

EXTRA-FINANCIAL PERFORMANCE REPORT

2019 FINANCIAL YEAR

ATLANTIC FRENCH COMPANY SPECIALISED IN THERMAL COMFORT SOLUTIONS

Public limited company with an executive board and supervisory board. With capital of €14,024,622.50

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INTRODUCTION

As part of a global approach that considers social and environmental challenges, in 2014 GROUPE ATLANTIC decided to establish an internal organisation to oversee its social and environmental responsibility.

This led to the creation of the CSR Committee, comprised of:

- ✓ the Sustainable Development Department,
- ✓ the Group Legal Department,
- ✓ the Group Communications Department,
- ✓ the Group Purchasing Department,
- ✓ the Industrial Department,
- ✓ the Sales Departments,
- ✓ the Group Human Resources Department and
- ✓ the Customer Service Division.

This committee's purpose is to structure the Group's Sustainable development process, explore areas for improvement and work with the departments to devise cross-functional projects.

These processes are led by the Sustainable Development Department, which comprises two people.

This department is dedicated to all environmental aspects of the Group's operations.

Other parts of the CSR approach are divided up among other Group departments.

The Sustainable Development Department's processes are organised using two approaches:

- ✓ A 'Group' approach
 - Providing support & guidance for the environmental approach for industrial sites, including legal oversight, and raising awareness among Group employees, particularly during Sustainable Development week,
 - Sharing information about GROUPE ATLANTIC sustainable development via various media,
 - Customer relations (*answers to CSR evaluation surveys, sustainable development surveys*).
- ✓ A 'product' approach
 - Product life cycle assessments (PEP sheets).
 - Legal oversight and monitoring of environmental regulations relating to products.
 - Environmental organisation management.

In accordance with legislation on social, environmental and societal information, GROUPE ATLANTIC has used the approaches outlined above to establish this extra-financial performance report, which includes the following components.

Atlantic Société Française de Développement Thermique, through all of its subsidiaries and holdings (hereinafter referred to as GROUPE ATLANTIC), contributes to the development and marketing of climate control engineering products.

GROUPE ATLANTIC has set itself the following mission:

To transform available energies into lasting well-being
by creating thermal comfort solutions that are ecologically efficient,
accessible to all and suited to individual needs.

Water heating, air heating, energy management, air conditioning and ventilation: GROUPE ATLANTIC develops high-performance solutions that are both competitive and environmentally friendly. They are designed for individual homes, collective housing, offices, shops, schools, airports, hospitals and all other tertiary buildings.

To preserve its ability to grow rapidly and develop an offering that is relevant for each of its markets, GROUPE ATLANTIC is organised into business units. Such specialisation enables us to benefit from the best talents and best practices in each of our areas of expertise.

■ **The 6 divisions of GROUPE ATLANTIC** collaborate daily to promote synergies in terms of innovation and customer support.

KEY RESOURCES

GROUPE ATLANTIC relies on:
Skilled industrial
and commercial teams
supported by training
programmes,



**OVER
9,000**

EMPLOYEES
THROUGHOUT THE WORLD



United Kingdom,
Republic of Ireland
and North America Division

- Plants spread throughout France (11 industrial sites) and in countries that help ensure that growing or emerging markets are supplied as locally as possible (14 plants abroad),
- An R&D policy that focuses on the product eco-design, innovation and connected products.

ACTIVITIES (PRODUCTION, DISTRIBUTION, etc.)

GROUPE ATLANTIC performs the following activities:

- The manufacture of climate control engineering products – heating, sanitary hot water and ventilation – through various ranges using energies such as electricity, fossil fuels and renewable energy.
- Distribution of the climate control engineering products that it manufactures, as well as air conditioning products,
- Services relating to the products sold, such as maintenance, repair and pre-sales in cooperation with engineering and design offices.

Products are manufactured by plants in France and abroad.

- The Group is also present via 17 specialist brands, leaders in their sector.**



Each Group brand boasts specific expertise and positioning.

