suppliers and partners who contribute to this journey every day.

We are proud of the progress we have made, but even more motivated by the opportunities that lie ahead.

Julian Sachs

Managing Director, Devan Chemicals

3. Statement from the Chief Technological Officer (CTO)

“Our ambition is not to create a small green range, but to make safer and more sustainable chemistry the standard across our entire portfolio.”

Roberto Teixeira, CTO

At Devan, we believe our products are where we can make our greatest contribution to sustainability. The choices we make during product development affect safety, textile durability, processing efficiency and end-of-life. Sustainability is therefore considered from the start of every development, alongside performance and customer needs.

In 2025, we made important progress in moving from intention to measurable action. Thirty-seven Devan products now hold bluesign® APPROVED status, providing customers, mills and brands with independent assurance regarding safer chemistry. We also completed our first systematic analysis and quantification of substances of very high concern within our portfolio. This establishes a concrete baseline against which we can measure future reductions and supports our objective of designing out PFAS, SVHC and other substances of concern ahead of regulation wherever technically possible.

The Green Portfolio Transition Plan 2025–2030 gives us four guiding principles for new product development: avoiding SVHC, avoiding intentionally added microplastics, increasing bio-based content and achieving a lower carbon footprint than the product being replaced. Our objective is to incorporate as many of these principles as technically possible into each new development, while ensuring that new products represent an overall sustainability improvement compared with the solutions they replace. This direction is supported by five R&D priorities: eliminating PFAS; advancing bio-based and biodegradable chemistry; developing non-biocidal freshness technologies; applying Safe and Sustainable by Design principles; and improving life-cycle performance and durability.

Progress also depends on collaboration. We participate in collaborative projects with textile institutes across Europe, industry partners and academia. These relationships provide access to complementary knowledge and capabilities, helping us translate scientific developments into robust and commercially viable industrial solutions.

Credibility is equally important. Our life-cycle assessment programme will begin in 2026, with the first assessments planned by year-end. A robust methodology and reliable supplier data will ensure that our product-level environmental claims are well founded. This work will provide the basis for future Environmental Product Declarations and the Digital Product Passport.

Our long-term objective is clear: sustainability should not define only part of our portfolio. It should progressively become the standard by which every Devan product is designed, developed and measured.

Roberto Teixeira

Chief Technological Officer, Devan Chemicals

4. 2025 in numbers

PLANET • OPERATIONAL INTENSITY

 0.074 tCO ₂ e/t GHG intensity (Scope 1+2) ▼ -9.3% vs 2024 baseline	 530.0 kWh/t Energy intensity ▼ -6.1% vs 2024 baseline	 0.450 m ³ /t Water intensity ▼ -27.2% vs 2024 baseline
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PRODUCT • CIRCULAR & SAFER CHEMISTRY

 81.1% Waste recycled / reused ▲ +1.0 pp vs 2024 baseline	 2,210 kg Microplastics generated ▼ -23.2% vs 2024 baseline	 14.28 kg/t SVHC placed on the market New KPI
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PEOPLE • OUR TEAM

 42% Women in senior + middle management ▲ +8.8 pp vs 2024 baseline	 0 Work-related injuries = vs 2024 baseline	 17% Employees taking family leave ▲ +7 pp vs 2024 baseline
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GOVERNANCE • INTEGRITY

 0 Corruption & discrimination incidents = vs 2024 baseline	 100% Trained on Code of Conduct = vs 2024 baseline	 100% Invoices paid on agreed terms = vs 2024 baseline
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BUILDING OUR BASELINE

Three indicators are measured for the first time in 2025 and establish their own baseline: raw-material consumption, SVHC placed on the market, and the first categories of our Scope 3 emissions. Several more are planned for future cycles. For more information, please see the forward-looking roadmap in chapter 13.

Devan Chemicals is a Belgium-headquartered developer of high-performance textile finishes, serving customers in 40 countries as part of the Pulcra Chemicals Group. Guided by our values of innovation, sustainability and excellence, we create value by transforming finite resources and deep technical expertise into finishes that make textiles perform better, last longer and weigh less heavily on the planet.

Devan Chemicals develops innovative, high-performance solutions for the global textile industry. Our advanced chemical finishes enhance the functionality, durability and sustainability of textiles, enabling our customers to create products that meet rising expectations for comfort, safety, well-being and environmental responsibility. We compete not on scale, but on the quality of our science, the integrity of our conduct and our commitment to sustainable progress.

Our expertise is organised around four business units, each addressing a distinct set of market needs. **Thermoregulation** manages heat to improve wearer comfort; **Wellness** brings together wellness and allergen-control technologies that support hygiene and well-being; **Performance** spans freshness, repellency, insect protection and quick-dry functionality; and **Protection** delivers durable, compliant flame-retardant solutions. Together they allow us to serve a wide range of textile applications.

From our headquarters and sole production site in Belgium, supported by teams in Portugal (sales and research and development), the United Kingdom (sales) and the United States (sales), Devan serves customers in 40 countries. As part of the Pulcra Chemicals Group, we draw on a global network of sites across Europe, the Americas and Asia, extending our commercial reach and technical resources well beyond our own footprint.

A world map showing the distribution of the 100 countries included in the study. The countries are highlighted in dark blue. The map includes labels for Montserrat, Mauritius, and Hong Kong.

5.2 Our purpose and values

"Innovation with Purpose. Sustainability at Heart."

Our purpose expresses a simple conviction: that high performance and environmental responsibility are not competing objectives but complementary ones. Every finish we develop is intended to serve both the people who use it and the planet on which we all depend. Three values give this purpose practical meaning and guide the decisions we make every day.

Innovation. We advance textile chemistry through curiosity, research and collaboration, translating scientific insight into solutions that anticipate the evolving needs of our customers and their markets.

Sustainability. We hold environmental responsibility at the centre of our work, prioritising lower-impact chemistries and designing products that reduce their footprint across the value chain.

Excellence. We uphold the highest standards of quality and integrity, building lasting partnerships founded on trust, reliability and technical rigour.

5.3 Our value chain

Devan occupies a specific and influential position within the textile value chain. We do not manufacture textiles ourselves; instead, our finishes are applied to fabrics by our customers, delivering functionality that reaches consumers in the finished product. This position gives our chemistry a reach far greater than our own operational footprint would suggest, because the choices we make in the laboratory influence the performance, longevity and environmental impact of textiles across the wider industry.

We work in close collaboration with partners at every stage, from the sourcing of raw materials through application and use to a product's end of life. By developing finishes that extend the useful life of textiles, enable more efficient processing and reduce reliance on substances of concern, we help our customers meet their own sustainability commitments and contribute to a more responsible and circular textile industry.

5.4 Our value-creation model

The model below presents Devan as a system rather than a list of activities, showing how the resources we draw upon are transformed into tangible outcomes for our stakeholders.

Inputs (our capitals)	What we do	Outputs	Outcomes & impact
Financial: Reinvested profit	R&D in textile chemistry	Functional textile finishes	Customers meet sustainability goals
Human: 34 skilled employees	Formulation & application	Bio-based & low-impact products	Longer-lasting, safer textiles
Natural: Raw materials, water, energy	Responsible manufacturing	LCA data & green portfolio	Reduced footprint across the value chain
Intellectual: 45+ years know-how	Partnership & collaboration	Knowledge & standards	A more sustainable textile industry

5.5 Commitments and collaborations

5.5.1 The United Nations Global Compact

Although Devan is not a signatory to the United Nations Global Compact, we incorporate its ten principles, spanning human rights, labour, the environment and anti-corruption, into our own guiding principles. We are committed to embedding these principles into our strategy, culture and daily operations, and to promoting them within our sphere of influence. In practice, this means respecting internationally recognised rights, upholding fair and safe working conditions, taking a precautionary approach to environmental challenges and maintaining a firm stance against corruption in all its forms.

5.5.2 Networks and Affiliations

We recognise that meaningful progress in sustainability is achieved through collaboration rather than in isolation. Devan participates actively in a range of industry, sustainability and professional organisations, which allow us to share best practice, contribute to common standards and remain at the forefront of developments in our sector.

OUR MEMBERSHIPS

Devan is a bluesign® system partner and a member of ZDHC, Sedex, Catalisti, Centexbel, CITEVE, Fedustria, EBIA, ISPA, the International Antimicrobial Council, Clubtex and VOKA.

6. Our sustainability strategy

IN BRIEF

In 2024, we formalised our sustainability approach around the environmental, social and governance dimensions. In 2025, we have given that approach a clearer, more memorable shape (Planet Positive, Product Positive and People & Partnerships Positive) supported by an Activation Programme that embeds sustainability in everyday decisions. Specific 2030 and 2050 targets will follow once our three-year evidence base is complete.

6.1 Our strategic approach

Devan's commitment to sustainability is long-standing, and our strategy has matured steadily over time. In 2024, we formalised our approach around the environmental, social and governance dimensions, defining focus areas that spanned safer and higher-performing products, the protection of natural resources, the well-being of our people and transparent communication. In 2025 we have built directly on that foundation, giving our strategy a clearer and more memorable structure without altering its substance.

We now organise our work around three Pillars. Planet Positive addresses the footprint of our own operations. Product Positive concerns the chemistry we create and the impact it enables for our customers. People & Partnerships Positive covers our responsibilities to our workforce and the collaborative relationships that run throughout our value chain. Each Pillar carries a long-term ambition and is aligned with the Sustainable Development Goals to which it contributes most directly.

Consistent with our commitment to credible, evidence-based reporting, we have chosen not to set reduction targets prematurely. We are first building a robust three-year evidence base covering 2024 to 2026, after which specific 2030 and 2050 targets will be defined. This approach is explained in full in chapter 13.1.

Pillar	Our long-term ambition	Contributing SDGs
Planet Positive	Reduce the footprint of our operations (energy, emissions, water and waste)	6, 7, 12, 13
Product Positive	Make our portfolio among the greenest in textile finishing and quantify the impact it enables	9, 12
People & Partnerships Positive	A safe, fair, inclusive workplace and a collaborative value chain	3, 5, 8, 16, 17

6.2 Our commitment to the Sustainable Development Goals

Our engagement with the United Nations Sustainable Development Goals is guided by our SDG Policy, which directs our efforts towards the Goals where a textile-chemicals company can make the most meaningful contribution. Rather than attempting to address all seventeen Goals, we concentrate on those most closely connected to our material topics, our capacity to influence outcomes, and the availability of data to demonstrate genuine progress.

In 2025, we have taken this commitment a step further, moving beyond a statement of alignment to a measure of contribution. Our SDG Contribution Index translates performance on the underlying indicators into a

consistent, indicative score for each priority Goal, allowing us to show clearly where we stand and where we must focus. The Index and its methodology are presented in full in chapter 8.

6.3 Embedding sustainability: our Activation Programme

"A strategy only creates value when it is lived in everyday decisions."

A strategy is only as strong as the culture that carries it. To ensure that sustainability informs day-to-day decisions rather than remaining a statement of intent, Devan has launched an Activation Programme designed to raise awareness and deepen engagement across the organisation and, increasingly, with our external stakeholders. The programme is coordinated through our EMBRACE sustainability community and is structured around four connected workstreams.

Workstream	Focus and key activities
Awareness	The EMBRACE Impact sustainability kick-off, company-wide sustainability training, and monthly internal and external campaigns to build a shared understanding of our ambitions.
Engagement	Department-level workshops and interactive "Ask Me Anything" sessions that invite questions, ideas and dialogue from across the business.
Activation	A Sustainability Transition Plan that mobilises internal innovation, efficiency challenges, and life-cycle and social life-cycle assessment (LCA and S-LCA) to turn ambition into action.
Integration	Embedding sustainability value propositions into corporate and business-unit strategy, holding quarterly performance reviews aligned with business KPIs, and developing an integrated financial and non-financial reporting framework.

6.3.1 Measuring the programme

The Activation Programme is monitored through a defined set of indicators, ensuring that engagement translates into measurable outcomes. These include the training completion rate, employee engagement levels, the number of sustainability initiatives launched, the degree of integration into business processes, and the programme's contribution to sales and customer engagement. From 2027, we intend to track sustainability-driven commercial opportunities, and we will continue to measure our standing through external benchmarking.

7. Materiality & stakeholder engagement

IN BRIEF

Understanding what matters most to Devan and to those we affect is the foundation of a credible report. In 2024, we conducted a double materiality assessment that mapped 55 impacts, risks and opportunities across our value chain. In 2025, we have retained and refreshed that assessment and broadened our stakeholder engagement to include consumers, public authorities, investors and the natural environment. The resulting material topics map directly onto our three Pillars.

7.1 How we determine what matters

In 2024, Devan carried out its first double materiality assessment, examining sustainability topics from two complementary perspectives: their significance to people and the environment (impact materiality) and their significance to Devan's own performance and prospects (financial materiality). The assessment drew on both internal and external inputs and mapped a total of 55 impacts, risks and opportunities across our value chain. Of these, 28 were classified as impacts, comprising 16 negative and 12 positive; the remainder were risks and opportunities.

Positive and negative impacts were assessed independently, with no offsetting permitted between them, and each was characterised according to its nature and time horizon. Following a calibration and validation review to confirm the consistency and completeness of the results, the final assessment was presented to and formally approved by the Devan Management Board.

The VSME, on which this report is based, does not require a double materiality assessment. We have chosen to retain and refresh ours because a clear understanding of our material topics is essential to a credible report and to the confidence of our stakeholders. In doing so, our disclosure exceeds the requirements of the standard we apply.

NOTE

A double-materiality matrix, plotting each of the 18 sub-topics, into which our seven material topics resolve, by impact and financial significance, is presented in this chapter to summarise the outcome of the assessment at a glance.

7.2 Our material topics

The assessment confirmed seven material topics, which resolve into 18 sub-topics. Each topic maps directly onto one of our three Pillars, ensuring that the issues our stakeholders consider most important are also those our strategy is built to address.

Material topic	Pillar	Why it matters to Devan
Climate change & energy	Planet	Energy-intensive manufacturing; transition risk
Water & effluents	Planet	Water-intensive processes
Pollution & safe chemistry	Planet	Regulatory exposure; customer expectations
Resource use & circularity	Planet	Reliance on raw materials; waste costs

Material topic	Pillar	Why it matters to Devan
Sustainable product innovation	Product	Our biggest lever for positive impact
Own workforce	People	Safety, fairness and talent retention
Business conduct	Governance	Trust, compliance and integrity

7.3 Engaging with our stakeholders

"The issues that matter most are rarely visible from a single vantage point."

Devan's understanding of its material topics is shaped by continuous dialogue with the groups most affected by, and most able to influence, our business. In 2024, our engagement focused principally on those closest to our operations: our customers and the brands and retailers they serve, our employees, our suppliers and business partners, and the industry associations and research institutions with which we collaborate.

In 2025, we have deliberately widened that circle. We now also consider the perspectives of consumers and end-users, who ultimately experience our chemistry through the products they buy; public authorities and policymakers, whose expectations shape the regulatory landscape in which we operate; and our shareholders and investors, for whom sustainability performance is an increasingly important measure of long-term value. We have also elected to acknowledge the natural environment as a stakeholder in its own right, a silent participant whose interests are represented through our material topics, our life-cycle assessments, and our monitoring of the sensitive ecosystems in proximity to our operations.

The table below summarises our principal stakeholder groups, their main interests and the ways in which we engage with them.

Stakeholder group	Principal interests	How we engage	Scope
Customers, brands and retailers	Safe and compliant chemistry, traceability, lower-impact and higher-performing products, security of supply	Technical dialogue, joint development projects, customer audits, satisfaction surveys, trade shows	Since 2024
Employees	Health and safety, fair remuneration, development, inclusion and purpose	Organisational surveys, structured feedback, team meetings, the EMBRACE community, and training	Since 2024
Suppliers and business partners	Responsible sourcing, fair and timely payment, long-term collaboration	Supplier qualification, Sedex/SMETA audits, ongoing commercial dialogue	Since 2024
Industry associations and networks	Common standards, sector advocacy, and exchange of best practices	Active membership and participation in working groups	Since 2024
Academic and research institutions	Innovation, scientific advancement, and access to talent	Collaborative research projects, partnerships, knowledge exchange	Since 2024

Stakeholder group	Principal interests	How we engage	Scope
Consumers and end-users	Product safety, health and well-being, environmental responsibility, transparency	Perspective considered indirectly via customers, brand communication, market insight and forthcoming campaigns (no direct engagement yet).	Expanded in 2025
Public authorities and policymakers	Regulatory compliance, chemical safety, emissions, and responsible manufacturing	Compliance and permitting processes, engagement on regulatory developments	Expanded in 2025
Shareholders and investors	Long-term value creation, ESG performance, sound risk management, transparency	Financial and non-financial reporting, governance updates, direct dialogue	New in 2025
The natural environment	Clean water, a stable climate, healthy ecosystems, and responsible use of resources	Represented through our material topics, LCA and S-LCA, and monitoring near protected areas	New in 2025

7.4 Material impacts, risks and opportunities

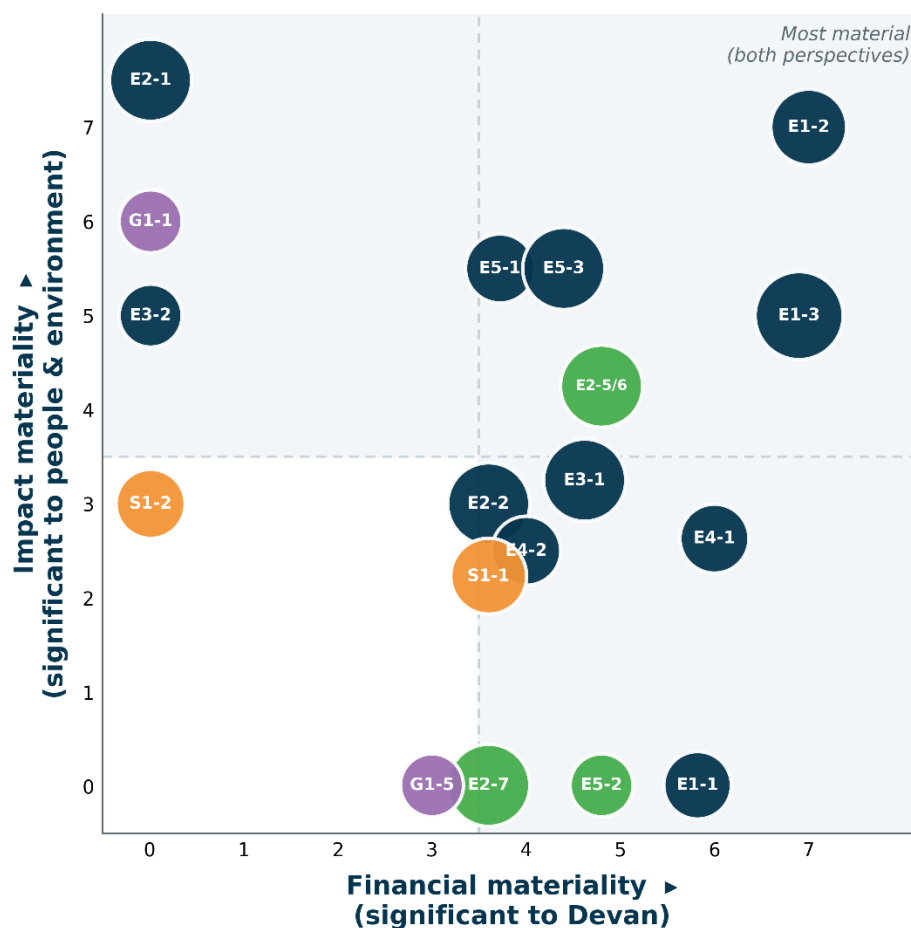
The double materiality assessment did more than identify topics; it revealed how sustainability issues interact with our strategy and our business model, giving rise to concrete risks to manage and opportunities to pursue. These impacts, risks and opportunities are the reason our strategy takes the shape it does.

