

**Neodecortech publishes its 2025 Sustainability Report: Scope 1 and 2 carbon neutrality confirmed, emissions and water consumption reduced, continued focus on talent and human capital. Economic benefits and savings from ESG policies amount to approximately €7 million in 2025.**

Filago, 01 April 2026

Neodecortech S.p.A., one of Europe's top players in the production of decorative surfaces for laminated panels and flooring used in interior design, listed on Euronext Milan, a market organized and managed by Borsa Italiana S.p.A.- Euronext STAR Milan segment, announces the publication of its 2025 Sustainability Report, aimed at providing a comprehensive overview of the actions undertaken and results achieved through the integration of an advanced ESG approach into its industrial model.

The Report, which has been prepared on a voluntary basis since 2016, has been drawn up in accordance with the Global Reporting Initiative (GRI) 'Sustainability Reporting Standards 2021' for the period from January 1 to December 31, 2025. It has been subject to limited assurance by an independent external auditor and was approved by the Board of Directors of Neodecortech S.p.A. on March 13, 2026.

The general principles applied in preparing the Report follow the GRI Standards: materiality, stakeholder inclusiveness, sustainability context, completeness, balance, comparability, accuracy, timeliness, reliability and clarity.

**Key achievements in 2025 include:**

- The Group generated €189 million in direct economic value, up 9.9% year-on-year.
- Confirmation of Scope 1 and 2 carbon neutrality, with 100% of energy sourced from renewable sources.
- A 3.5% reduction in CO<sub>2</sub> emissions per unit produced versus 2024, driven by biomass-based energy generation and the expansion of photovoltaic capacity, resulting in total emissions reductions of approximately 19,500 tonnes of CO<sub>2</sub> equivalent.
- The introduction of low carbon footprint resins (Low PCF), reducing emissions by 10% per kilogram of product and delivering savings of approximately 700 tonnes of CO<sub>2</sub> equivalent.
- A significant improvement in water efficiency, with a 16.8% reduction in water intensity per unit produced and a sharp increase in internal reuse (+67%).
- The implementation of circular economy initiatives, including increased use of recycled and certified materials (FSC®, PEFC) and the systematic recovery of production waste.

**Decors and surfaces  
for sustainable living.**

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The Group has also implemented energy recovery and industrial symbiosis projects, including the PUSH2HEAT initiative at its Guarmino site, which enables waste heat from production plants to be converted into reusable energy for industrial processes. The project, which is supported by the European Union, helps reduce energy consumption and emissions, with estimated annual economic benefits of approximately €180 thousand.

Overall, efficiency projects generated direct and measurable economic benefits of approximately €7.0 million during the year, including €5.4 million related to emission reduction initiatives and €1.3 million linked to recycling and waste management activities.

Further initiatives are under evaluation for 2026, including projects aimed at enhancing the value of production waste and developing biomass plants, confirming the Group's commitment to strengthening an increasingly circular and efficient industrial model.

The Report also highlights the Group's ongoing investment in human capital development: 97% of employees are on permanent contracts, while training hours increased by 24.2%. The strengthening of skills also includes ESG topics: in 2025, the Group introduced a new digital platform dedicated to sustainability training, offering a modular learning path available to all employees. The objective is to provide a shared knowledge base on the Group's ESG strategy, its operational implications, and best practices to be integrated into daily activities for long-term value creation.

From a governance perspective, Neodecortech maintains high standards, with female representation on the Board of Directors at 43%, well above the average for Italian SMEs, which stands at around 20%\*.

#### Luigi Cogni, CEO of Neodecortech, commented:

*"For us, sustainability is not a cost, but a key industrial lever. Circular economy principles are embedded throughout our processes, across the entire value chain, and are developed along two complementary dimensions: energy and materials. On the one hand, self-generation of energy from renewable sources enables us to reduce our reliance on fossil fuels and further integrate industrial operations with energy production. On the other hand, we focus on enhancing production waste, transforming it into new resources within our processes.*

*This industrial symbiosis model allows us not only to significantly reduce emissions and resource consumption, but also to generate tangible economic benefits. ESG investments contribute to a structural reduction in costs, demonstrating that sustainability and competitiveness are increasingly interconnected.*

*Building on these foundations, we continue to evolve our processes with the aim of strengthening an efficient, circular and long-term oriented industrial model."*

#### Notes

The full report is available at the following link:

[https://www.neodecortech.it/app/uploads/2026/03/RS\\_NDT\\_2025\\_ENG.pdf](https://www.neodecortech.it/app/uploads/2026/03/RS_NDT_2025_ENG.pdf)

\*Data based on the Mercer FTSE MIB study (11th edition, July 2023); Manager Italia analysis (Women on Boards report, September 2024)

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## Neodecortech S.p.A.

Neodecortech is one of Europe's top players in the production of decorative surfaces for laminated panels and flooring used in interior design. The Group's business is in the production of complete and technologically advanced solutions for the realization of interior design projects, covering all stages of the production process for the production of decorative paper, from raw material management, through surface finishing and impregnation, up to the finished product and the management of end-of-line logistics. The Group offers multiple product categories: decorative papers; decorative printings; finish foil; melamine film; PPF and PPLF, CPL laminates, CLPL laminates, EOS anti-fingerprint surfaces ([www.neodecortech.it](http://www.neodecortech.it)).

ISIN Code ordinary shares: IT0005275778

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