Whether they're working for the end consumer or professional customers, they all share the spirit of innovation, product quality and a sense of service.



A multi-energy offering for residential and tertiary markets the world over: heating (connected radiators, heat pumps, boilers, etc.), sanitary hot water, air conditioning and ventilation.



Connected radiators, electric and renewable energy water heaters, swimming pool heat pumps – Thermor is the leading heating expert in France.



Radiators, water heaters and ventilation systems, all easy to install when renovating your home, on sale in France to the mass market.



The benchmark in mainland Europe (outside France) for commercial heating systems for housing and tertiary buildings.



Italian-designed radiators and bathroom radiators for European markets.



Commercial heating for residential buildings; heating, steam and pressurised water for industrial sites: Erensan is one of the Turkish leaders in these markets.



Specialist in domestic hot water, with a full range of top-quality electric water heaters, renewable energy and indirect storage cylinders in over 25 countries.



Specialist UK manufacturer of premium commercial boilers with heating, hot water and renewable solutions for residential and commercial buildings.



Leading manufacturer of domestic condensing boilers for the UK and Ireland, catering for private residential and commercial buildings.



The specialist in wall-mounted 'double-flow' condensing boilers for light commercial and larger domestic properties in the UK.



UK specialist manufacturer of duplex stainless steel and copper hot water cylinders and heating solutions for domestic, commercial and industrial use.



Market-leading manufacturer of wall-mounted and free-standing commercial boilers for UK commercial and industrial applications.



The North American specialist in heating and hot water products for the residential and commercial markets.



A Belgian brand that offers a wide range of heating and hot water products for the domestic, tertiary and industrial markets.

MARKET, PRODUCTS, CUSTOMERS

Climate control engineering products are an integral part of the construction market, since they cover heating, ventilation and air conditioning of buildings:

Access to the new build market for climate control engineering products involves:

- National legislation, particularly in terms of regulations on construction, maintenance and pre-sales in cooperation with engineering and design offices.
- Construction development programmes
- Market price trends (crises, speculative bubbles)
- Measures encouraging property ownership (government incentives, financial resources of purchasers)

In the renovation market, there are significant needs due to:

- the age of certain residential buildings,
- the desire for energy savings, particularly as a result of rising energy costs (oil, gas, electricity)
- attempts to increase buildings' energy efficiency

Certain local legislative bodies support the renovation market through financial and/or tax incentives in order to ensure improvements are made to buildings and residences.

PRODUCTS

Climate control engineering products are also dependent on the energy market. In France, for example, with the adoption of RT2012 legislation, electricity was pushed into the background in the construction of new collective housing, since this legislation resulted in additional investment costs for builders.

Increased gas and hydrocarbon consumption together with the depletion of natural resources and increased extraction costs is likely to lead to energy price inflation overall.

All of these aspects work in favour of products that are powered by renewable energies and/or more energy efficient.

Massive worldwide demand for energy, the inevitable and ever-increasing scarcity of fossil fuels (coal, oil, gas, uranium), the depletion of raw materials (copper, iron, lead, etc.) and the continued increase of greenhouse gas emissions have awoken the world to the need to change our methods of consumption, optimise energy use and promote renewable energy.

Regulations and legislation have been adopted in France and throughout Europe with a view to implementing eco-design for products that use energy, regulating efficiency and energy performance and reducing greenhouse gas emissions. These regulations have a significant impact on consumption choices and on the industrial strategies of the main players in the climate control engineering market.

GROUPE ATLANTIC offers a wide range of climate control engineering products, in heating (including sanitary hot water) as well as ventilation and air conditioning.

Whether conventional or just emerging, all energies catch the Group's interest, provided that their mid- and long-term relevance is validated.