On the environmental side, the assessment highlighted that our manufacturing is both energy- and water-intensive, exposing us to physical risks such as supply chain disruption from extreme weather and to transition risks such as carbon pricing and tightening chemical regulation. Our reliance on finite raw materials exposes us to price volatility and supply constraints, while operations near protected natural areas require careful stewardship of local ecosystems. Each of these findings is addressed directly within our **Planet Positive** Pillar.

At the same time, the assessment confirmed that these challenges are also our greatest opportunities. Developing lower-impact, bio-based and longer-lasting chemistries, improving resource and water efficiency, and advancing circular approaches all reduce risk while strengthening our competitive position and our reputation as a responsible supplier. This is the logic that underpins our **Product Positive** Pillar and our Green Portfolio Transition Plan.

On the social and governance side, the assessment recognised that the well-being, fair treatment, and safety of our workforce are fundamental to both our responsibilities and our long-term performance, and that strong governance and ethical conduct are the foundation of stakeholder trust. These findings shape our **People & Partnerships Positive** Pillar and our approach to responsible business conduct.

Devan's material impacts, risks and opportunities are reviewed by the Devan Management Board and are integrated into our strategic and operational planning. As our data matures and our stakeholder engagement broadens, we will continue to refine this assessment, ensuring that our strategy remains aligned with the issues that matter most.



HOW TO READ THIS MATRIX

Impact materiality the significance of Devan's impacts on people and the environment (vertical axis).
Financial materiality the significance of the topic to Devan's financial performance (horizontal axis).
Stakeholder relevance the share of stakeholders that consider the topic relevant (shown by bubble size).

PILLARS Planet Product People Governance

BUBBLE SIZE lower higher

MATERIAL TOPICS (ESRS references)

PLANET

E1-1 Climate change adaptation
E1-2 Climate change mitigation
E1-3 Energy
E2-1 Pollution of air
E2-2 Pollution of water
E3-1 Water
E3-2 Marine resources
E4-1 Direct drivers of biodiversity loss
E4-2 Condition of ecosystems
E5-1 Resource inflows & use
E5-3 Waste

PRODUCT

E2-5/6 Substances of (very high) concern
E2-7 Microplastics
E5-2 Resource outflows (products)

PEOPLE

S1-1 Working conditions
S1-2 Equal treatment & opportunity

GOVERNANCE

G1-1 Corporate culture
G1-5 Supplier relationships & payment

8. Our contribution to the SDGs

IN BRIEF

Devan focuses on nine Sustainable Development Goals where a textile-chemicals company can make a tangible, measurable impact. In 2025, we moved beyond mere alignment statements and began measuring our progress through the Devan SDG Contribution Index. This index provides a trend-based score for each priority Goal, which we will enhance once our targets are established.

8.1 Why we focus on these SDGs

The seventeen Sustainable Development Goals are universal, but no single company can advance all of them. Our SDG Policy therefore concentrates on the Goals where a textile-chemicals company can make a real, measurable difference. We selected our priority Goals using three filters: their relevance to our material topics (the issues our double materiality assessment confirmed matter most); the strength of our ability to influence outcomes through our products, operations, and value chain; and the availability of measurable indicators to evidence progress honestly.

Our selection is also informed by the wider industry. Through the World Business Council for Sustainable Development, leading chemical companies and industry associations have identified ten priority Goals for the sector, clustered around the themes of food, water, people and health, energy, and cities and infrastructure. Devan's priorities align closely with this sector consensus, particularly on water, energy, people and health, innovation, responsible production and climate, while adding gender equality and strong institutions to reflect our own material topics and our commitment to human rights.

Applying our three filters, we identified nine Goals as our priorities. **SDG 6** (clean water) and **SDG 7** (clean energy) follow directly from our most material environmental topics, water-intensive processes and energy-intensive manufacturing. **SDG 12** (responsible production) and **SDG 13** (climate action) reflect our circular-economy and decarbonisation work. **SDG 9** (industry and innovation) is where our green-chemistry portfolio creates the most positive impact. **SDGs 3, 5 and 8** (health and well-being, gender equality, and decent work) capture our responsibilities to our people, and **SDG 16** (peace, justice and strong institutions) underpins the ethics and governance on which everything else rests. Beyond these nine, our work also contributes to further Goals, SDG 10 (reduced inequalities), SDG 14 (life below water), SDG 15 (life on land) and SDG 17 (partnerships), which we reference in the relevant chapters but do not score separately, as our indicators for them continue to develop.

8.2 Our SDG commitments

Our SDG Policy sets out six commitments that translate our ambition into a consistent way of working:

- **Integrating the SDGs into our strategy:** embedding the Goals into our business strategy and operations, with a focus on sustainable innovation, responsible production and circular business models.
- **Promoting responsible production and consumption:** reducing the environmental impact of our products and operations through responsible sourcing, waste reduction and resource efficiency.
- **Enhancing social responsibility:** fostering equality, diversity and inclusion, respecting human rights and ensuring safe, fair working conditions across our workforce and value chain.

- **Collaboration and partnerships:** working with industry partners, institutions and communities to share knowledge and address shared challenges.
- **Measuring and reporting progress:** tracking indicators aligned with the SDGs and communicating our results transparently.
- **Promoting ethical business practices:** upholding accountability, transparency and integrity, and operating free from corruption.

8.3 The Devan SDG Contribution Index

Rather than claim alignment in words alone, we translate our SDG commitment into a measure: the Devan SDG Contribution Index. For each priority Goal, we calculate a score from 0 to 100 that reflects our 2025 performance on the measured indicators that evidence it.

A NOTE ON METHOD: SCORING WITHOUT TARGETS

Because Devan has not yet set reduction targets (these will follow the completion of our three-year evidence base (see chapter 13.1)), we cannot yet score our indicators against a defined performance level. To bridge this gap for the 2025 index, each indicator is scored on the evidence available today, without reference to a target: primarily on the direction and size of its change against the 2024 baseline (a clear improvement scores higher, a deterioration lower); and, for indicators that are absolute by nature (those where zero is unambiguously the best outcome, such as work-related injuries, incidents of discrimination or confirmed corruption) on the observed level itself. Indicators measured for the first time in 2025 have no prior-year comparison and are recorded as baselines and scored provisionally until a trend emerges. The result is an indicative, directional index for 2025; once targets are in place, we will incorporate performance against target, giving the index a firmer footing.

8.3.1 How the index is calculated

1. **Map indicators to each Goal.** Using our SDG Policy, each priority Goal is linked to one or more of our measured indicators (for example, SDG 6 to water intensity and water discharges; SDG 7 to renewable-energy share and energy intensity).
2. **Score each KPI from 0 to 100** on the basis set out above (change against the 2024 baseline), the observed level for absolute-by-nature indicators, or a provisional baseline for indicators new in 2025.
3. **Average to an SDG score.** The indicator scores for a Goal are averaged to give its 0–100 index value.
4. **Plot and track.** The nine scores are plotted on the radar below and will be recalculated each year, making the index a living measure rather than a one-off statement.

Devan SDG Contribution Index 2025 (0–100 by priority SDG)



Indicative, trend-based scores; see method note. 0 = no contribution, 100 = strongest contribution.

The index highlights strong performance in areas such as strong institutions (SDG 16, 95), water stewardship (SDG 6, 90), and health and well-being (SDG 3, 85). It also points out key opportunities for improvement in clean energy (SDG 7, 60) and responsible production (SDG 12, 72), which is consistent with our renewable-energy share remaining steady while our water performance has significantly improved.

8.3.2 How each priority SDG is scored

Sustainable Development Goal	Devan Material Topic	Evidencing indicator(s)	Score
SDG 3 — Good Health and Well-being	Workplace health and safety, and safe products	Work-related injuries (0); employees taking family leave (17%, up from 10%)	85
SDG 5 — Gender Equality	Diversity & equality	Women in senior and middle management (42%); incidents of discrimination (0)	75
SDG 6 — Clean Water and Sanitation	Climate resilience	Water intensity (–27%); water discharge intensity (–32%)	90
SDG 7 — Affordable and Clean Energy	Climate resilience	Renewable-energy share (24.2%, broadly steady); energy intensity (–6%)	60
SDG 8 — Decent Work and Economic Growth	Developing people	Collective-bargaining coverage (100% in Belgium and Portugal); structured training across all roles; 100% performance reviews	82
SDG 9 — Industry, Innovation and Infrastructure	Product innovation	Microplastics generated (–23%); SVHC placed on market (new baseline)	78

Sustainable Development Goal	Devan Material Topic	Evidencing indicator(s)	Score
SDG 12 — Responsible Consumption and Production	Circular economy	Waste recycled (81%); packaging intensity (~8%); raw-material intensity (new baseline)	72
SDG 13 — Climate Action	Climate resilience	GHG intensity, Scope 1+2 (-9%)	70
SDG 16 — Peace, Justice and Strong Institutions	Ethical business	Confirmed incidents of corruption (0); substantiated whistleblowing reports (0); fines (0)	95

NOTE

The SDG Contribution Index is a Devan-developed metric. The scores are an internal, indicative assessment calibrated by the sustainability team; they are not an external rating and are not comparable between companies. From 2027, once targets are set, we will publish the scoring bands that translate indicator performance into the 0–100 scale.

MOVEMENT II

Our impact — the three Pillars

Planet Positive, Product Positive, People & Partnerships Positive



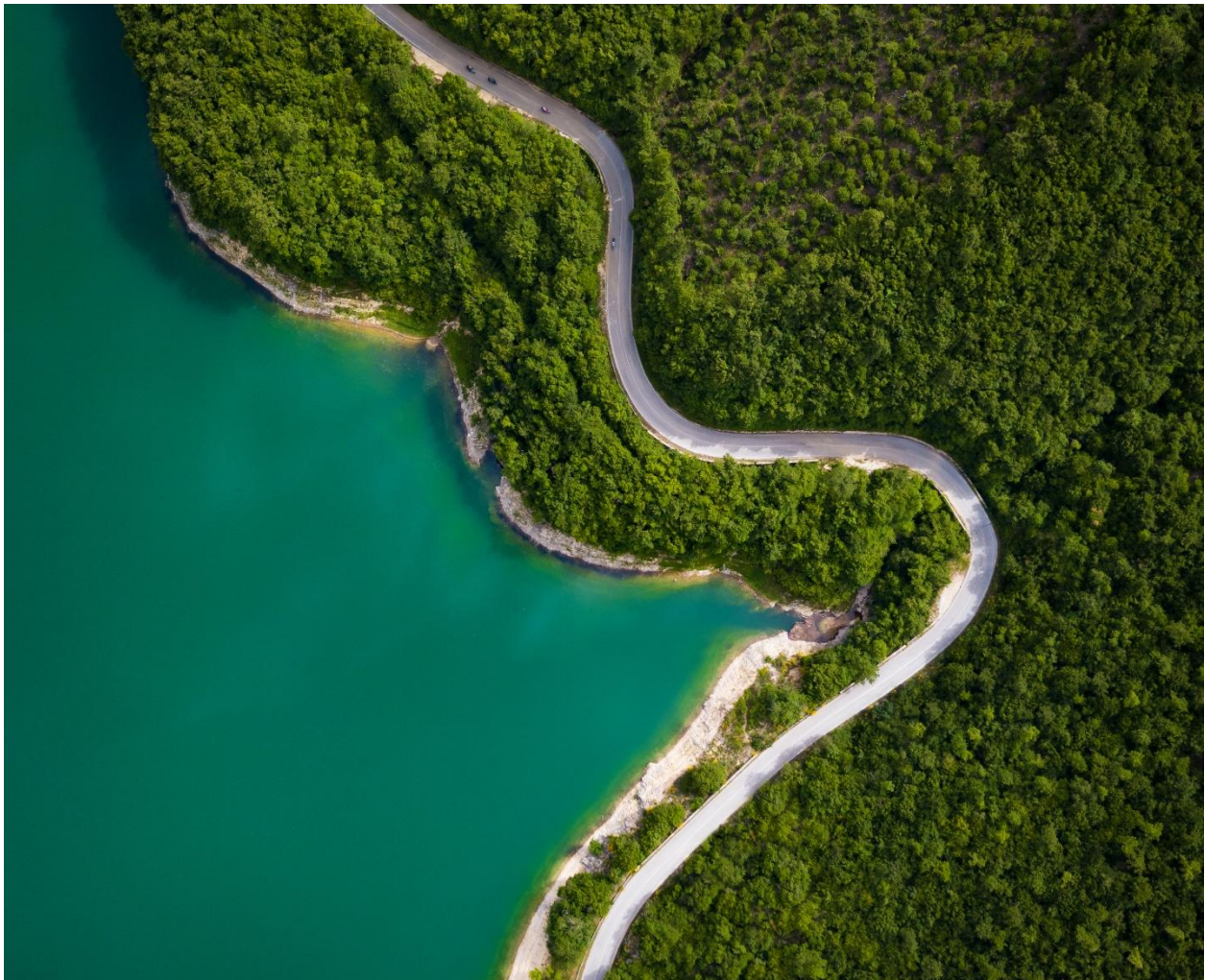
PILLAR 1

Planet Positive

Reducing the footprint of our operations

IN BRIEF

Planet Positive focuses on minimising our environmental impact by reducing the energy we consume, the emissions we release, the water we use, and the waste we produce. In 2025, despite a production increase of over 11%, we achieved a 27% reduction in water intensity, energy intensity fell about 6%, Scope 1+2 carbon intensity fell nearly 10%, and waste intensity fell 6%. This demonstrates that doing more with less is a clear sign of the success of our efficiency initiatives. Additionally, for the first time, we examined a portion of our Scope 3 emissions, broadening our understanding and guiding our future efforts.



9. Planet Positive

9.1 Climate change & energy

ESRS E1 • VSME B3, C3 • SDG 7, 13

IN BRIEF

As a manufacturer, energy consumption is central to Devan's environmental performance. In 2025, we increased production while reducing energy use per tonne: energy intensity decreased by 6.1%, and our operational carbon intensity (Scope 1 and 2) declined by nearly 10%, despite a production increase of over 11%. Our renewable energy proportion remained steady at approximately 24%, and, for the first time, we quantified some of our value chain (Scope 3) emissions across four categories, including transportation of goods and employee travel.

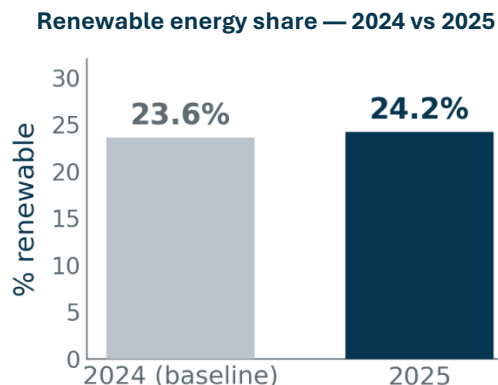
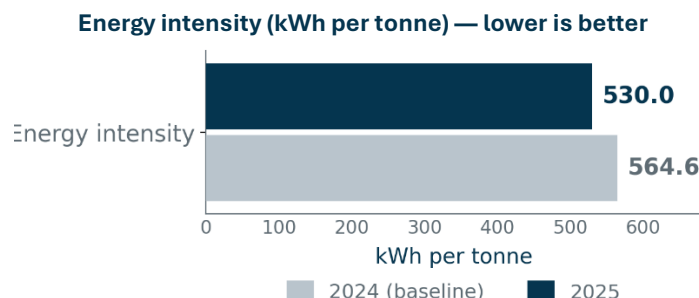
Efficient and sustainable energy management, together with climate-change mitigation, is a strategic priority for Devan. As a manufacturing company operating in a sector with an inherently high climate impact, the energy we consume and the mix from which it is drawn are the single largest determinants of our environmental footprint. Understanding it in detail is the first step towards reducing it. This section sets out how much energy we used in 2025, where it came from, and the greenhouse gas emissions that resulted, always measured against our 2024 baseline.