BREAKDOWN OF THE ENERGY MIX

Turnover breakdown in 2019 (€2.2bn)



INDIVIDUAL SOLUTIONS

Electric & bathroom radiators



Connected radiator



Bathroom radiator

Water heaters and renewable energies (from 15 to 400L)



Electric water heater



Thermodynamic water heater

Gas, fuel oil and wood boilers



Gas condensing wall-mounted boiler



Hybrid gas and solar boiler

Heat pumps and hybrid solutions



Heat pump for heating and hot water



Hybrid gas boiler and heat pump

Air conditioning & Ventilation



Dual-flow ventilation



Mono and multi-split air conditioning

COLLECTIVE AND TERTIARY SOLUTIONS

Commercial boilers (from 34 to 10,000kW)



Free-standing gas condensing boiler



Modular gas condensing boiler

Commercial boilers



High pressure hot water boiler (465kW - 23MW)



Steam boiler (250 kg/h - 30t/h)

Collective sanitary hot water (from 300 to 5,00L)



Gas sanitary hot water equipment



Commercial heat pump water heater

Boiler room equipment



Filling module



Heat interface unit

Air conditioning & Ventilation (from 80 to 11,000m³/h)



Air handling unit



Central air conditioning

CUSTOMERS

The Group's customers primarily stem from two networks:

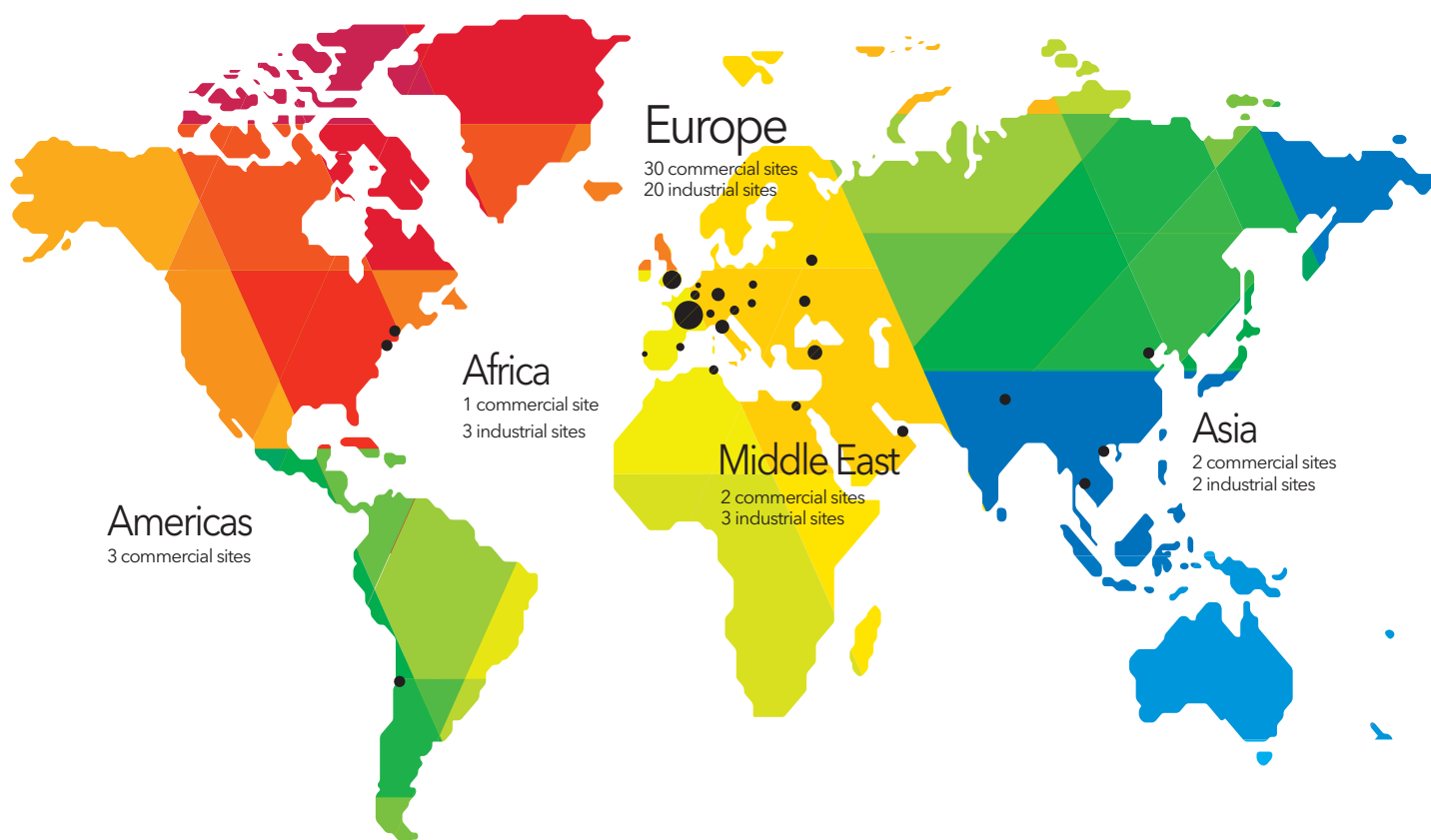
- a professional network of distributors, wholesalers and installers
- a network focused on large-scale distribution channels, such as DIY superstores

TRENDS AND OUTLOOK

GROUPE ATLANTIC strives for growth supported by more cost-effective methods, without hindering the development of the products and services offered to its customers.

Its investment plans are set to remain significant in the short term, particularly from an industrial standpoint.

GROUPE ATLANTIC AROUND THE WORLD



28 INDUSTRIAL SITES



AUSTRIA

-Knittelfeld

BELGIUM

-Seneffe

EGYPT

-Cairo (x2) (JV)

FRANCE

-Merville
-Billy-Berclau
-Trappes
-Aulnay-sous-Bois
-Pont de Vaux
-Cauroir
-Orléans
-La Roche-sur-Yon

-Fontaine
-Saint-Louis
-Meyzieu
-Vinay
-Boz

GEORGIA

-Kutaisi

INDIA

-Dehradun (JDA)

UNITED KINGDOM

-Hull
-Blackpool

SLOVAKIA

-Nová Dubnica

THAILAND

-Rayong (JV)

TUNISIA

-Tunis

TURKEY

-Torbalı
-Izmir
-Yozgat

UKRAINE

-Odessa

39 COMMERCIAL SITES



GERMANY

-Geldersheim
-Weiden
-Mülsen

AUSTRIA

-Knittelfeld (JV)

BELGIUM

-Aartselaar (JV)
-Dworp

CHILE

-Santiago (JV)

CHINA

-Beijing

EGYPT

-Cairo

United Arab Emirates
-Dubai (Representative office)

SPAIN

-Castelldefels
-Mataró

UNITED STATES

-Blackwood
-Warwick

FRANCE

-Bourg-la-Reine
-La Roche-sur-Yon
-Meyzieu
-Orléans
-Toussieu

ITALY

-Castronno
-Conegliano
-Faenza

THE NETHERLANDS

-Veenendaal (JV)

POLAND

-Warsaw
-Wrocław

PORTUGAL

-Lisbon

CZECH REPUBLIC

-Prague

UNITED KINGDOM

-Hull
-Blackpool
-Fife
-Poole
-Sudbury

RUSSIA

-Moscow (x2)

SWITZERLAND

-Ruswil
-Hergiswil

TURKEY

-Istanbul

UKRAINE

-Kharkov (JV)