9.1.1 Energy consumption & mix

The main message for 2025 is achieving more with less. Our production increased over the year by over 11%, from about 1,510 to 1,682 tonnes. In this context, our total energy use also increased (fossil energy by 7.2% to 587,421 kWh and renewable energy by 7.1% to 215,507 kWh), but at a slower rate than production. This led to a decline in energy intensity, or the energy needed to produce each tonne, which dropped by 6.1%, from 564.6 to 530.0 kWh per tonne. We are generating more output while improving efficiency.

Our energy mix tells a more cautious story. The renewable energy share edged up from 23.6% to 24.2%. Natural gas continues to be our main energy source and the largest contributor to our operational emissions. Positive signs emerged as on-site solar generation rose by 6.1%, reaching 12,002 kWh, and the overall share increased slightly. We clearly recognise that boosting our renewable energy share is a key improvement area, and this is why our SDG 7 (affordable and clean energy) scores are below our other environmental goals.

One noticeable change is in our vehicle fleet. Over the year, we reduced fossil fuel consumption for cars by 28%, from 7,846 to 5,663 litres, while the electricity consumption for our electric company cars increased by 18%. The trend is clear: we are gradually electrifying our fleet and shifting some of our energy needs away from fossil fuels.

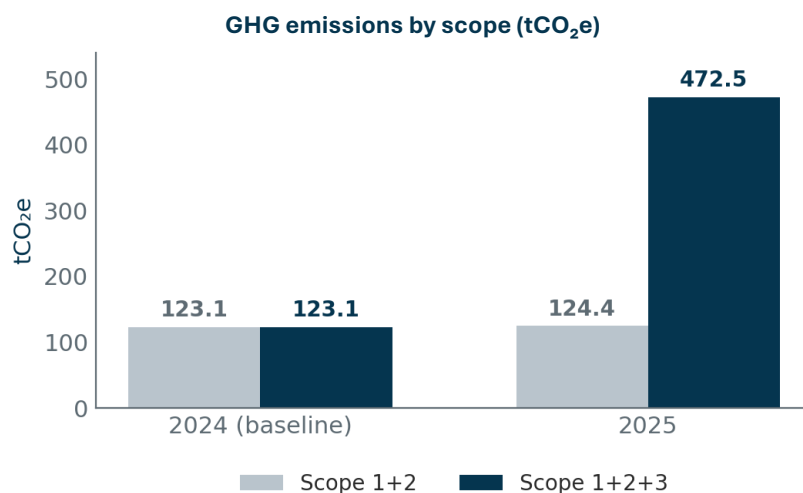


9.1.2 Greenhouse gas emissions

Our greenhouse gas emissions are directly linked to the energy profile described above. Reflecting our dedication to transparency, we report our Scope 1 (direct) and Scope 2 (indirect, from purchased energy) emissions, calculated in accordance with the GHG Protocol.

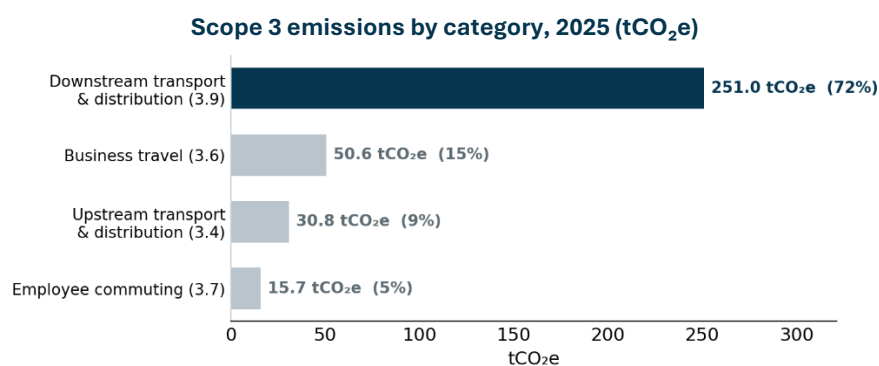
Scope 1 emissions totalled 121.5 metric tonnes of CO₂ equivalent, with the majority (107.2 metric tonnes) originating from natural gas. As gas consumption increased in proportion to production, these emissions increased by 7.2%. Conversely, emissions from company vehicles decreased by nearly 28%, primarily attributable to the fleet electrification initiatives previously outlined. Scope 2 emissions, amounting to only 2.9 metric tonnes of CO₂ equivalent, are notably minimal and declined by 12% over the year. This reduction underscores a structural strength within our operations, namely that the vast majority of electricity procured is already derived from renewable sources.

In summary, our combined Scope 1 and 2 emissions amounted to 124.4 tonnes of CO₂ equivalent, representing a marginal 1% increase compared to 2024, despite an 11% rise in output. When assessed on a like-for-like basis, this figure most accurately reflects our operational efficiency, which has notably improved: our Scope 1 and 2 carbon intensity decreased by nearly 10%, from 0.082 to 0.074 tonnes of CO₂ equivalent per tonne. Similar to energy consumption, we achieved growth whilst simultaneously reducing our footprint per unit of production.

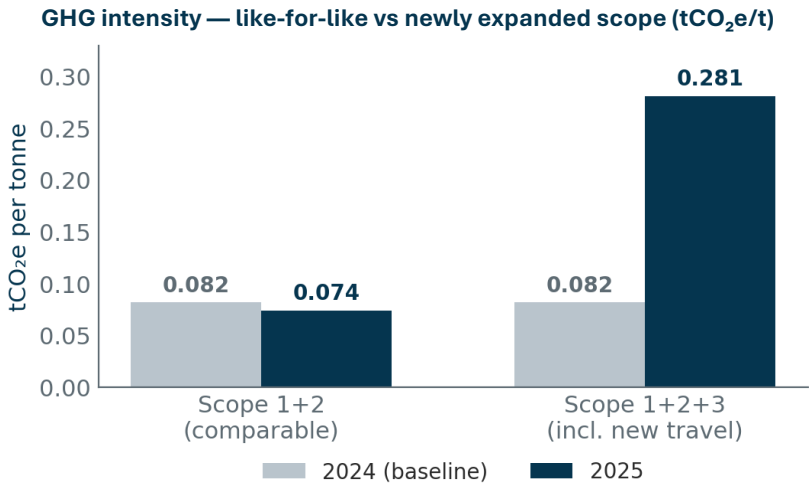


READING OUR CARBON NUMBERS CORRECTLY

In 2025, we conducted our initial measurement of a portion of our Scope 3 (value-chain) emissions, concentrating on the movement of goods and personnel. This encompassed upstream and downstream transportation and distribution of materials and products (categories 3.4 and 3.9, 30.8 and 251.0 tCO₂e), business travel (3.6, 50.6 tCO₂e), and employee commuting (3.7, 15.7 tCO₂e). Collectively, these contribute to a total of 348.1 tCO₂e, offering valuable insights: downstream transportation and distribution, namely, the delivery of finished products to our customers, constitute approximately 72% of the total. As these categories are newly incorporated, there are no comparable data for 2024, and their inclusion elevates our overall carbon intensity (Scope 1+2+3) to 0.281 tCO₂e per tonne. It is crucial to interpret this correctly: the increase reflects emissions being accounted for the first time, rather than an actual decline in performance. On a comparable Scope 1+2 basis, our intensity has decreased by nearly 10%. Measuring Scope 3 emissions is a prudent step, as it is impossible to manage what is not measured, and this measurement already guides us to where the most significant value-chain opportunities lie: the logistics involved in delivering our products to market.



Downstream transport and distribution (delivering finished products to customers) is by far our largest value-chain emission source, and the clearest place to look for future reductions.



Case study • Electrifying our fleet

Between 2024 and 2025, we reduced the consumption of fossil fuel in our vehicles by 28%, decreasing from 7,846 to 5,663 litres. Simultaneously, the electricity consumption for our electric company cars increased by 18%. This transition resulted in nearly a one-third reduction in our company-car Scope 1 emissions and represents a tangible, quantifiable milestone in our strategic transition away from reliance on fossil fuels. While modest in absolute figures, this aligns precisely with the strategic direction we are committed to pursuing.



CLIMATE & ENERGY — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
ENERGY				
Total fossil energy	kWh	547,896	587,421	▲ +7.2%
of which natural gas	kWh	546,551	585,672	▲ +7.2%
of which car fuel	L	7,846	5,663	▼ -27.8%
Total renewable energy	kWh	201,290	215,507	▲ +7.1%
of which own solar	kWh	11,315	12,002	▲ +6.1%
Car electricity consumption	kWh	28,749	33,889	▲ +17.9%
Renewable energy share	%	23.6%	24.2%	▲ +0.6 pp
Energy intensity	kWh/t	564.6	530.0	▼ -6.1%
GHG EMISSIONS				
Scope 1: natural gas	tCO ₂ e	100.0	107.2	▲ +7.2%
Scope 1: cars (petrol+diesel)	tCO ₂ e	19.8	14.3	▼ -27.8%
Total Scope 1	tCO ₂ e	119.8	121.5	▲ +1.4%
Total Scope 2	tCO ₂ e	3.3	2.9	▼ -12.2%
Scope 3: upstream transport & distribution (3.4)	tCO ₂ e	—	30.8	—
Scope 3: business travel (3.6)	tCO ₂ e	—	50.6	—
Scope 3: employee commuting (3.7)	tCO ₂ e	—	15.7	—
Scope 3: downstream transport & distribution (3.9)	tCO ₂ e	—	251.0	—
Total Scope 3 (four categories)	tCO ₂ e	—	348.1	—
GHG intensity (Scope 1+2)	tCO ₂ e/t	0.082	0.074	▼ -9.3%
GHG intensity (Scope 1+2+3)	tCO ₂ e/t	0.082	0.281	—

LOOKING AHEAD

Our Scope 3 journey is phased. FY2025 covers categories 3.4, 3.6, 3.7 and 3.9 (reported in 2026); FY2026 adds categories 3.1 and 3.5; and FY2027 adds 3.10, 3.11 and 3.12. A full climate strategy is planned for 2027, at which point we will also be positioned to define reduction targets. The complete roadmap is set out in chapter 13.

9.2 Water & marine resources

ESRS E3 • VSME B6 • SDG 6, 12

IN BRIEF

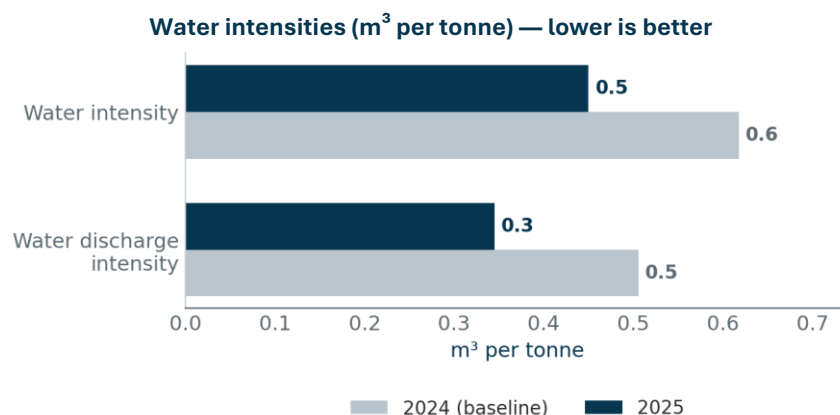
Water is one of our most material environmental topics, and in 2025 it was the standout story of the year. Even as production grew by 11%, we used 19% less water in absolute terms and cut our water intensity by 27%, the single largest environmental improvement we recorded. Water discharges fell by almost a quarter.

Water constitutes a fundamental resource for our enterprise. It is integral to our primary processes, including finishing, washing, and chemical synthesis, and many of our operations are conducted in regions where water is both limited and scarce. Consequently, for Devan, responsible water management represents not only an environmental obligation but also a critical component of operational resilience: the availability and quality of water are directly correlated with our production capabilities. As such, water is among the most closely monitored issues, and advancements in this area are of paramount importance.

In the year 2025, the data indicated a decisive shift in a positive direction, notably in an atypical manner. Most efficiency improvements are typically observed on a per-tonne basis, owing to the tendency for absolute consumption to increase with higher output. Water consumption, however, was an exception to this pattern. We successfully reduced our total water usage in absolute terms, decreasing from 933 to 756.5 cubic meters, representing a 19% reduction, even as our production increased by more than 11%. In essence, we significantly increased our output while substantially decreasing overall water consumption. This constitutes a rare instance where efficiency gains are evident both in total and per unit of output.

On a per-tonne basis, the improvement is even more remarkable. Our water intensity decreased by 27%, from 0.618 to 0.450 cubic meters per tonne, representing the most significant single reduction in any of our environmental indicators this year. This underscores water's central role in our contribution to Sustainable Development Goal (SDG) 6. The situation regarding effluent management is equally promising: water discharges declined by nearly 25% in absolute terms (–24%), and our discharge intensity diminished by almost one-third (–32%), from 0.506 to 0.345 cubic meters per tonne. Concurrently, the volume of water reused increased slightly, reaching 75.1 cubic meters, while our on-site water storage capacity remained steady at 1,440 cubic meters.

Collectively, these findings illustrate a consistent emphasis on conserving water, reusing it within operational processes where feasible, leveraging alternative sources such as rainwater, and enhancing the efficiency of water-utilising steps in production. Water conservation represented the most tangible outcome of our efforts in 2025.



A NOTE ON EFFLUENT TREATMENT

The wastewater we send for treatment (110,240 kg in 2025, an 11% reduction on 2024) is collected and processed by an external specialist company, where it undergoes physical and biological treatment. Because this treatment is carried out beyond our operations, we do not have visibility of its final outputs: specifically, how much filter cake (the solid residue separated during treatment) is removed and sent for incineration, and how much water is ultimately recovered through the biological process. We therefore report the quantity of effluent we hand over for treatment, and are transparent that its downstream fate lies outside our measurement boundary.

WATER — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Total water consumption	m ³	933	756.5	▼ -18.9%
Water recycled/reused	m ³	73.6	75.1	▲ +2.0%
Water discharges	m ³	764.4	579.5	▼ -24.2%
Water sent for treatment	kg	123,700	110,240	▼ -10.9%
Water storage capacity	m ³	1,440	1,440	=
Water intensity	m ³ /t	0.618	0.450	▼ -27.2%
Water discharge intensity	m ³ /t	0.506	0.345	▼ -31.9%
Water-for-treatment intensity	kg/t	81.9	65.6	▼ -19.9%

LOOKING AHEAD

A dedicated water and marine resources policy is planned for 2027, alongside our other environmental policies. It will formalise the water-management practices already delivering results and set out how we intend to sustain them as our production grows.

9.3 Pollution & safe chemistry

ESRS E2 • VSME B4 • SDG 12

IN BRIEF

Pollution mitigation at Devan occurs on two levels: within our operational processes and in the design of our products. By 2025, both initiatives yielded positive results, with a 23% reduction in microplastics produced and a 16% decrease in microplastics used, partly driven by product reformulation to make them biodegradable. Additionally, we established our first baseline for substances of very high concern (SVHC) placed on the market, totalling 24,008 kg.

Preventing pollution is a responsibility we address at two distinct points. The first is in our operations, where careful wastewater management and the controlled handling of hazardous substances limit emissions to air and water. The second, and increasingly more important, is at the design stage: the greenest way to prevent pollution is to design it out of our products before they are ever made. This second approach is embodied in our Green Portfolio criteria, which set clear boundaries on what a new Devan product may contain.

The clearest evidence that this approach works came in 2025 from our microplastics data. The microplastics generated by our production processes fell by 23%, from 2,879 to 2,210 kg, and the microplastics used as inputs to production fell by 16%, from 18,032 to 15,202 kg. These are meaningful reductions in a single year, and they are no accident.

A significant part of this progress is by design. As part of our strategy to meet tightening microplastics regulations, we test the biodegradability of our formulations in accordance with the OECD 301B standard. Formulations that pass this test are readily biodegradable and, as such, fall outside the regulatory definition of a microplastic (EU Synthetic Polymer Microparticle Restriction). By progressively replacing older products with biodegradable alternatives, we reduce both the microplastic content we use and the microplastics our processes generate, turning a regulatory requirement into a genuine reduction at source, rather than a reclassification exercise.

In 2025, we achieved an important milestone by quantifying the substances of very high concern (SVHC) we market, setting a baseline of 24,008 kg (14.28 kg/t). Having this concrete data is essential for driving reduction efforts and enables us to uphold our Green Portfolio commitment based on actual figures rather than intentions.

24,008_{kg} SVHC placed on the market NEW 2025 — BASELINE	2,529_{kg} SVHC used in production NEW 2025 — BASELINE	Planned Substances of concern (SoC) FUTURE CYCLE
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WHY WE MEASURE SVHC IN TWO WAYS

We measure the substances of very high concern that we place on the market (24,008 kg in 2025) alongside those we use in production (2,529 kg). Read together, these two figures reveal how SVHC moves through our business and, importantly, how much we hold in stock. In 2025, the quantity placed on the market was considerably higher than the quantity used in production. In 2025 this is consistent with drawing down existing stock rather than replenishing it; a firm conclusion on stock movement will require opening and closing inventory data, which we intend to add. As we continue to track both figures year on year, the relationship between them will show whether our on-site SVHC stock is rising or falling, and our intention is for it to keep falling.