VIETNAM

-Ho Chi Minh City



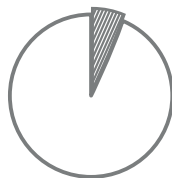
9,400
EMPLOYEES



28
INDUSTRIAL SITES

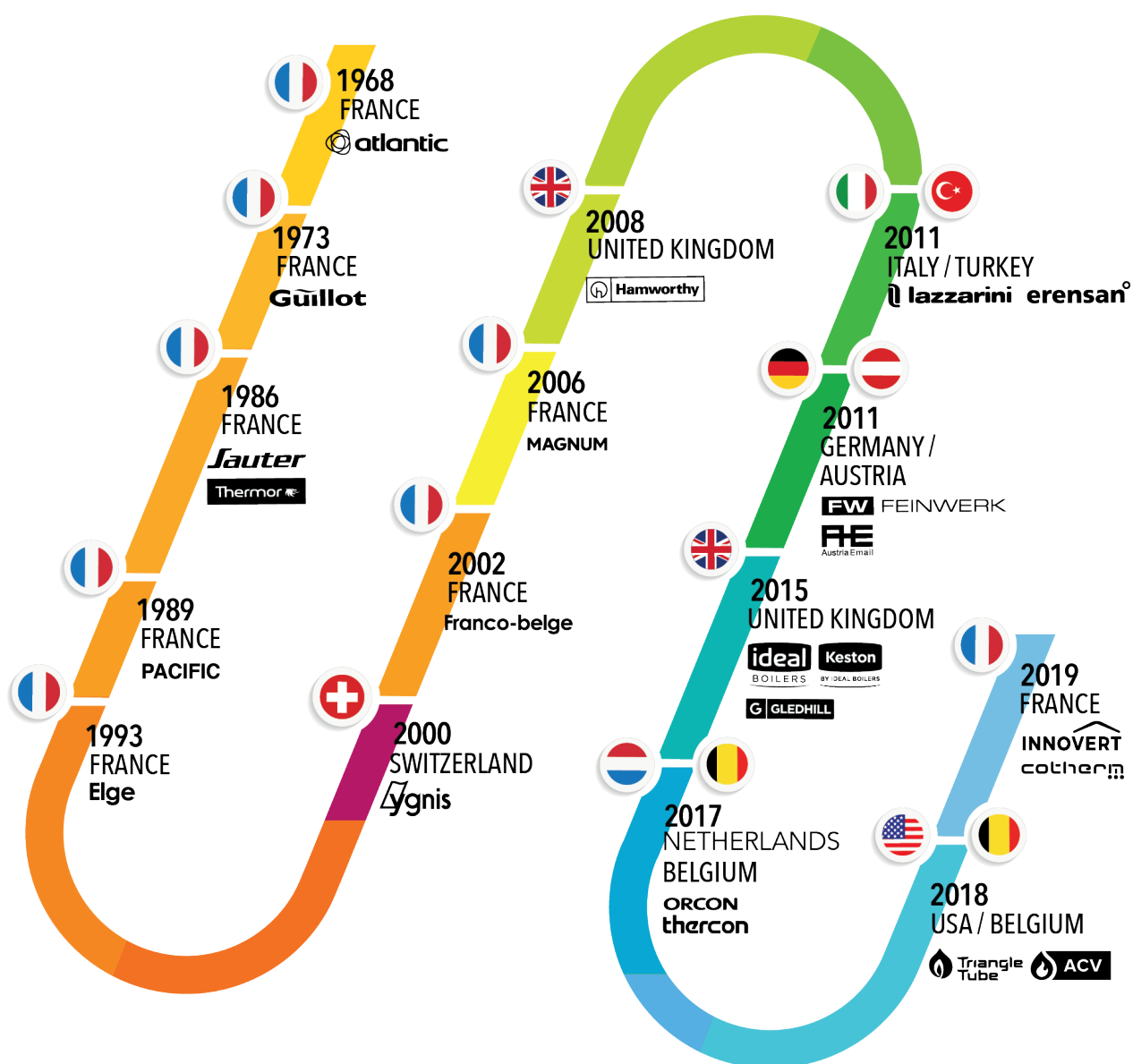


€2.2 Bn
NET TURNOVER



4%
OF TURNOVER DEDICATED
TO NEW AND FUTURE SOLUTIONS

GROUP ACQUISITIONS SINCE 1968



EVOLUTION OF THE GROUP SINCE 2004 - ORGANIC AND EXTERNAL GROWTH

ORGANIC GROWTH

EGYPT

Cairo site

Electric water heater (and
bathroom radiator extension
In 2013)