IN SHORT

Our Green Portfolio criteria exclude SVHCs and intentionally added microplastics in new formulations, preventing pollution at the source rather than treating it later. Now that we measure the SVHC we place on the market, we can track this commitment with hard numbers year on year.

POLLUTION & SAFE CHEMISTRY — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Microplastics generated	kg	2,878.8	2,210.1	▼ -23.2%
Microplastics used in production	kg	18,031.5	15,201.9	▼ -15.7%
SVHC placed on the market	kg	—	24,007.9	—
SVHC used in production	kg	—	2,529.4	—
Substances of concern — market & production	kg	—	Planned	—

LOOKING AHEAD

A dedicated pollution policy is scheduled for implementation in 2027. The measurement of substances of concern (SoC) will be conducted in a future cycle, reflecting a strategic priority rather than a deficiency: SoC data will be crucial for the Digital Product Passport (DPP) and for ensuring compliance with forthcoming European regulations and directives that mandate such data. Most importantly, this information is vital for safeguarding the health and safety of workers handling our products and the consumers who ultimately utilise them.

9.4 Resource use, circular economy & waste

ESRS E5 / ESRS2 • VSME B7 • SDG 12

IN BRIEF

For a chemicals company, circularity is not merely a matter of recycling our own products, as our finishes are gradually washed off textiles during their life-cycle. Our contribution, therefore, operates in two dimensions: ensuring that our chemical formulations do not hinder the recyclability of textiles and transitioning our operational practices towards a regenerative model. In 2025, we quantified our raw material footprint for the first time (1,563,799 kg). Despite an 11% increase in production, we reduced our waste and packaging intensities by 6% and 8%, respectively.

For most manufacturers, the concept of the circular economy is relatively intuitive: recovering materials, recycling them, and reintegrating them into the production process. However, for a speciality chemicals company such as Devan, this notion is less straightforward. Our products are finishes (chemistries applied to textiles) that, over the lifespan of a garment, are progressively washed away during laundering. They are not recovered and recycled as physical components might be. Consequently, our contribution to circularity operates in two complementary directions.

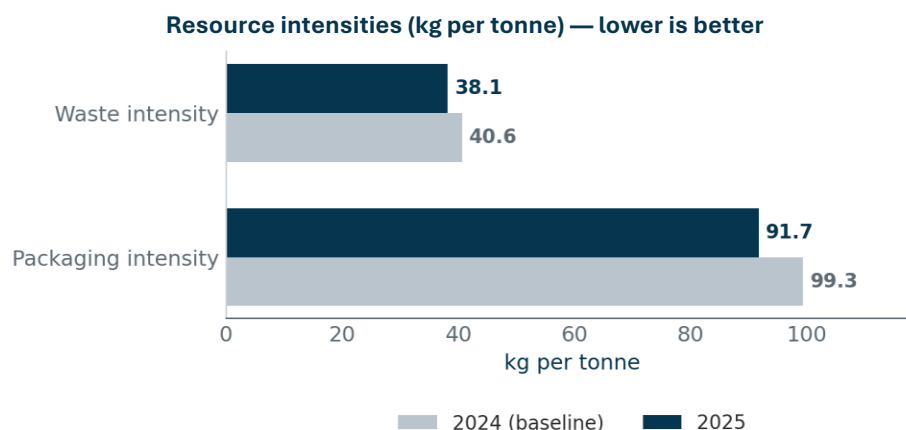
First, we ensure that our chemistry does not compromise the circularity of the textiles to which it is applied. As textile recycling and second-hand use continue to grow, it is essential that a Devan finish does not prevent a garment from being recycled or reused at the end of its life. Designing finishes that are compatible with a circular textile system is, for us, the single most valuable circular contribution we can make.

Second, we work towards circularity within our own sector. For the chemical industry, the circular economy means shifting from a linear "take-make-dispose" model to a regenerative one: transforming waste into valuable resources, replacing fossil feedstocks with renewable materials, and redesigning chemical products to extend their useful life and reduce their environmental impact. Our bio-based chemistries, our Green Portfolio criteria, and our focus on resource efficiency are all steps along this path.

2025 gave us, for the first time, a full view of our largest resource input. We measured our total raw-material consumption at 1,563,799 kg, equivalent to a raw-material intensity of 930 kg per tonne of product. As a new baseline, these figures carry no prior-year comparison, but they are foundational: raw materials are by far the greatest material flow through our business, and measuring them is the prerequisite for increasing the share that is bio-based and for using them more efficiently in the years ahead.

Our waste profile adhered to the pattern characteristic of the year. In absolute terms, total waste increased by 4.6% to 64,138 kg, which remains well below our 11% production growth. On an intensity basis, waste decreased: our waste intensity declined by 6.1%, from 40.6 to 38.1 kg per tonne. The majority of our waste, approximately 82%, is hazardous, primarily consisting of solvent and chemical waste inherent to speciality-chemical manufacturing; this is managed through compliant treatment and, where feasible, energy recovery. Regarding our non-hazardous waste, 81.1% was recycled or reused, representing a modest improvement over 2024.

The packaging sector exhibited a comparable trend. Overall packaging increased marginally (+2.8%), yet our packaging intensity decreased significantly by nearly 8%, from 99.3 to 91.7 kg per tonne, reflecting a proportional reduction in packaging per unit of product placed on the market. Once again, both growth and efficiency showed concurrent gains.



1,563,799 kg
Raw material consumption
 NEW 2025 — BASELINE

930.0 kg/t
Raw material intensity
 NEW 2025 — BASELINE

RESOURCE & WASTE — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Total waste generated	kg	61,331	64,138	▲ +4.6%
of which hazardous	kg	50,618	52,634	▲ +4.0%
of which non-hazardous	kg	10,714	11,505	▲ +7.4%
Waste recycled/reused	%	80.1%	81.1%	▲ +1.0 pp
Total packaging	kg	150,060	154,225	▲ +2.8%
Waste intensity	kg/t	40.6	38.1	▼ -6.1%
Packaging intensity	kg/t	99.3	91.7	▼ -7.7%
Raw material consumption	kg	—	1,563,799	—
Raw material intensity	kg/t	—	930.0	—

LOOKING AHEAD

A resource-use and circular-economy policy is scheduled for implementation in 2027. A primary objective will be to decrease the volume of waste disposed of in landfills by redirecting it towards recycling, reuse, and energy recovery initiatives. Additionally, the policy aims to augment the proportion of bio-based raw materials, now that our initial consumption baseline has been established.

9.5 Biodiversity & ecosystems

ESRS E4 • VSME B5 • SDG 15

IN BRIEF

A chemical company's impact on biodiversity is tangible and immediate, stemming from pollutants we release, water consumption, and site disturbances, even though we currently lack a specific KPI for it. Using the ENCORE® tool, we identified where our operations affect nature and depend on it: the top material issues are toxic pollutant emissions to water and soil, and local disruptions like noise and light. By 2025, both pollution and water pressures decreased, and we established four biodiversity indicators to monitor starting from FY2026.

Our activities exert a tangible and immediate influence on the natural environment, evidenced through the substances released into water and soil, the water drawn, and the disruptions caused by our operations. Currently, we lack a direct metric for this impact: biodiversity is the sole environmental concern for which we do not possess a dedicated Key Performance Indicator (KPI). Until the development of our FY2026 indicators is complete, we evaluate our impact indirectly by considering the pressures our activities impose on ecosystems, using an established natural capital assessment tool, and monitoring environmental indicators already included in our reports. This distinction pertains to measurement, rather than significance: the impact remains direct; it is our existing methods of quantification that are indirect.

9.5.1 Our direct footprint

Our headquarters and production site in Belgium sit close to three Natura 2000 protected areas: Muziekbos, Livierenbos and Brakelbos. Their proximity makes the careful management of our operations locally important and, as our ENCORE® analysis below underscores, adds weight to pressures such as local disturbance.

9.5.2 Our ENCORE analysis: mapping impacts and dependencies

We use ENCORE® (Exploring Natural Capital Opportunities, Risks and Exposure), the tool developed by Global Canopy, UNEP-WCMC and UNEP FI, which assesses an activity in two directions: the ecosystem services on which it depends, and the pressures it exerts on nature. We ran the analysis across the three economic activities that best describe Devan: the manufacture of chemicals and chemical products, scientific research and development, and office administration and support. The results give us a clear, evidence-based map of where to focus. Our activities are potentially dependent on 19 ecosystem services, nine of them material, and exert seven pressures rated at medium materiality or above.

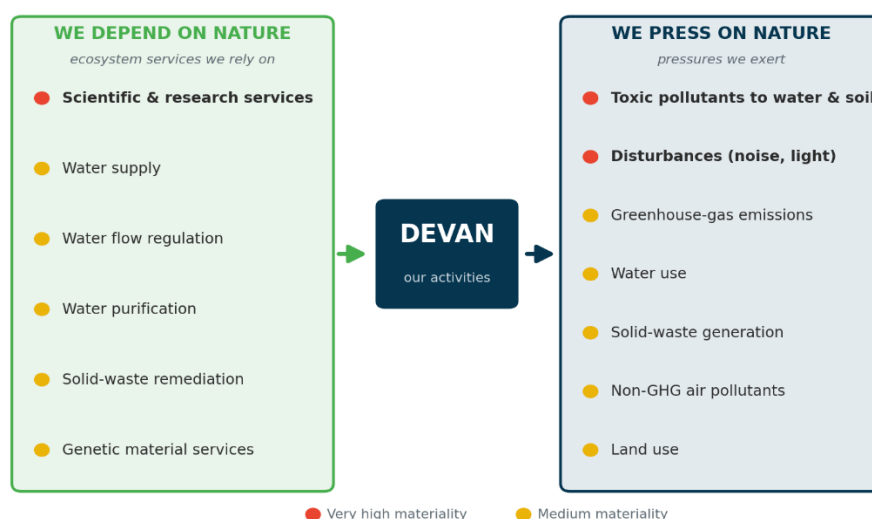
Two of those pressures stand out as very high materiality:

- **Emissions of toxic pollutants to water and soil:** the pressure most directly associated with chemical manufacturing, and precisely the one our pollution and safe-chemistry work targets. Our reduction in the microplastics we generate (–23%), our new measurement of the SVHC we place on the market and use in production (9.3), and our careful management of effluent (9.2) are our direct responses to this finding.
- **Disturbances, such as noise and light:** a more localised pressure arising from our physical operations. The analysis has usefully brought this to our attention as a topic to manage at the site level, given our proximity to protected areas.

A further five pressures are rated medium (greenhouse-gas emissions, water use, solid-waste generation, non-GHG air pollutants and land use), each corresponding to a topic already addressed elsewhere in this report: climate and energy (9.1), water (9.2), pollution and safe chemistry (9.3), and resource use and waste (9.4).

On the dependency side, the analysis identifies one very high dependency on the scientific and research services that nature provides. For a company whose innovation increasingly draws on bio-based chemistry, this is a meaningful result: nature is not only something we affect, but a source of the knowledge on which our research depends. Of the further eight dependencies rated medium, the most relevant to our business are water-related (water supply, water flow regulation and water purification) together with nature's capacity for solid-waste remediation and, for our bio-based research, its provision of genetic material.

Devan's nature impacts and dependencies (ENCORE analysis)



Bringing impacts and dependencies together, ENCORE® maps them onto the ecosystem components they touch:

Ecosystem component	Ecosystem services we depend on	Material pressures we exert
Water	4	7
Structural & biotic integrity	7	7
Species	4	7
Soils & sediments	2	7
Land geomorphology	5	6
Ocean geomorphology	3	6
Atmosphere	2	6
Minerals	1	6

Water, species, soils and sediments, and the broader structural and biotic integrity of ecosystems emerge as the components most under pressure, each affected by all seven of our material pressures. Structural and biotic integrity, land geomorphology, and water are also where our dependencies are concentrated. The message is consistent with the rest of our environmental strategy: managing our pollution and our water use

is where we protect nature most directly, and it is why our strongest 2025 results, a 23% cut in microplastics and a 27% fall in water intensity, matter for biodiversity as much as for pollution and resources.

9.5.3 Assessing physical risk — the next step

Where ENCORE® tells us where we press on nature and where we rely on it, the complementary question is how exposed our site is to a changing climate and degrading ecosystems. In FY2026, we will address this directly through a physical climate and nature risk assessment using Climate Risk Intel, which draws together open climate and nature data to evaluate site-level exposure. Together, the two assessments give us both sides of the nature-related picture: impact and dependency, pressure and risk.

9.5.4 Sharpening our measurement — four indicators for FY2026

Building on the priorities identified through the ENCORE® analysis, especially toxic pollutants impacting water and soil and our water dependence, we plan to assess four more biodiversity-related indicators in FY2026, with reports due in 2027. Together, they move us from an indirect assessment of our impact on nature to a direct measurement of it:

- **Share of formulations that are readily biodegradable (OECD 301B):** the proportion of our portfolio that breaks down safely rather than persisting in the environment; our most direct response to the toxic-pollutants pressure.
- **Bio-based content share:** the proportion of our raw materials drawn from renewable rather than fossil feedstocks, reduces the reliance on fossil feedstocks, while land and biodiversity impacts are assessed separately.
- **Water withdrawal in water-stressed areas:** our water use overlaid with recognised water-stress data, addressing our most material dependency.
- **Land-use footprint embedded in raw materials:** an estimate of the upstream land associated with the materials we purchase, building on our new raw-material consumption baseline.

LOOKING AHEAD

A biodiversity and ecosystems policy is planned for 2027, completing our suite of environmental policies. It will be shaped by our ENCORE® analysis and the FY2026 physical climate and nature risk assessment, and underpinned by the four new indicators above, translating the impacts and dependencies mapped here into clear priorities and measurable commitments. The two Very High pressures ENCORE® identified (toxic pollutants to water and soil, and local disturbances) will be a particular focus.

PILLAR 2

Product Positive

Greener chemistry, measurable impact

WHY THIS MATTERS

For a company focused on chemistry, the key driver of sustainability isn't the factory but the product itself. The environmental impact of creating a finish is localised, yet its effect is extensive and enduring. It accompanies each garment through years of wearing and washing, influencing the textile's performance, durability, and end-of-life fate. This represents where our responsibility, and opportunity, lies: a single molecular-level decision in our lab can be amplified across millions of textiles worldwide.

By designing chemistry that extends the life of a product, that lets our customers process it with less energy and water, that avoids substances of concern, and that biodegrades safely rather than persisting in the environment, we turn our products into a force for sustainability far beyond our own gates. This is the conviction at the heart of Product Positive: our most important environmental contribution is not only what we prevent in our own operations, but what we enable wherever our chemistry is used.



10. Product Positive

10.1 The Green Portfolio Transition Plan 2025–2030

ESRS E2 / E5 • VSME B2, C2 • SDG 9, 12

IN BRIEF

The Green Portfolio Transition Plan 2025–2030 is the engine of Product Positive. It sets four guiding principles we apply to every new Devan product wherever technically feasible: no substances of very high concern, no intentionally added microplastics, a minimum share of bio-based content, and a lower carbon footprint than the product it replaces. In 2025, the plan moved from principle to practice: for the first time, the substances and materials behind these criteria became measurable.

If Product Positive is our conviction that the greatest sustainability contribution we can make lies in our products, the Green Portfolio Transition Plan 2025–2030 is how we put that conviction into practice. Launched in 2025, the plan sets the guiding principles for every new product we develop, and charts a course for progressively raising that standard across our portfolio through to 2030. It functions as a sustainability design standard: our aim is that each new product is an overall improvement on the one it replaces, incorporating as many of the four principles as are technically feasible.

Whenever feasible, each new product created as part of the plan should adhere to these guiding principles.

- **No substances of very high concern (SVHC)** in its formulation.
- **No intentionally added microplastics.**
- **A minimum share of bio-based content** (threshold under development, tracked from FY2026).
- **A lower carbon footprint** than the product it replaces.

Until our life-cycle assessment programme delivers product-level data from 2026, the lower-carbon-footprint principle guides design intent rather than acting as a verified market gate.

These principles collectively address the most significant issues pertaining to the safety of our chemical substances, the health of ecosystems, and the climate. They align directly with the key pressures identified by our ENCORE analysis, notably the emission of toxic pollutants into water and soil (9.5).

What distinguishes the plan in 2025 is not only its ambition but its growing measurability. A commitment that cannot be measured cannot be managed, and this year, we closed much of that gap. The substances of very high concern we place on the market and use in production, and the microplastics our processes generate and consume, all became measured indicators in 2025, giving the plan's first two criteria a factual foundation rather than a statement of intent, as set out in 10.3. Our first full measurement of raw-material consumption (1,563,799 kg) provides the baseline from which we will track bio-based content from FY2026, and the carbon footprint of individual products is being quantified through the life-cycle assessment programme described in 10.2. One by one, the criteria are moving from principle to metric.

The word "transition" is deliberate. The plan is not a fixed test applied once, but a trajectory. As our measurement matures and our chemistry advances, we will raise the minimum thresholds and expand the share of our portfolio that meets them, so that by 2030 the Green Portfolio is not a subset of what we make, but the standard for all of it. The chapters that follow describe how we are building the evidence and the

chemistry to get there: through life-cycle assessment (10.2), by designing out substances of concern (10.3), and by quantifying the positive impact our chemistry enables downstream (10.4).

10.2 Life-cycle assessment programme

ESRS E1, E5 • VSME B3, B7 • SDG 9, 12

IN BRIEF

Life-cycle assessment forms the fundamental analytical framework of our Green Portfolio: it is the mechanism through which we substantiate that a product indeed has a lower environmental impact than its predecessor. Although approved in 2024, the programme did not commence in 2025 as originally scheduled; this delay is openly acknowledged. Prioritising the selection of a reputable tool and database, as well as addressing the complexities of upstream supplier data, took precedence over generating assessments that lacked credibility. These foundational elements are now established, and the initial assessments are scheduled to commence by the end of 2026.

Everything the Green Portfolio Transition Plan promises ultimately rests on evidence. Its most demanding criterion, that every new product carry a lower carbon footprint than the one it replaces, cannot simply be asserted; it must be measured, product by product, across the full life cycle from raw-material sourcing to end-of-life. Life-cycle assessment (LCA) is the method that makes this possible, and it is therefore the analytical backbone of Product Positive. It is also, increasingly, a regulatory expectation: instruments such as the forthcoming Digital Product Passport (DPP) will require exactly this kind of product-level environmental data.

In 2024, our Research and Development team obtained approval to perform life-cycle assessments on our ten highest-volume and highest-revenue products. We transparently acknowledge that this initiative did not advance as planned in 2025. Two fundamental obstacles impeded progress, both significant rather than minor.

The initial consideration involved selecting the appropriate tool and database. A life-cycle assessment's credibility fundamentally depends on the methodology, software, and impact data used, and the selection of these elements is a significant decision that influences all subsequent results. We were not willing to establish our programme or future product claims on an incorrect foundation.

The second factor is data. For a chemical product, a significant portion of the overall environmental impact occurs upstream, in the raw materials procured. Consequently, a comprehensive assessment relies on reliable data from our suppliers, and, as many organisations in our sector have discovered, acquiring primary data from most suppliers remains a challenge. In the absence of such data, a Life Cycle Assessment (LCA) relies on secondary datasets that increases uncertainty.

Faced with this, we made a deliberate choice: rather than produce assessments we could not defend, we used 2025 to properly build the programme. The right tool and database have now been identified, and the software is expected to be ready for use by September or October 2026. On that basis, we plan to complete our first life-cycle assessments by the end of 2026, with the majority to follow in 2027. The results will feed our Environmental Product Declarations and, ultimately, the Digital Product Passport.

This timetable is reinforced by two forces pulling in the same direction: the upcoming regulatory requirements around product environmental data, most notably the DPP, and our own Green Portfolio Transition Plan, which

depends on LCA to verify its lower-carbon-footprint criterion. What began as an internal ambition has become both a regulatory necessity and a commercial one.

LOOKING AHEAD

Our life-cycle assessment programme will begin in earnest once the software is operational, expected by September–October 2026. We aim to complete our first assessments by the end of 2026, with the majority completed during 2027, prioritising the products most important to our customers and to the Digital Product Passport. Their results will directly inform the Green Portfolio Transition Plan and our first quantified product-level environmental claims. See the forward roadmap in chapter 13.

10.3 Designing out substances of concern

ESRS E2 • VSME B4 • SDG 3, 12

IN BRIEF

The safest substance is the one that is never used. Rather than manage hazardous substances downstream, we design them out at the formulation stage. In 2025, we completed our first full analysis of the substances of very high concern (SVHC) in our portfolio, drawing on ECHA's candidate list, and our reformulation towards biodegradable chemistry cut the microplastics we generate by 23%. Our next step, the far larger task of analysing substances of concern, begins in 2026.

The most effective method to prevent harm from a hazardous substance is not through treatment, containment, or careful disposal, but by avoiding its use altogether. This fundamental principle of eliminating substances of concern is central to our Green Portfolio, where product design intersects with pollution prevention: formulation decisions directly influence the hazards our products pose when they enter the environment. Two key priorities outlined for 2025 are substances of very high concern and microplastics.

In 2025, we conducted our first systematic analysis of the substances of very high concern in our portfolio. Working from the candidate list maintained by the European Chemicals Agency (ECHA), we identified and, for the first time, quantified the SVHC we place on the market (24,008 kg) and use in production (2,529 kg). Substances of very high concern are the most hazardous substances recognised under European chemicals law: those meeting the criteria of Article 57 of the REACH Regulation (EC No 1907/2006) and formally identified under its Article 59(1). Establishing these baselines and confirming, through the comparison discussed in 9.3, that we are drawing down existing stock rather than replenishing it, gives us firm numbers to reduce against in the years ahead.

Substances of very high concern are, however, only one part of a much broader category. We will extend our analysis to the wider set of substances of concern (SoC), as defined in Article 2(27) of the EU Ecodesign for Sustainable Products Regulation (ESPR). Under that definition, a substance of concern is any substance that meets at least one of four criteria:

- It is identified as a **substance of very high concern (SVHC)** under REACH;
- It is **classified as a chronic hazard** to human health or the environment under the EU CLP Regulation;
- It is regulated under the **Persistent Organic Pollutants (POP) Regulation**; or

- It is **known to negatively affect the reuse or recycling** of materials in the product.

Because this category is significantly broader than the SVHC list alone, as it encompasses the SVHC we have already begun to measure, along with three additional groups, analysing it constitutes a substantially larger undertaking. The final criterion holds particular relevance for us: a substance that impedes the reuse or recycling of a textile directly contradicts the circularity to which we are committed (9.4). We intend to commence the identification process in 2026. Due to its extensive scope, we have deliberately not set a completion date and will provide transparent reports on our progress as the work advances. This undertaking is of increasing importance: substance-of-concern data is a fundamental requirement of the Digital Product Passport and the safety information owed to workers handling our products and to consumers using them.

In addition to substances, we are actively designing out intentionally added microplastics, and the outcomes are already observable. Between 2024 and 2025, the microplastics generated by our processes decreased by 23%, and those utilised in production decreased by 16% (9.3). These reductions are a direct result of reformulating products towards biodegradable alternatives that meet the ready-biodegradability criterion and are therefore not classified as microplastics under the EU synthetic-polymer microparticle restriction. This constitutes the most compelling evidence to date that hazard prevention at the formulation stage, rather than subsequent management, is indeed effective.

Case study • Designing out microplastics

By embedding a no-intentionally-added-microplastics rule into our Green Portfolio criteria, we are getting ahead of regulation rather than reacting to it. The results are already visible: the microplastics we generate fell 23%, and those used in production fell 16% between 2024 and 2025, as biodegradable reformulations progressively replaced older products.

LOOKING AHEAD

Our analysis of substances of concern begins in 2026, extending the systematic approach we applied to SVHC in 2025 across a far wider range of substances. Given the scale of the task, no completion date is yet set. As the work matures, it will feed directly into the Digital Product Passport, our Green Portfolio criteria, and the safety information we provide to customers and end-users.

10.4 The impact our chemistry enables (handprint)

ESRS E1, E5 • VSME B2, C2 • SDG 12, 13

IN BRIEF

Most of a textile finish's environmental story is written not in our factory, but in the years it spends on a garment. Our chemistry can extend a textile's life, allow it to be processed at lower temperatures, and biodegrade rather than persist, enabling reductions in our customers' footprints may have the potential to outweigh the footprint of making the finish itself. This enabled, or "handprint", impact is the essence of Product Positive. We do not yet quantify it; few in our field do, but as our life-cycle data matures, we will.

Every sustainability report accounts for a company's footprint: the environmental burden of its own operations and products. Far fewer account for the other side of the ledger, the handprint, the positive impact that a company's products enable elsewhere. For Devan, this distinction is not academic. Because our finishes are applied to textiles that are used and washed over many years, the greater part of their environmental influence occurs downstream, in the hands of our customers and the consumers they serve. It is there that a well-designed finish does its most important work.

Our technologies enable a lower impact in several concrete ways:

- **Longer product life.** Finishes that enhance durability, resistance, and performance, thereby extending a textile's useful life. The most effective way to minimise a garment's environmental footprint is to ensure its longevity, thereby avoiding replacement and the associated environmental impact.
- **Lower-temperature, more efficient processing.** Finishes that allow our customers to treat textiles at lower temperatures, or in fewer steps, reduce the energy and water consumed in manufacturing.
- **Reduced impact in use.** Freshness and odour-control technologies can reduce how often a garment needs washing, cutting the water and energy consumed across its life; biodegradable finishes ensure that what does wash off breaks down safely rather than persisting as microplastic.

Each of these is a reduction in someone else's footprint, made possible by our chemistry, and is the reason we believe our products are our greatest sustainability lever.

Quantifying this handprint presents greater difficulty than measuring our own footprint, which explains why such efforts are rare among companies. A credible handprint figure necessitates not only a comprehensive life-cycle assessment of the product but also a robust comparison against the alternative that the customer would otherwise have utilised, specifically the impact that was avoided. This type of analysis is precisely what our life-cycle assessment programme is being developed to support (10.2). As the programme yields its initial results from late 2026, we will commence pilot projects to quantify enabled impact, starting with products that exhibit the largest handprint and the most reliable data.

PRODUCT & INNOVATION — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Microplastics generated	kg	2,878.8	2,210.1	▼ -23.2%
Microplastics used in production	kg	18,031.5	15,201.9	▼ -15.7%
SVHC placed on market	kg	—	24,007.9	—
SVHC used in production	kg	—	2,529.4	—
Raw material consumption	kg	—	1,563,799	—
Products with LCA*	count	0	0	=
Revenue from green portfolio**	%	—	Planned	—

*Ten products were approved for life-cycle assessment in 2024; the programme begins in late 2026 (see 9.2).

** "Revenue from green portfolio" is planned for a future cycle.

LOOKING AHEAD

Our life-cycle assessment programme begins in late 2026 (10.2); Environmental Product Declarations will follow, and the first products carrying Digital Product Passport data are planned for Q4 2026 (chapter 13).

Together, these will give us, for the first time, the product-level evidence needed to quantify the impact our chemistry enables and to substantiate the claims at the heart of Product Positive.

PILLAR 3

People & Partnerships Positive

Safe, fair, and collaborative

WHY THIS MATTERS

Behind every achievement we attain and every goal we establish lies a team of dedicated individuals; beyond them, a network of partners without whom our endeavours would be impossible. Ultimately, sustainability is a human enterprise, grounded in the safety, fairness, and well-being of the individuals involved in our production processes, as well as in the trust and collaboration of suppliers, customers, researchers, and communities within our value chain. For an organisation of our size, this is not merely a peripheral concern but a fundamental principle: our thirty-four employees constitute our entire capacity, and our partnerships enable a small enterprise to expand its reach and impact far beyond its physical boundaries.

It is, therefore, that the standards we uphold most rigorously are those relating to people, ensuring everyone's safe return home, fair treatment, and integrity in conduct. By 2025, our most aspirational targets are to achieve zero incidents of work-related injuries and discrimination and zero confirmed cases of corruption. People & Partnerships Positive embodies the understanding that a sustainable enterprise is predicated on sustainable relationships: primarily with our own personnel and, secondarily, with all stakeholders we engage with.



11. People & Partnerships Positive

11.1 Our workforce

ESRS S1-6 • VSME B8, C5 • SDG 5, 8

IN BRIEF

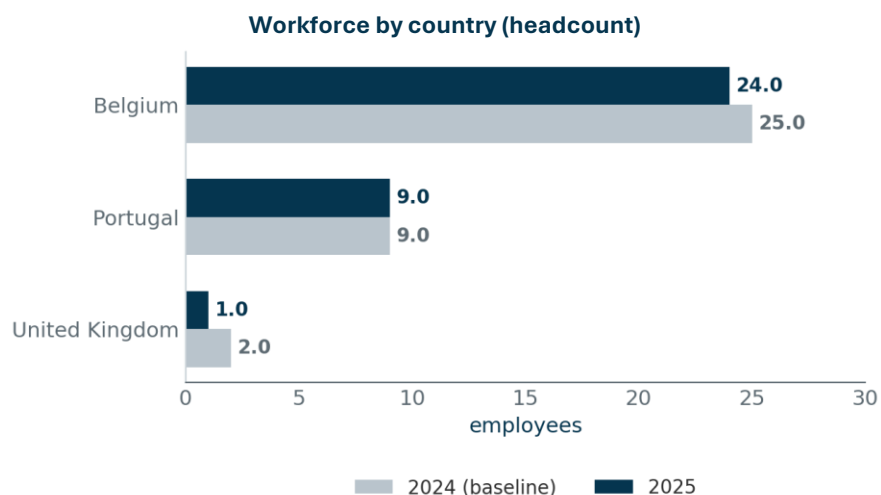
By the end of 2025, Devan had a team of 34 employees across three countries, forming a small, close-knit group where each person matters. The headcount decreased slightly from 36, mainly due to more departures among employees over 51, while recruitment remained steady. All staff members, regardless of country or age, are on permanent contracts.

Devan is a small company, and deliberately so. Our thirty-four employees, spread across Belgium, Portugal and the United Kingdom, are the whole of our capability: every finish we develop, every relationship we maintain and every improvement in this report is their work. In a team of this size, people are not a category to be managed but colleagues to be known, and the health of our workforce is inseparable from the health of the business.

By the end of 2025, our team consisted of 34 employees, a decrease from 36 the previous year. Our main office and production facility are based in Belgium, where we employ 24 people. Portugal, serving as our research and development hub, has 9 staff members, while the United Kingdom has 1. The slight decline of two staff members occurred amid a year where departures, mainly among those over 51, exceeded new hires: four employees left, and two new team members joined. The number of employees over 51 decreased from 11 to 9.

In a workforce of this size, minor numerical variations can translate into substantial percentages; therefore, these figures should be interpreted in that context. The headcount decreased by 5.6%, reflecting a net reduction of merely two individuals. These fluctuations are meticulously monitored across various countries, contract types, age groups, and genders, as each individual change is significant given our scale.

One figure that did not change is among the most important: every Devan employee, in every country and every age group, is employed on a permanent contract. We do not use temporary or precarious employment. For us, this is a deliberate expression of the stability and mutual commitment on which a small, expert team depends.



WORKFORCE — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Headcount				
Total employees	#	36	34	—
Belgium	#	25	24	—
Portugal	#	9	9	—
United Kingdom	#	2	1	—
By age (all on permanent contracts)				
Age ≤29	#	4	4	—
Age 30–50	#	21	21	—
Age ≥51	#	11	9	—
Movements				
New hires (total)	#	4	2	—
Departures (total)	#	4	4	—

11.2 Diversity & equality

ESRS S1-9 • VSME B10 • SDG 5, 10

IN BRIEF

Devan approaches gender balance overall, which is uncommon in manufacturing chemistry. In 2025, women's representation in management continued to grow, rising from one-third of senior and middle-management positions to over 40%. However, balance still differs by function, and we track it for every role. Additionally, the proportion of employees taking family leave increased from 10% to 17%.

For a business rooted in chemistry and manufacturing, sectors that remain, across much of the world, male-dominated, Devan is notably balanced. Women make up around half of our total workforce, and we regard that balance not as a target achieved but as a baseline to protect and build upon. What matters most, however, is

not the headline ratio but where women sit within the organisation, and it is there that 2025 brought real progress.

Women's representation in our senior and middle management grew over the year, rising from 33% to 42%. The change was mainly seen in middle management, where women increased from six to seven, and men decreased from eight to six, bringing this layer closer to gender balance. In senior management, one leadership role was held by a woman in both years. This progress within a year is significant and indicates our ongoing goal: to develop leadership that better reflects the diversity of our overall workforce.

Gender balance varies across our organisational functions, and we disclose this information transparently rather than conceal it behind a single average. Our technical and administrative positions are predominantly occupied by women; notably, our technical team became entirely female in 2025, whereas our production floor remains exclusively male. These patterns mirror longstanding trends in the broader labour market as well as our internal hiring practices. Recognising these patterns is the initial step towards addressing them. We closely monitor gender distribution across all roles to ensure that any imbalances, regardless of their nature, remain observable.

One further indicator speaks to the kind of workplace we want to be: the share of employees taking family leave increased from 10% to 17% over the year. In a small team, this reflects a culture in which taking time for family is supported and normal, not exceptional, an everyday measure of a workplace that treats its people as whole people.

DIVERSITY — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Women in senior + middle management	%	33.3%	42.1%	▲ +8.8 pp
Senior management — female/male	#	1 / 6	1 / 5	—
Middle management — female/male	#	6 / 8	7 / 6	—
Technical staff — female/male	#	7 / 1	5 / 0	—
Admin & support — female/male	#	5 / 1	5 / 1	—
Production — female/male	#	0 / 5	0 / 5	—
Employees taking family leave	%	10%	17%	▲ +7 pp

11.3 Health & safety

ESRS S1-14 • VSME B9 • SDG 3, 8

IN BRIEF

Nothing is more important than ensuring our personnel return home safely. For the second consecutive year, Devan has documented zero work-related injuries across all operational units, including the production area, where the risks associated with chemical manufacturing are most significant. In an industry that manages hazardous substances daily, this achievement is not due to luck; rather, it reflects a system specifically designed to prevent harm.

In an enterprise involved in the daily formulation and management of chemicals, safety is not merely one among several priorities; it is the fundamental prerequisite for all other operations. Our principle is clear and unwavering: every individual employed at Devan should return home unharmed. This standard is upheld with the utmost rigour, and it is the achievement of which we are most proud.

Devan has achieved two consecutive years without any work-related injuries. This success spans all areas of the organisation, from office and technical roles to the production floor, where risks are naturally higher, especially in a chemical manufacturing setting. Keeping two years free of recordable injuries in an environment that regularly deals with solvents and hazardous materials is a significant milestone we highly value. Additionally, there have been no work-related fatalities during this period.

Behind that record lies a system rather than good fortune. Every employee is covered by our occupational health and safety management framework. Hazards are systematically identified; the associated risks are assessed and classified against existing controls; and mitigation is prioritised according to potential impact. Our people are not passive recipients of these measures but active participants, consulted through questionnaires, meetings, and regular communication, so that those closest to the work help shape how it is made safe. This is reinforced by mandatory safety training and by targeted investment, such as the explosion-safe dust and fume extraction system installed in 2024, which continues to protect our production team from hazardous airborne particles.