UKRAINE

Odessa site

Water heaters and electric
heating

TURKEY

Torbali site

Electric bathroom radiator
and hot water

FRANCE

Fontaine site

Creation of a versatile
production line for electric,
solar and heat pump
water heaters

THAILAND

Rayong site

Electric water heater

FRANCE

Billy-Berclau site

Heat pumps
and boilers

GEORGIA

Kutaisi site

Thermodynamic

TURKEY

Izmir site

Bathroom radiator

EXTERNAL GROWTH

FRANCE / **Magnum**

UNITED KINGDOM / **Hamworthy**

ITALY / **Lazzarini**
TURKEY / **Erensan**

GERMANY / **Feinwerk**
AUSTRIA / **Austria Email**

UNITED KINGDOM / **Ideal Boilers, Gledhill**

FRANCE / **E-Module**
Trappes site
Hydraulic modules

BELGIUM - NETHERLANDS /
Thercon/Orcon

BELGIUM / **ACV**

FRANCE / **Innovert and Cotherm**
VIETNAM / **Ipix**
RUSSIA / **Zavod SST/ Teplolux**

Preparation of the Extra-Financial Performance Report included a reflection on GROUPE ATLANTIC'S primary challenges in terms of Social and Environmental Responsibility.

The process consisted of:

- Initial working group involving the Group's legal department and the Sustainable Development department. Initial analyses and drafts of the document.
- Decision to create a working group including the Group's legal department, Sustainable Development department, HR department and communication department.
- Two meetings were held by the working group between October and November 2019 to discuss which areas to cover, choose the challenges with regard to GROUPE ATLANTIC's activities and analyse the risks that may have already been covered elsewhere, in particular by referring to the Sustainable Development Report, which has been published by the Sustainable Development Department for the last five years.
- The challenges to be included in the Extra-Financial Performance Report were presented to the CSR committee and approved by Group General Management in late November 2019.

All of the required subjects were thoroughly examined during the preselection before the assessment was completed. This was based on:

- The consequences of climate change on the company's activities and the usage of the goods and services it provides,
- Corporate commitments to sustainable development,
- Corporate commitments to the circular economy,
- Corporate commitments to combatting food waste,
- The fight against food insecurity and promotion of responsible, equitable and sustainable nutrition,
- Respecting animal welfare,
- Collective agreements made within the company and their impact on the company's economic performance as well as on employee working conditions,
- Actions aimed at fighting discrimination and promoting diversity and measures taken with regard to persons with disabilities.

Certain subjects, which were determined to have little significance in view of the characteristics of the company's activities and environment, were dismissed.

As a result, the following subjects are not covered in this report:

- Corporate commitments to combatting food waste,
- The fight against food insecurity and promotion of responsible, equitable and sustainable nutrition,
- Respecting animal welfare.

2.

NOTE ON METHODOLOGY

For the 2019 financial year, the scope of the data used primarily focuses on French companies and the UK division, which represent 83% of turnover excluding the consolidated Group and 58% of the consolidated workforce.

The main French commercial companies are Atlantic Société Française de Développement Thermique, Thermor, Société Industrielle de Chauffage and Atlantic Climatisation & Ventilation.

The French industrial companies are Atlantic Industrie, Thermor, Atlantic Climatisation & Ventilation, CICE (two sites), Société Industrielle de Chauffage (2 sites), Guillot Industrie and Ygnis Industrie (2 sites).

Also taken into account were the services companies (either internal - SCGA, GA SYNERGY, EGIDE - or within the CESC services division), as well as the commercial companies E-MODULE and ACV France.

The main UK Division companies are Ideal Boilers, Gledhill and Hamworthy.

Companies acquired during 2019 were not included. Given the possibility for information feedback, only companies falling within the France and UK scopes are taken into account at present, unless otherwise indicated in the present document.

Certain social and environmental indicators apply to France only. The extent of the report's coverage therefore is limited to the scope of these Group companies.

The indicator relating to the internal survey on employee satisfaction covers all companies belonging to the Group in 2018.