A zero record is only valuable if it is maintained over time. We view it as a standard to be achieved annually, not a one-time milestone. Complacency poses the biggest risk to a solid safety record. To prevent this, we focus on ongoing hazard identification, regular training updates, and investing in preventative measures. These actions are our commitment to ensuring everyone returns home safely.

Case study • Zero harm, two years running

During 2024 and 2025, Devan recorded no work-related injuries across the business. In a chemical manufacturing environment, this is the result of a structured hazard-identification and risk-assessment process, mandatory safety training and targeted investment, such as the explosion-safe dust and fume extraction system, not of luck.

HEALTH & SAFETY — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Work-related injuries (all roles)	#	0	0	=
including the production floor	#	0	0	=
Work-related fatalities	#	0	0	=
Employees covered by the H&S system	%	100%	100%	=

11.4 Training & development

ESRS S1-13 • VSME B10 • SDG 4, 8

IN BRIEF

Developing our people is how a small, expert team stays sharp. In 2025, we delivered just over 1,000 hours of training, around 30 hours per employee, and every employee took part in a performance review. Training hours fell from the prior year, a decline we report openly and intend to reverse, while development remained shared fairly across roles and genders.

For a company whose value lies in the expertise of a small team, the development of our people is not a benefit but a necessity. Keeping our knowledge current, in chemistry, in safety, and in the evolving demands of sustainability and regulation, is what allows a business of our size to compete on the quality of its science. We invest in training across every role, and we track that investment by role and gender so that the opportunity to grow is shared fairly.

In 2025, we provided 1,006 hours of training, roughly 30 hours per employee. This is a decrease from 2024, which totalled 1,226 hours or about 34 hours per person. We acknowledge this decline openly. Part of the drop is due to our slightly smaller workforce; however, the training hours decreased by 18%, while headcount decreased by 6%. The largest reductions occurred in management (down 20%) and administrative roles. Although some year-to-year variation is normal for a small team, a consistent decline would be concerning. Therefore, we plan to increase our investment in development this year, especially as new regulations and our sustainability goals require new skills.

At Devan, development is widespread rather than concentrated among a few. By 2025, training initiatives covered all functional groups, with women accounting for nearly 60% of all training hours, reflecting our workforce's composition. Performance reviews remained universal, with every employee engaged in structured discussions about their goals, progress, and personal development plans. These conversations are especially significant in a small organisation, where individual growth is noticeable and impactful.

TRAINING & REVIEWS — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Total training hours	h	1,226	1,006	▼ -17.9%
management (senior + middle)	h	822	658	▼ -20.0%
technical	h	219	209	▼ -4.8%
Average training hours per employee	h	34.1	29.6	▼ -13.2%
Performance reviews — participation	%	100%	100%	=

11.5 Human rights & labour

ESRS S1-8, S1-10, S1-17 • VSME C6, C7 • SDG 8, 16

IN BRIEF

Respect for human rights is the non-negotiable foundation of how we work. In 2025, Devan recorded zero incidents of discrimination, zero complaints, zero fines, and zero severe human rights issues. Every employee is paid at least a fair wage, covered by social protection, and, in Belgium and Portugal, fully covered by collective bargaining. We work to extend the same standards across our value chain.

Certain commitments are non-negotiable. Respecting the dignity and rights of all individuals associated with our business, beginning with our employees and extending throughout our value chain, is a fundamental principle. Our policies are in accordance with internationally recognised standards, and we uphold a zero-tolerance policy towards discrimination, as well as child, forced, and compulsory labour in all its forms. These are not merely aspirational goals but essential conditions that must be satisfied without exception.

Within our own workforce, 2025 was a clean year on every measure we track. We recorded no incidents of discrimination, no complaints raised through our internal channels, no fines or penalties, and no severe human rights issues. Every Devan employee is remunerated at or above the applicable minimum or average wage in their country, and all are covered by social protection against the risks of illness, injury, unemployment, parental leave and retirement.

Social dialogue is firmly established where it is most critical. In Belgium and Portugal, our two largest locations and sole production and R&D centres, collective bargaining agreements cover all employees, ensuring transparent and fair negotiations on pay, conditions, and benefits. Conversely, in the United Kingdom, where our activities are limited to a single commercial role, there is no formal collective bargaining coverage; employment terms are managed directly under national law.

Human-rights risk is seldom highest within a European company's own operations; it more typically exists further along the supply chain. We take this seriously. By being part of Sedex and engaging in initiatives like ZDHC, we strive to apply our standards throughout our suppliers and partners. This ongoing commitment is discussed further under Partnerships (11.6).

A report of zero incidents only matters if employees trust and can access genuine channels to raise concerns. We provide grievance and whistleblowing mechanisms that allow any employee to report issues. We view the absence of incidents not as proof that problems can never occur, but as a record we must continually earn through ongoing vigilance and openness.

HUMAN RIGHTS & LABOUR — FULL DATA

Indicator	Unit	2024 (baseline)	2025	Trend
Collective bargaining coverage — Belgium & Portugal	%	100%	100%	=
Collective bargaining coverage — United Kingdom	%	0%	0%	—
Employees receiving adequate wages	%	100%	100%	=
Employees covered by social protection	%	100%	100%	=
Incidents of discrimination	#	0	0	=

Indicator	Unit	2024 (baseline)	2025	Trend
Complaints filed (internal channels)	#	0	0	=
Fines/penalties/compensation	€	0	0	=
Severe human-rights issues	#	0	0	=

11.6 Partnerships

ESRS 2 SBM-1, G1-2 • VSME C6 • SDG 9, 17

IN BRIEF

We do not pursue sustainability in isolation. By collaborating with bluesign®, ZDHC, Sedex, Catalisti, Centexbel, CITEVE, and academic partners, we share expertise, elevate standards, and speed up low-impact innovation. This collaborative approach enhances what a company of our size can accomplish alone. In 2025, 37 of our products held bluesign® APPROVED status.

A company of thirty-four people cannot, by itself, decarbonise a global textile value chain, rewrite the rules of chemical safety or fund the fundamental science that sustainable innovation requires. What it can do is choose its partners well. Collaboration is not a supplement to our sustainability strategy; for a business of our size, it is one of its principal instruments. Each of our partnerships acts as a lever on a different part of the agenda (safer chemistry, cleaner water, ethical supply chains, circular innovation and technical excellence), and together they let us reach further than our headcount alone would allow.

37

Devan products holding bluesign® APPROVED status in 2025

"Partnership is how a small company achieves an outsized impact."

Our partnership network

bluesign®

A verification system for safer textile chemistry. Through bluesign, our products are assessed against strict criteria for environmental impact, occupational health and consumer safety before they enter the supply chain. In 2025, 37 Devan products carried bluesign® APPROVED status, giving brands and mills independent assurance that what we supply meets the highest standards.

ZDHC (Zero Discharge of Hazardous Chemicals)

The textile industry's "Roadmap to Zero." ZDHC's Manufacturing Restricted Substances List (MRSL) specifies which substances must be excluded from production inputs. Aligning our formulations with the ZDHC MRSL is central to our promise of chemistry that is safe to discharge, directly supporting the water and pollution goals set out in 9.2 and 9.3.

Sedex

The Supplier Ethical Data Exchange. Membership lets us share and verify ethical, labour, and environmental practices across the supply chain through the SMETA audit framework, extending the human rights standards of 11.5 beyond our own walls.

Centexbel

The Belgian scientific and technical centre for the textile industry. Our long-standing partner for testing, certification and applied research, Centexbel, helps us validate product performance, biodegradability and regulatory compliance as we develop new finishes.

Catalisti

Flanders' spearhead cluster for sustainable chemistry and plastics. It connects industry and research to accelerate innovation in circular and lower-impact chemistry, giving a company of our size access to collaborative research, funding and expertise we could not build alone.

CITEVE

The technological centre for the Portuguese textile and clothing industry, and a partner of ours for many years. Close to our Portuguese operations, CITEVE provides technical testing, certification and innovation support, and connects us to one of Europe's most important textile clusters.

Academic collaborations

Partnerships with universities and research institutes give us access to fundamental science, emerging talent and independent expertise, helping us translate new research into practical, lower-impact products.

Read together, these relationships map neatly onto our three pillars. bluesign and ZDHC underpin our commitment to safe chemistry and clean water; Sedex reinforces the labour and human rights standards of our People pillar; and Catalisti, along with our long-standing technical partners Centexbel in Belgium and CITEVE in Portugal, and our academic collaborators, drives the product innovation on which our Green Portfolio depends. Spanning both of our operating countries, this network is one of the quiet reasons a company of our size can hold itself to standards well above its weight.

Partnerships — key data

Indicator	Unit	2024 (baseline)	2025	Trend
Products with bluesign® APPROVED status	#	n/r	37	new

MOVEMENT III

How we run the business

Governance, our path to targets, and the road ahead



12. Responsible business & governance

12.1 Governance of sustainability

ESRS 2 GOV-1, GOV-2 • VSME C9 • SDG 5, 16

IN BRIEF

Good governance is what turns intent into action. At Devan, sustainability is overseen by Julian Sachs, our Managing Director, and led day-to-day by a dedicated Sustainability & ESG Manager, who is responsible for all sustainability topics. Alongside them, EMBRACE (our cross-functional committee) exists for one purpose: to raise awareness of sustainability internally across the company. At the end of 2025, the Devan Management Board comprised six members, one of them a woman.

A sustainability strategy is only as strong as the governance that stands behind it. Ambitions require someone accountable for delivering them, a body to oversee progress, and a means of keeping the whole organisation engaged. At a company of our size, these roles are held by a small number of people, which brings both clarity and candour to how we describe them.

Overall responsibility rests with our Management Board, which sets strategy, oversees risk and monitors both financial and non-financial performance. Within that structure, the day-to-day management of sustainability sits with a single dedicated Sustainability & ESG Manager, who is responsible for all sustainability topics, from climate and chemistry to social and governance disclosure, and who reports directly to the Managing Director. For a company of our size, that direct line to the top is deliberate: it keeps sustainability close to the business leadership and ensures it is heard where strategy and risk are decided. This concentration of responsibility in one role is characteristic of a small organisation, giving clear ownership and accountability, and we complement it through the active involvement of colleagues across the business.

Awareness, however, is a task no single person can carry alone. That is the purpose of EMBRACE, our cross-functional sustainability committee, whose specific role is to raise awareness of sustainability throughout the company. It brings together colleagues from Human Resources, the Laboratory and Quality Control, Marketing, and Research & Development, so that sustainability is understood and acted upon in every function rather than confined to a single desk.

"Where the Sustainability & ESG Manager owns the topics, EMBRACE owns the culture."

At the end of 2025, our Management Board comprised six members, one of whom is a woman, a reduction from seven members a year earlier. Women's representation on the Board therefore increased from 14% to 17%. We report this plainly: the increase reflects a smaller board rather than the appointment of a woman, and broadening the diversity of our most senior body remains an area for genuine progress.

Governance body — full data

Indicator	Unit	2024 (baseline)	2025	Trend
Governance body — total members	#	7	6	—
of which women	#	1	1	=
Women on the governance body	%	14%	17%	▲ +2.4pp.

LOOKING AHEAD

For now, our governance of sustainability is deliberately simple: clear ownership by a single accountable manager, oversight by the Board, and internal awareness carried by EMBRACE. It is a structure sized to our organisation, and one we intend to let grow in step with our ambitions, rather than ahead of them.

12.2 Ethics, anti-corruption & whistleblowing

ESRS G1-1, G1-3, G1-4, G1-5 • VSME B11 • SDG 16

IN BRIEF

Trust is the currency of a business built on long-term relationships. Devan operates under a Code of Conduct, introduced in 2024 with training for every employee, and maintains active anti-corruption and whistleblowing frameworks. In 2025, as in 2024, we recorded zero confirmed incidents of corruption, zero fines, zero legal proceedings and zero whistleblowing reports.

For a company whose business rests on long-term relationships (with customers, suppliers and partners who must be able to rely on our word), integrity is not a soft value but a commercial foundation. Trust, once lost, is rarely regained. We therefore hold ourselves to clear and unambiguous standards of ethical conduct, and we report on them plainly.

Those standards are set out in our Code of Conduct, introduced in 2024 and accompanied by training for every employee, so that expectations on integrity, fairness and compliance are understood across the business. The Code is supported by active anti-corruption measures and by a whistleblowing framework through which any concern can be raised confidentially and without fear of retaliation.

In 2025, the record was clean on every measure, as it was in 2024. We recorded no confirmed incidents of corruption, no related legal proceedings and no fines. No reports were raised through our whistleblowing channels, and none were substantiated. This continuity matters: a Code of Conduct is proven not in the year it is written, but in the years that follow, and 2025 was the first full year in which ours was simply part of how we work.

"A Code of Conduct is proven not in the year it is written, but in the years that follow."

We are mindful that an absence of whistleblowing reports can be read in more than one way. We take it as a positive sign, but not as proof that concerns could never arise. The value of the channel lies in its availability and trust, and we will continue to ensure it remains both.

On political influence, our position is straightforward. When we engage with policy, we do so transparently and collectively, through industry and research associations, rather than through direct lobbying. Accordingly, we incurred no direct lobbying expenditure in 2025.

Ethics & conduct — full data

Indicator	Unit	2024 (baseline)	2025	Trend
Confirmed incidents of corruption	#	0	0	=
Legal proceedings — corruption	#	0	0	=
Fines for corruption	€	0	0	=
Whistleblowing reports received	#	0	0	=
Whistleblowing reports substantiated	#	0	0	=
Active lobbying positions	#	0	0	=
Employees trained on Code of Conduct	%	100	100	=

12.3 Payment practices & responsible sourcing

ESRS G1-2, G1-6 • VSME C6 • SDG 8, 12

IN BRIEF

How a company treats its suppliers says as much about its values as how it treats its customers. In 2025, as in 2024, Devan paid 100% of supplier invoices under agreed conditions, and we are formalising our responsible-sourcing policy to extend the standards we set for ourselves across our supply chain. Several further governance measures will begin reporting from 2026.

A business is judged not only by the products it sells, but by the way it deals with those it buys from. For many of our suppliers, including small enterprises for whom timely payment is a matter of cash flow and stability, being paid reliably is not a courtesy but a necessity. And in a value chain as long as textiles, the standards we ask of our suppliers are part of how our own chemistry reaches the world responsibly.

In 2025, we again paid 100% of supplier invoices under the agreed terms, as we did in 2024. For suppliers whose stability depends on being paid on time, that dependability is a standard we intend to uphold. To hold ourselves to account more precisely, we will begin measuring our average payment period, which gives a fuller picture than the proportion of invoices alone.

Beyond payment, we are formalising our approach to responsible sourcing. The principle is simple: the standards we hold ourselves to (on ethics, labour, safety and chemistry) should not stop at our own gates. Through our membership of Sedex, with its SMETA audit framework, and our participation in ZDHC, we already gather ethical and chemical-safety data from across our supply chain, as described under Partnerships (11.6). Formalising this into a single supplier policy is the next step, giving our expectations of suppliers the same clarity our Code of Conduct gives to our own conduct.

This chapter also marks the frontier of our governance reporting. Several measures are not yet in our data but will soon be: our average payment period and our lobbying expenditure, and, from 2026, the sustainability-related capital and operating expenditure through which our commitments become investments. We would rather introduce these figures when we can report them properly than estimate them now.

Planned Average payment period (days) FUTURE CYCLE	Planned Advocacy-related spend FUTURE CYCLE	Planned Sustainability CAPEX & OPEX FROM 2026
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Payment & sourcing — full data

Indicator	Unit	2024 (baseline)	2025	Trend
Invoices paid under agreed conditions	%	100%	100%	=

13. Our path to targets & the road ahead

13.1 Why we are not setting targets yet

ESRS 2 MDR-T • VSME C3 • SDG 12, 13

IN BRIEF

Most sustainability reports lead with progress against 2030 targets. We have made a deliberate choice not to set reduction targets yet, not from a lack of ambition, but from a commitment to targets we can genuinely stand behind. We are building a three-year evidence base for 2024–2026 and will define meaningful targets for 2030 and 2050 in 2027.

There is an expectation, in reports such as this one, that a company will announce bold targets for 2030 and measure itself against them. We have chosen not to, at least, not yet. It is a choice we have thought carefully about, and one we believe reflects more integrity than a headline number would. A target is a promise, and a promise made without the evidence to support it is not ambition but guesswork.

Devan began collecting sustainability data across the full breadth of our operations only in 2024. Several of the measures that will matter most to any credible target (our Scope 3 emissions, our resource and circularity indicators) we have been tracking for barely a year. To set a reduction target today, we would have to guess at our starting point, at how much our footprint naturally varies from one year to the next, and at how much of any change reflects genuine progress rather than a busier or quieter year of production. Targets built on such guesses tend not to survive contact with reality, as they are quietly revised or missed, and the credibility of the whole report suffers with them.

"A target is a promise — and a promise made without evidence is not ambition, but guesswork."

This report marks an important step: for the first time, we can compare a full year against the one before it. That comparison is genuinely useful, as it shows us where our numbers are moving and prompts the right questions. But one year of change is not a trend. A single comparison cannot yet tell us whether a fall in a given metric is a durable improvement or simply the swing of an ordinary year. For that, we need a third data point.

This is especially true for a business whose footprint rises and falls with production. Much of what we measure (energy, water, emissions, waste) scales with how much we make. A meaningful target must therefore rest not only on absolute figures but on intensity: impact per unit of output. Understanding that relationship, and the year-to-year variability around it, is precisely the work of our baseline period.

Our path to credible targets

Phase	Period	What we do
1 — Baseline	2024	First full year of data collection (complete)
2 — Trend	2025	First year-on-year comparison (this report)
3 — Confirm	2026	Third data point: understand variability
4 — Target-setting	2027	Define 2030 & 2050 targets, by Pillar and KPI

When we do set targets, in 2027, they will be better for the wait: grounded in three years of real data, expressed by Pillar and by KPI, and set for both 2030 and 2050 so that our near-term actions serve our long-term direction. We would rather publish fewer targets we can defend than many we cannot.

Choosing evidence over headlines is not the easy path in a competitive reporting landscape. But it is the honest one, and we believe honesty is what makes a sustainability report worth reading.

13.2 Our forward roadmap

ESRS 2 MDR-A • VSME C2 • SDG 9, 12, 13

IN BRIEF

This report ends where our next one begins. Over the coming years, we will deepen both our reporting and our impact, widening our measurement of emissions and nature, launching life-cycle assessments and product passports, formalising our environmental policies, and, in 2027, setting the targets this evidence base is built to support.

A sustainability report is a snapshot, but sustainability itself is a direction of travel. As this report closes, it is worth setting out where we intend to go next, not as a vague aspiration, but as a concrete programme of work already taking shape. The years ahead will see us measure more of what matters, act on more of what we measure, and hold ourselves to the targets our evidence base is being built to support.

In 2026, our priority is to widen and deepen our measurement. We will extend the scope of our Scope 3 emissions (the largest and most complex part of our footprint) to capture more categories beyond our own gates. We will begin the life-cycle assessments that will let us quantify the environmental profile of our products from cradle to grave, put in place the first of the nature and biodiversity indicators identified through our ENCORE analysis, and carry out a structured climate-risk assessment of our sites. Several governance measures will also be included in our reporting for the first time: our average payment period, our lobbying expenditure, and the sustainability-related capital and operating expenditure through which our commitments become investments.

Alongside measurement, 2026 will see us formalise the frameworks that turn intention into practice: a set of environmental policies, a responsible-sourcing policy that extends our standards across the supply chain, and preparation for the Digital Product Passport, which will make the sustainability credentials of our products transparent to those who use them. A structured communication programme will ensure this work is understood: within the company, through EMBRACE, and beyond, with our customers and partners.

"We will measure more of what matters, and act on more of what we measure."

By 2027, we will hold three full years of data, enough to distinguish signal from noise and to understand how our footprint moves with our production. That is the point at which we will set our targets: for 2030 and for 2050, defined by Pillar and by KPI, and grounded in evidence rather than ambition alone. From that year, our reporting will shift from building a baseline to measuring progress against it.

Beyond target-setting, the years to 2030 will be defined by delivery, above all against our Green Portfolio Transition Plan, through which the majority of our chemistry is intended to become measurably more sustainable. Life-cycle assessments and product passports will move from launch to routine use, and our nature and climate assessments will mature from initial measurement to managed action. The direction is set, and the coming years are about walking it.

The road ahead

Horizon	Focus	What we will do
2026	Deepen measurement & frameworks	Widen Scope 3 coverage; launch life-cycle assessments; first ENCORE nature indicators; site climate-risk assessment; begin measuring average payment period, lobbying expenditure and sustainability CAPEX/OPEX; formalise environmental & responsible-sourcing policies; prepare the Digital Product Passport; launch a structured communication programme
2027	Set the targets	Complete the three-year evidence base; define 2030 & 2050 targets by Pillar and KPI; begin biodiversity KPI reporting; expand LCAs and product passports
2028-2030	Deliver & measure progress	Execute the Green Portfolio Transition Plan 2025–2030; track progress against targets; embed LCAs, EPDs and product passports as routine
Towards 2050	Long-term ambition	Pursue the climate and circularity goals set in 2027

13.3 Raising awareness — our communication strategy

ESRS 2 MDR-A, S1-13 • VSME C2 • SDG 4, 12, 13

IN BRIEF

A sustainability strategy that lives only in a report changes nothing. From 2026, our Activation Programme will bring sustainability to life across Devan through four stages: from building awareness to embedding sustainability in business strategy. Led by our Sustainability & ESG Manager, with support from EMBRACE and oversight from the Management Board, it is measured against clear targets for training, engagement, and integration.

The most carefully constructed sustainability strategy is worth little if it remains the preoccupation of a single department. For sustainability to shape a company, it must be understood by the people who make its

products, sell them and decide its direction. That is the purpose of our communication strategy, and although this report covers 2025, we set out here the programme approved for 2026, because it is how we intend to turn the commitments of this report into the daily life of the business.

Our communication strategy forms part of a broader Activation Programme, built on four pillars that describe a deliberate progression: from knowing to caring to acting to embedding. Each pillar builds on the one before it. It begins with **Awareness**, a shared, foundational understanding of what sustainability means for Devan and for each person's role. It deepens into **Engagement**, making that understanding relevant to each function's specific work. It matures into **Activation**, turning understanding into behaviour and operational change. And it culminates in **Integration**, the point at which sustainability ceases to be a programme at all and becomes simply part of how strategy is set, and business is done.

"Integration is the point at which sustainability ceases to be a programme, and becomes simply how we work."

The four pillars of the Activation Programme

Pillar	Objective	Key activities
1 • Awareness	Build foundational knowledge across the organisation	Devan Sustainability Kick-Off (EMBRACE Impact, during the annual sales & R&D meeting); Sustainability Training; Monthly internal & external campaigns: Monthly Spotlights, LinkedIn posts, <i>Voices from Within</i>
2 • Engagement	Make sustainability relevant to each function	Department workshops (R&D & Lab; Operations & Supply Chain; Commercial / Sales / Marketing); Quarterly "Ask Me Anything" sessions; Sustainability Value Lab employee ideas programme
3 • Activation	Drive behavioural change and operational integration	Sustainability Champions Network across six functions; Sustainability Transition Plans: internal innovation, efficiency challenges, LCA & S-LCA analysis, sustainability checkpoints in R&D and projects
4 • Integration	Embed sustainability into strategy and business processes	Sustainability value propositions in corporate and business-unit strategy; Quarterly performance reviews aligned to business KPIs; An integrated financial and non-financial reporting framework

Underpinning the programme is a steady rhythm of communication, sustaining momentum month by month rather than in occasional bursts:

OUR COMMUNICATION RHYTHMSustainability in Practice — *Voices from Within***Monthly**

Sustainability Monthly Spotlights

Monthly

Sustainability webinars

Quarterly

LinkedIn sustainability posts

2x Monthly min.

The Activation Programme is led by our Sustainability & ESG Manager, Ricardo Costa, with the support of the EMBRACE Sustainability Team and the oversight of the Management Board. Together, this structure is designed to centralise knowledge, ensure consistent messaging, and maintain the regular communication on which lasting cultural change depends.

An awareness programme, like any other initiative, is only as credible as its willingness to be measured. We have therefore set clear targets against which its success will be judged.

Activation Programme — success targets

Measure	Target	By	Tracked via
Training completion rate	≥ 90% of employees complete the Sustainability Training	Q3 2026	Attendance records
Employee engagement	≥ 70% average participation across sustainability initiatives (training, workshops, campaigns, ideas)	2026	Participation tracking
Initiatives launched	≥ 4 sustainability initiatives (campaigns, workshops, internal programmes)	Q4 2026	Activation Programme roadmap
Integration into R&D	≥ 75% of new R&D and product-development projects include a documented sustainability assessment or checkpoint	Q4 2026	Project documentation
Commercial integration	Sustainability value propositions in ≥ 50% of customer-facing materials (TDS, product sheets, presentations); ≥ 75% of salespeople sustainability-trained	Q4 2026	Materials count & participation tracking
Commercial opportunities	≥ 3 commercial opportunities completing lab trials where sustainability is a key differentiator	Q4 2027	Odoo data

14. External recognition & benchmarking

ESRS 2 BP-2 • VSME C1 • SDG 12, 17

IN BRIEF

Performance is best judged in both relative and absolute terms. Each year, we benchmark ourselves against the leading names in our sector (companies many times our size) because a small company should measure itself against the best. On the environmental and social metrics that matter most, normalised per tonne of production, Devan already stands among the leaders. In the formal apparatus of disclosure and ratings, we are earlier in the journey and catching up.

There is little to be learned from comparing oneself only to one's equals. We have chosen instead to benchmark Devan against the leading companies in speciality textile chemistry, most of them many times our size, and not, in truth, our direct competitors for every piece of business. The reason is simple: we want to be best in class, and the only way to know whether we are is to measure ourselves against the class leaders. Each year, we conduct this benchmark, drawing on competitors' published sustainability reports and normalising their figures to the same ESRS metrics we report ourselves.

Because this data is drawn from other companies' disclosures, we present it here in anonymised, aggregated form, showing where Devan stands relative to the peer group, without identifying individual companies. Two principles guide the comparison: we measure intensity, the impact per tonne of production, rather than absolute figures, since we are far smaller than most peers; and we compare like with like, using Scope 1 and 2 emissions where peers report them. Where a peer does not disclose a metric, that reflects a difference in reporting, not a judgement on performance.

"A small company should measure itself against the best, and on what matters most, we already stand among them."

On environmental performance, the results are striking for a company of our size. Measured per tonne of production, Devan records the lowest greenhouse gas intensity (scopes 1 & 2) in the peer group, a fraction of the figures reported by our largest competitors. Our water consumption and wastewater intensities are the lowest by a wide margin; our waste intensity is the lowest, and our recycling rate the highest, of any peer that reports them; and on energy intensity, we rank third of those reporting. We are equally honest about where we do not yet lead: our renewable-energy share sits in the middle of the group, and our packaging intensity is higher than that of the one peer that discloses it, both areas we intend to improve.

The social picture is equally strong. Women make up a higher share of our workforce than at any peer that reports the figure, and our female representation in management is more than double that of the nearest reporting comparator. And with zero lost-time injuries, our safety record stands clear of a peer group whose reported injury rates range from meaningful to high.

Where we are genuinely behind is not in performance but in its formal apparatus. Many of our peers have published sustainability reports for years, obtained independent assurance of their data, and hold external ratings such as EcoVadis medals or CDP climate scores. This is our second sustainability report. Our data has not yet been externally verified, and we do not hold any such ratings. We regard this not as a weakness in what we do, but as the natural position of a company at the start of its formal reporting journey, and precisely what this report, and the roadmap in chapter 13, are built to address.

Our work is, nonetheless, far from unrecognised. Devan's management systems are certified to **ISO 9001** for quality and **ISO 14001** for environmental management, independent confirmation that the systems behind our performance meet international standards. We are a **bluesign® system partner** and a member of both **ZDHC** and **Sedex**, aligning our chemistry and our supply-chain conduct with the most demanding frameworks in the textile industry.

We are sometimes asked whether we will pursue an EcoVadis rating or set science-based targets through the SBTi. For now, our position is exploratory and candid: we are assessing the costs and potential benefits of such frameworks within our sustainability function, but have made no commitment and set no plans. As with our targets, we would rather adopt them deliberately, when confident they add real value, than announce them for effect.

How Devan compares — anonymised peer benchmark

Metric (per tonne unless noted)	Devan	Peer group range	Devan's standing
GHG intensity (Scope 1+2), tCO ₂ e/t	0.074	0.23 – 0.56	▲ Lowest in the group
Energy intensity, kWh/t	530	351 – 2,686	▲ 3rd lowest
Water consumption intensity, m ³ /t	0.45	1.1 – 33.1	▲ Lowest, by a wide margin
Wastewater discharge intensity, m ³ /t	0.34	1.4 – 13.2	▲ Lowest
Waste intensity, kg/t	38.1	39.4 – 143.7	▲ Lowest
Waste recycling rate, %	81	~67	▲ Highest
Renewable energy share, %	24	12 – 45	◆ Mid-range
Packaging intensity, kg/t	92	~50	▼ Above peer. To improve
Women in workforce, %	51	23 – 38	▲ Highest
Women in management, %	42	~17	▲ More than double peer
Lost-time injury rate, per M hrs	0	2.3 – 8.7	▲ Zero. Best in group

Peer figures are anonymised and shown as ranges, drawn from competitors' published reports and normalised to Devan's ESRS metrics. Comparison is on an intensity basis (per tonne) and, for emissions, on a Scope 1+2 basis. We evaluated 11 industry peers; not all publish sustainability reports, and those that do disclose different indicators, so each metric is compared only against the peers that report it — between one and five companies, depending on the metric. A peer's absence from a metric therefore reflects non-comparable or undisclosed reporting, not weak performance. Peer definitions and boundaries may differ, so comparisons are indicative rather than exact. Women in management are shown on Devan's senior and middle management basis (42%, see 11.2); peer figures reflect each company's own management definition. Devan records injuries as counts; with zero recordable injuries the rate is zero; total hours worked are not yet separately disclosed.

MOVEMENT IV

Annex — the evidence

How to read the data, the full data book, and our methodology



15. How to read our data

ESRS 1 • ESRS 2 BP-1, BP-2, MDR-M • VSME B1

2024 is the baseline year (first year of full data collection); 2025 is the first year measured against it. Every indicator in this report shows both years' values and a trend marker. This section defines every marker, symbol, unit and convention used, without exception.

This report covers the calendar years 2024 and 2025. All data relate to Devan Chemicals NV. Intensity figures are calculated per tonne of finished product at the Belgium site, which is our sole production site; other locations are commercial or R&D only and generate no production tonnage.

1 • Trend markers — direction and colour are independent

Marker	Value moved	Colour	Interpretation	Example metric
▲ +X%	Increased	Green	Favourable. A rise is good	Renewable share, recycling rate, women in workforce
▼ -X%	Decreased	Green	Favourable. A fall is good	GHG, energy, water, and waste intensity
▲ +X%	Increased	Red	Unfavourable. A rise is bad	Emissions or waste rising
▼ -X%	Decreased	Red	Unfavourable. A fall is bad	Renewable share or training falling
=	No change	Grey	No material change, including 0 → 0	Injuries, corruption incidents

2 • How change is expressed

Notation	Meaning	Used for
± X%	Relative (percentage) change vs 2024	Absolute quantities and counts (e.g. training hours –17.9%)
± X pp	Percentage-point change vs 2024	Metrics already expressed as a percentage (e.g. women in management +2.4 pp)

3 • Status markers (no trend shown)

Marker	Meaning
NEW 2025 / NEW Planned	Measured for the first time in 2025; 2025 becomes its baseline; no trend is shown Indicator we will begin measuring in a future cycle
From 2026	Measurement begins in 2026
— (dash)	Not applicable, not measured, or a contextual figure carrying no favourable/unfavourable judgement (e.g. governance-body size, headcount)
n/r	Not previously reported — no prior-year figure exists for comparison
NR	Not reported — used in the peer benchmark (chapter 14) where a competitor does not disclose a metric

4 • Units

Unit	Meaning	Unit	Meaning
#	Count	tCO ₂ e	Tonnes of CO ₂ equivalent
%	Percent	h	Hours (training)
€	Euro	days	Days (payment period)
t	Tonne (1,000kg)	per M hrs	Per million hours worked (injury rate)

Unit	Meaning	Unit	Meaning
kg	Kilogram	kWh	Kilowatt-hour
m ³	Cubic meter (1,000 L)	/t	Per tonne of finished product (intensity)

5 • Absolute vs intensity figures

Absolute figures are totals; intensity figures divide those totals by production volume (per tonne of finished product). Because absolute figures move with output, intensity is the primary basis for judging efficiency and trend. Production volume increased from 1,510 t (1,510,489 kg) in 2024 to 1,682 t (1,681,528 kg) in 2025, an increase of 11.3%. Consequently, a fall in an intensity metric in 2025 represents a genuine efficiency gain, achieved despite higher output, not the effect of reduced production.

6 • Greenhouse-gas scopes — reading the emissions data

Emissions are categorised according to scope: Scope 1 (direct emissions), Scope 2 (purchased energy, market-based), and Scope 3 (value chain emissions). Devan monitors partial Scope 3 only, which includes upstream transport (category 3.4), business travel (category 3.6), employee commuting (category 3.7), and downstream transport (category 3.9), commencing measurement in 2025. This influences the interpretation of the GHG intensity trend: the figure for 2024 (0.082 tCO₂e/t) encompasses Scope 1 and 2 exclusively, whereas the 2025 figure (0.281) incorporates partial Scope 3 for the first time. Accordingly, the observed increase primarily reflects an expanded scope coverage rather than an actual rise in emissions. On a comparable basis for Scope 1 and 2, the 2025 intensity was 0.074 tCO₂e/t, which is lower than the 2024 figure. The Scope 1 and 2 measurement also serves as the standard for external peer comparison in Chapter 14.

7 • Colour coding

Colour identifies the Pillar to which a section or figure belongs: **Cobalt** = Planet Positive; **Natural Green** = Product Positive; **Insecta Orange** = People & Partnerships Positive; **Wellness Purple** = Governance. **Fresh Green** marks summary ("In brief") boxes. In bar charts, grey denotes context or secondary categories, and the Pillar colour denotes the value under discussion.

8 • Why no targets are shown

This report sets no reduction targets. Devan is building a three-year evidence base (2024–2026) to quantify natural year-to-year variability and the effect of production volume before defining 2030 and 2050 targets in 2027. The reasoning is set out in full in chapter 13.1. Until then, the report presents only measured values and early trends.

16. ESG data book

ESRS 2 MDR-M • ESRS E1–E5, S1, G1 • VSME B1–B11, C1–C3, C5–C7, C9 • SDG — all priority Goals

This section consolidates all headline indicators for 2024 and 2025, with trends relative to the 2024 baseline. Figures follow the conventions defined in Chapter 15. The fully granular dataset, by role, gender, age, and country, is stored in the underlying KPI workbook and published separately as a data pack.