With regard to company information, as GROUPE ATLANTIC does not have access to the entire Human Resources Information System (SIRH), this is based on **networks of local contacts** relative to each issue considered. It's also important to specify that each entity has control over **its own resources and actions**.

3.

RISK ANALYSIS

As part the preparatory work (as described in paragraph 2 above - note on methodology), risk analysis helped identify the following challenges:

social challenges

EQUAL TREATMENT:

- Accessibility policy: Group policy implemented on different sites with various levels of engagement depending on its sensitivity and possibility Monitoring indicator: number of workers with disabilities
- Gender equality
Monitoring indicator: gender equality index

TALENT RECRUITMENT AND RETENTION:

It can be difficult to find people with the relevant skills in certain business fields (industrial, commercial or support) on the labour market. In this context, GROUPE ATLANTIC is developing practices that make it easier to attract top talent.

- Relationships with schools and apprenticeships

social challenges

- Internal training for the purposes of skill development
Monitoring indicators: cost of training as a % of total payroll costs; % of positions filled internally
Performance indicator: rate of staff turnover
(with an objective of stability and maintenance of that stability over time).

EMPLOYEE HEALTH & SAFETY AND WORKING CONDITIONS

Since GROUPE ATLANTIC conducts industrial operations, particular attention is paid to employee safety on these sites in order to minimise occupational accidents.

Performance indicators: number of accidents, rate of frequency and rate of severity.
As part of its qualitative approach to professional employer/employee relationships, GROUPE ATLANTIC is investing in **QUALITY OF LIFE AT WORK**. The areas for reflection and consideration are: well-being, work-life balance and freedom of expression, all with a view to continuously improving the everyday professional lives of its employees.

- Monitoring indicator: results of internal survey/Rate of absenteeism

societal challenges

BUSINESS ETHICS: anti-corruption and personal data protection charter, given its international scale and presence throughout the world, GROUPE ATLANTIC has established an anti-corruption charter (which is applied in addition to the various anti-corruption laws). The digital management of relationships with suppliers and customers also means investing in personal data protection to ensure GDPR compliance.

GROUPE ATLANTIC PURCHASING POLICY: In order to maintain best practices and to ensure compliance with regulations on sourcing from suppliers, GROUPE ATLANTIC has recognised that the Group purchasing policy should have a framework and be shared by all of the Group's purchasing departments.

RELATIONSHIPS WITH STAKEHOLDERS

GROUPE ATLANTIC offers products that have a genuine impact on everyone's day-to-day lives (products relating to thermal comfort). As such, the Group wishes to build a relationship with its own customers, who are procurement consultants on its products, while also helping to improve people's living conditions through various sponsorship actions.

- Partnerships and sponsorship
(endowment funds, UK actions, etc.)
- Training for the industry (its customers):

environmental challenges

CONTROLLING THE ENVIRONMENTAL IMPACT OF INDUSTRIAL SITES

GROUPE ATLANTIC strives to preserve the environment and manage the impact generated by its activities, whether on industrial or tertiary sites. In this respect, compliance with environmental regulations regarding pollution, as well as any action limiting emissions for better management of resources and waste, represent major challenges for the Group, particularly for its industrial sites around the world. GROUPE ATLANTIC is therefore implementing an environmental management policy based on its environmental report.

SUSTAINABLE OFFERING

GROUPE ATLANTIC has identified significant challenges relating to the natural energy resources required to operate its products. As a result, it has invested in a multi-energy product strategy in order to strike the best compromise between investment, efficiency, environment and comfort, all while offering consumers the choice of which energy to use.

In line with environmental regulations, GROUPE ATLANTIC is taking an approach to **MINIMISE THE ENVIRONMENTAL FOOTPRINT** of its products through life cycle analysis.

▮ *Monitoring indicator: Number of PEP* sheets and rate of WEEE** collection*

The current lack of centralisation of data within the Group makes it impossible to present an environmental performance indicator for this exercise.