Indicators are grouped by ESRS topic. Each row shows the unit, both reporting years and a trend marker. Percentage metrics show percentage-point (pp) change; absolute and intensity metrics show relative (%) change. Intensity figures are per tonne of finished product (production volumes: 1,510 t in 2024 and 1,682 t in 2025). Environmental, social and governance data cover Devan Chemicals NV.

ENVIRONMENT

Indicator	Unit	2024	2025	Trend
Energy intensity	kWh/t	564.6	530.0	▼ -6.1%
Renewable energy share	%	23.6%	24.2%	▲ +0.6 pp
GHG intensity (Scope 1+2)	tCO ₂ e/t	0.082	0.074	▼ -9.3%
GHG intensity (Scope 1+2+3)	tCO ₂ e/t	—	0.281	— ¹
Water consumption intensity	m ³ /t	0.618	0.450	▼ -27.2%
Water discharge intensity	m ³ /t	0.506	0.345	▼ -31.9%
Waste intensity	kg/t	40.6	38.1	▼ -6.1%
Waste recycled or reused	%	80.1	81.1	▲ +1.0 pp
Packaging intensity	kg/t	99.3	91.7	▼ -7.7%
Raw material intensity	kg/t	—	930.0	NEW 2025
Microplastics generated	kg	2,879	2,210	▼ -23.2%
Microplastics used in production	kg	18,031	15,202	▼ -15.7%
SVHC used in production	kg/t	—	1.50	NEW 2025
SVHC placed on the market	kg/t	—	14.28	NEW 2025

¹ The 2024 figure covers Scope 1+2 only; 2025 adds partial Scope 3 for the first time, so the two years are not comparable (see ch. 15 §6). On a like-for-like Scope 1+2 basis, intensity fell.

PEOPLE

Indicator	Unit	2024 (baseline)	2025	Trend
Total employees	#	36	34	—
Women in senior + middle management	%	33.3	42.1	▲ +8.8 pp
Employees taking family leave	%	10	17	▲ +7 pp
Total training hours	h	1,226	1,006	▼ -17.9%
Training hours per employee	h	34.1	29.6	▼ -13.2%
Performance-review participation	%	100	100	=
Work-related injuries	#	0	0	=
Collective bargaining (Belgium & Portugal)	%	100	100	=

Indicator	Unit	2024 (baseline)	2025	Trend
Incidents of discrimination	#	0	0	=

GOVERNANCE

Indicator	Unit	2024 (baseline)	2025	Trend
Governance-body members	#	7	6	—
Women on the governance body	%	14.3	16.7	▲ +2.4 pp
Confirmed corruption incidents	#	0	0	=
Whistleblowing reports	#	0	0	=
Fines for corruption	€	0	0	=
Active lobbying positions	#	0	0	=
Invoices paid on agreed terms	%	100	100	=

17. Methodology, frameworks & SDG index

ESRS 1 • ESRS 2 BP-1, BP-2 • VSME B1

17.1 Basis of preparation

This report covers Devan Chemicals NV and adopts an operational-control approach, including all sites under Devan's operational control. The reporting period runs from 01/01/2025 to 31/12/2025.

The report is prepared voluntarily using the VSME standard (the Voluntary Sustainability Reporting Standard for non-listed SMEs), applying both its Basic and, where data allow, Comprehensive modules, while retaining the ESRS topic architecture (E1–E5, S1, G1) for structure and comparability. Devan is not within the mandatory scope of the CSRD; this report is produced to prepare for future requirements and to meet the expectations of customers and partners.

2024 is the baseline; 2025 is the first year of year-on-year comparison. Indicators first measured in 2025 (raw-material consumption and intensity, SVHC used in production, SVHC placed on the market, and the partial Scope 3 emissions categories) establish their own 2025 baseline and carry no trend.

17.2 Reporting frameworks and standards applied

The report draws on the following frameworks and reference sources:

- **VSME:** Primary reporting standard (Basic modules B1–B11; Comprehensive modules C1, C2, C3, C5–C7, C9 where data allow).
- **ESRS:** Topic structure (E1–E5, S1, G1; cross-cutting ESRS 2) retained for organisation and mapping.
- **GHG Protocol:** Corporate Accounting and Reporting Standard (Scope 1 and 2) and Corporate Value Chain (Scope 3) Standard for emissions accounting.
- **Emission factors:** UK DEFRA/DESNZ 2024 conversion factors (Scope 1 and Scope 3); IEA national grid factors (Scope 2); IPCC global-warming potentials for conversion to CO₂-equivalent.
- **REACH** (EC 1907/2006): SVHC identification (Article 57 criteria; Article 59 Candidate List).
- **ESPR** (Article 2(27)): Definition of Substances of Concern.
- **OECD 301B:** Ready biodegradability basis for microplastic classification.
- **ENCORE:** Nature dependency and impact screening (biodiversity).
- **WBCSD Chemical Sector SDG Roadmap:** Basis for SDG prioritisation.

17.3 Methodologies by topic

Energy (E1). Total energy consumption is the sum of fossil energy (natural gas and company vehicle fuel), renewable energy (renewable grid electricity and own solar generation), and vehicle electricity. Vehicle fuel volumes (litres) are converted to kWh using standard calorific values. The renewable share is renewable energy divided by total energy. Energy intensity is the total energy per tonne of finished product.

Greenhouse gases (E1). Emissions are accounted for in accordance with the Greenhouse Gas (GHG) Protocol. Scope 1 encompasses direct combustion sources such as natural gas and vehicle fuel; Scope 2 pertains to purchased electricity, measured on a market-based approach; and Scope 3 includes selected categories within the value chain, which are measured for the first time in 2025. These categories include upstream transport (category 3.4), business travel (category 3.6), employee commuting (category 3.7), and

downstream transport (category 3.9). The GHG intensity is reported on both a Scope 1+2 basis, enabling Year-on-Year and peer comparisons, and a combined Scope 1+2+3 basis. As Scope 3 was incorporated in 2025, the combined figure is not comparable to that of 2024 (refer to §17.4).

Water (E3). Consumption is metered by the municipal supply. The report distinguishes water consumed, discharged, recycled/reused and sent for treatment. A portion of process effluent is treated externally rather than on-site; this boundary is disclosed in Chapter 9.2. Water intensity is per tonne of finished product.

Waste and resources (E5). Total waste is split into hazardous and non-hazardous fractions by disposal route. The recycling/reuse rate is the share of waste diverted from landfills. Packaging and raw-material consumption are reported in absolute terms and as intensity per tonne. Raw-material consumption and intensity are new in 2025.

Pollution and safe chemistry (E2). Microplastics are classified in accordance with the OECD 301B ready-biodegradability threshold; substances that do not meet the biodegradability criterion are categorised as microplastics. Two metrics of microplastics are reported: those generated and those used in production. Substances of Very High Concern (SVHCs) are identified in accordance with the REACH Candidate List (Article 59); the report distinguishes between SVHCs used in production and those placed on the market, the latter being sold from existing inventory. Substances of Concern are defined according to the ESPR Article 2(27) four-criteria framework.

Biodiversity (E4). Devan's impact is assessed indirectly through the ENCORE tool, using the ISIC divisions relevant to our activities; no quantitative biodiversity KPIs have yet been reported. Four nature indicators are scheduled for assessment in FY2026, and a structured climate-risk assessment (Climate Risk Intel) is planned for the same year (chapter 9.5).

Own workforce (S1). Headcount is reported on a legal-entity basis, broken down by country, age, contract type and gender. Diversity is measured by role and gender; the management-diversity indicator is female employees in senior and middle management divided by the total senior and middle management. Training is recorded in hours by role and gender; performance-review participation, health and safety (work-related injuries), family leave, collective-bargaining coverage and workforce incidents are reported as defined under the relevant ESRS S1 disclosures.

Governance (G1). Indicators cover governance-body composition, confirmed corruption incidents, whistleblowing reports, lobbying positions and payment practices (share of invoices paid under agreed conditions).

SDG contribution index (chapter 8). For each of Devan's priority SDGs, an internal index scores contribution on a 0–100 scale, combining the number and coverage of relevant KPIs, the direction of measured performance, and the alignment of active initiatives. It is an entity-specific, indicative metric, not an external rating, designed to track relative emphasis and progress over time rather than to permit inter-company comparison.

Materiality (chapter 7). A double-materiality assessment considered both impact materiality and financial materiality, generating 55 impacts, risks and opportunities and 18 material sub-topics. The materiality matrix plots impact materiality (vertical axis) against financial materiality (horizontal axis), with bubble size indicating stakeholder relevance.

Benchmarking (chapter 14). Conducted annually. Competitor figures are drawn from public sustainability reports and normalised to Devan's ESRS metrics, compared on an intensity basis (per tonne) and, for

emissions, on Scope 1+2. Data carry quality flags (verified / calculated / partial / not reported), and results are presented anonymised.

17.4 Data conventions, restatements and limitations

Trend and rounding conventions follow Chapter 15: relative (%) change for absolute and intensity metrics, percentage-point (pp) change for metrics expressed as percentages; colour denotes favourability, and the arrow denotes direction. Figures are rounded for presentation; calculations use unrounded source values.

Restatement — comparability with our 2024 report. Several 2024 figures have been restated in this report to improve accuracy and comparability. Where a figure differs from the one published in our 2024 Sustainability Report, the restated figure supersedes it:

- **Energy intensity.** The conversion factor used to translate natural-gas consumption into energy was corrected from 12.2 to 10.55, to reflect the actual calorific value of the gas supplied, and energy now includes all carriers (per \$17.3). This lowers reported energy for both years. On the corrected basis, 2024 energy intensity is 564.6 kWh/t (2024 report: 552.89 kWh/t).
- **Renewable-energy share.** The 2024 renewable-energy share has been corrected from 25.5% to 23.6%, following the correction of an error in the underlying calculation.
- **Waste intensity.** In our 2024 report, wastewater sent for external treatment was included within total waste. It is now reported separately (as water sent for treatment), so waste intensity is stated on a waste-only basis. On this basis, 2024 waste intensity is 40.6 kg/t (2024 report: 117.66 kg/t).
- **Waste recycled or reused.** This indicator now reflects the recycling and reuse rate of non-hazardous waste, the stream we currently monitor, rather than of total waste. On this basis the 2024 rate is 80.1% (2024 report: 27.6%, measured on total waste); the two figures are therefore not directly comparable.
- **GHG and water intensity.** Small differences from the 2024 report (GHG intensity 0.082 vs 0.09 tCO₂e/t; water intensity 0.618 vs 0.62 m³/t) reflect rounding only.

Scope expansion — GHG. The addition of partial Scope 3 in 2025 means the blended Scope 1+2+3 intensity is not comparable with 2024; the Scope 1+2 basis is used for like-for-like and peer comparison.

Small-organisation effects. With 34 employees, some percentage indicators are sensitive to individual changes; single-person movements can produce large percentage swings. Such figures should be read alongside their absolute counts.

Mixed boundary. Intensity denominators use Belgium production tonnage, while some Scope 3 numerators (business travel, commuting and home-working) are entity-wide. Those intensities therefore combine a site-based denominator with an entity-wide numerator and should be read as indicative.

No targets. No reduction targets are set; the reasoning and the three-year baseline approach are in chapter 13.1.

Assurance. The 2025 data are not externally assured (see 17.6).

17.5 Content index: Pillar · ESRS · VSME · SDG

Topic	Pillar	Chapter	ESRS	VSME	SDG
Strategy & business model	—	5, 6	ESRS 2 SBM-1/2	C1	—

Topic	Pillar	Chapter	ESRS	VSME	SDG
Materiality & stakeholders	—	7	ESRS 2 IRO-1	B1	—
SDG contribution	—	8	Entity-specific	—	all priority
Climate & energy	Planet	9.1	E1	B3, C3	7, 13
Water & marine	Planet	9.2	E3	B6	6, 12
Pollution & safe chemistry	Planet	9.3	E2	B4	3, 12
Resource use, circular & waste	Planet	9.4	E5	B7	12
Biodiversity & ecosystems	Planet	9.5	E4	B5	15
Green portfolio & innovation	Product	10.1 – 10.4	Entity-specific	B2–B4, B7, C2	9, 12
Own workforce	People	11.1 – 11.4	S1	B8–B10, C5	3, 4, 5, 8
Human rights & labour	People	11.5	S1-8, S1-17	C6, C7	8, 16
Partnerships	People	11.6	ESRS 2, G1-2	C6	9, 17
Governance of sustainability	Governance	12.1	ESRS 2 GOV-1	C9	5, 16
Ethics & anti-corruption	Governance	12.2	G1-1/3/4/5	B11	16
Payment & responsible sourcing	Governance	12.3	G1-2, G1-6	C6	8, 12
Targets & roadmap	—	13	ESRS 2 MDR-T/A	C2, C3	12, 13

17.6 Assurance

The 2025 data have not been externally assured. Devan is scoping limited external assurance of a small set of headline indicators, for example, GHG emissions and safety, for future reporting cycles, in line with the maturing of its reporting (chapter 14).

17.7 Glossary and references

Glossary of terms and abbreviations

Term	Definition
bluesign®	Independent verification system for safer chemical inputs and processes in textile manufacturing
CAPEX / OPEX	Capital expenditure / operating expenditure
Catalisti	Flemish spearhead cluster for sustainable chemistry and plastics
CBA	Collective bargaining agreement
CDP	Global environmental disclosure platform (formerly Carbon Disclosure Project); climate scores A–D
Centexbel	Belgian scientific and technical centre for the textile industry
CITEVE	Technological centre for the Portuguese textile and clothing industry
CLP	Classification, Labelling and Packaging Regulation (EC) No 1272/2008
CO₂e / tCO₂e	Carbon-dioxide equivalent/tonnes of carbon-dioxide equivalent
CSRD	Corporate Sustainability Reporting Directive (EU) 2022/2464
DEFRA / DESNZ	UK government departments publishing annual GHG emission-conversion factors
Double materiality	Assessment of both impact materiality (effect on people and environment) and financial materiality (effect on the company)
DPP	Digital Product Passport
EMBRACE	Devan's cross-functional committee for raising internal sustainability awareness

Term	Definition
ENCORE	Exploring Natural Capital Opportunities, Risks and Exposure — a nature dependency and impact screening tool
EPD	Environmental Product Declaration
ESPR	Ecodesign for Sustainable Products Regulation (EU) 2024/1781
ESRS	European Sustainability Reporting Standards
EU Omnibus	2025 EU simplification package amending the scope and timing of the CSRD
FTE	Full-time equivalent
GHG	Greenhouse gas
GWP	Global warming potential
Handprint	The positive downstream impact enabled by a product, in contrast to its footprint
IEA	International Energy Agency (source of grid emission factors)
IPCC	Intergovernmental Panel on Climate Change (source of GWP values)
IRO	Impact, risk and opportunity (materiality assessment)
ISO 9001 / ISO 14001	International standards for quality / environmental management systems
KPI	Key performance indicator
LCA / S-LCA	Life-cycle assessment / social life-cycle assessment
LTIR	Lost-time injury rate (per million hours worked)
MRS�	Manufacturing Restricted Substances List (ZDHC)
OECD 301B	OECD test guideline for ready biodegradability (CO ₂ -evolution method)
Odoo	Devan's enterprise resource planning (ERP) system
pp	Percentage point(s)
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals — Regulation (EC) No 1907/2006
Scope 1 / 2 / 3	Direct / purchased-energy / value-chain greenhouse-gas emissions (GHG Protocol)
SBTi	Science Based Targets initiative
SDG	United Nations Sustainable Development Goal
Sedex / SMETA	Supplier Ethical Data Exchange / Sedex Members Ethical Trade Audit
SoC	Substance of Concern, as defined in ESPR Article 2(27)
SVHC	Substance of Very High Concern, as defined in REACH Article 57
TDS	Technical data sheet
VSME	Voluntary Sustainability Reporting Standard for non-listed small and medium-sized undertakings
WBCSD	World Business Council for Sustainable Development
ZDHC	Zero Discharge of Hazardous Chemicals (Roadmap to Zero programme)

References and sources

Reporting frameworks and standards

- EFRAG, *Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)*.
- EFRAG / European Commission, *European Sustainability Reporting Standards (ESRS)*, Delegated Regulation (EU) 2023/2772.
- Directive (EU) 2022/2464 — *Corporate Sustainability Reporting Directive (CSRD)*.

- WRI / WBCSD, *GHG Protocol Corporate Accounting and Reporting Standard* and *Corporate Value Chain (Scope 3) Standard*.

Emission factors and climate data

- UK DEFRA / DESNZ, *Greenhouse Gas Reporting: Conversion Factors 2024*.
- International Energy Agency (IEA), national electricity grid emission factors.
- IPCC, Assessment Report global-warming-potential values.

Chemicals and product regulation

- Regulation (EC) No 1907/2006 (*REACH*), Articles 57 and 59 (Substances of Very High Concern; Candidate List).
- Regulation (EC) No 1272/2008 (*CLP*).
- Regulation (EU) 2024/1781 (*ESPR*), Article 2(27) (Substance of Concern).
- OECD, *Test Guideline 301B — Ready Biodegradability (CO₂ Evolution / Modified Sturm Test)*.

Nature and biodiversity

- Natural Capital Finance Alliance
- UNEP-WCMC, *ENCORE — Exploring Natural Capital Opportunities, Risks and Exposure*.

Industry standards, certifications and memberships

- ISO 9001:2015 (Quality management systems)
- ISO 14001:2015 (Environmental management systems).
- bluesign® system; ZDHC *Roadmap to Zero* and Manufacturing Restricted Substances List (MRSL); Sedex / SMETA.

International goals and sector guidance

- United Nations, *Sustainable Development Goals* (2015).
- WBCSD, *Chemical Sector SDG Roadmap*.



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