Before going into detail on each of the challenges covered, it's clear from the analyses of risk and GROUPE ATLANTIC activities that the Group's approach to its social and environmental responsibility is in line with its objectives to respect people (employees, partners and civil society) and its environment.

* PEP: Product Environmental Profile

** WEEE: Waste electrical and electronic equipment

SOCIAL CHALLENGES

Equal treatment

Accessibility policy

In keeping with its strong family values, GROUPE ATLANTIC promotes and encourages many local initiatives from its teams all around the world to address the way we perceive disability.

'Being open to all sorts of profiles is gratifying for a company; collective efficiency results from a broad range of experiences. It helps recruitment and it's a way for the general public to see our commitment. Within the company, it fosters a sense of belonging and pride in GROUPE ATLANTIC among its employees. Disability concerns us all.' Arnaud Rollin - HRD GROUPE ATLANTIC

GROUPE ATLANTIC's policy promoting the inclusion of people with disabilities is based on 3 pillars:

1.

Raising employee awareness and combatting misconceptions

2.

Recruiting and promoting the integration of people with disabilities within the company, as well as ensuring job retention

3.

Developing partnerships

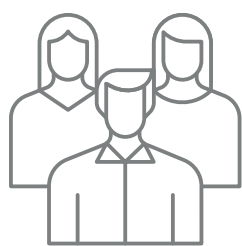
A (non-exhaustive) overview of actions taken to benefit disabled workers on the various sites:

- Organisation of hands-on workshops to raise awareness (with emphasis on visual, motor and sensory disabilities) across several French industrial sites, focussing on the subject of safety.
- A Handi-Accueil (Accessibility) management committee was established at the Group's head office in La Roche-sur-Yon. The leading areas of focus of this group pertain to training, communication, raising awareness on subjects relating to disabilities and providing as much support as possible to employees in need who are (or aren't) recognised as disabled workers. **A Handi-Accueil (Accessibility) charter with AGEFIPH signed in February 2020.**
- Manager training across 4 Group sites and participation in AGEFIPH mornings: positive feedback and an approach which should be extended to other sites.
- As part of their HandiAccueil (Accessibility) policy, and in cooperation with the Disability Confident organisation, our Group presence in the United Kingdom works to improve how the site attracts, recruits and retains disabled employees. *'Becoming a Disability Confident Employer not only helps us to reflect on how to make our workplace more accessible; it also shows our employees that we are committed to promoting equality in the workplace, which is a great way to encourage them to discuss disabilities that are often invisible.'* Debbie Skalli HRD GROUPE ATLANTIC UK & ROI
- Partnership established between GROUPE ATLANTIC and the Handi Equi'Compet Association: it aims to provide long-term support for initiatives that promote and develop para-equestrian sports in France, and to help member riders to practice their sport in the best possible conditions. *'The idea to establish a partnership with Handi Equi'Compet started with an employee with a disability who is also an equestrian enthusiast,' recalled Arnaud Rollin, Group Human Resources Director.* *'The partnership was an opportunity for the Group to raise in-house awareness about the inclusion of disabled persons and to show an example of excellence and disability combined. The Group has a lot to gain.'*

4.1.1

Accessibility policy

NUMBER OF EMPLOYEES WITH DISABILITIES



IN 2018, IN ITS COMPANIES
IN FRANCE

93.16

FULL-TIME EQUIVALENT
DISABLED WORKERS

4.1.2

Gender equality

GROUPE ATLANTIC's policy relies on legal compliance requirements in order to ensure that no form of discrimination exists within the company. The Group's challenge is to achieve true gender equality at work, particularly by combatting everyday workplace sexism and ensuring equal pay for equal work, gender parity in management and diversity within the business fields.

In 2018³, women accounted for 33% of the GROUPE ATLANTIC workforce in France. This is slightly higher than the national average published by the National Institute of Statistics and Economic Studies (*Institut national de la statistique et des études économiques* [INSEE]) for the manufacturing industry.

As part of its agreements regarding professional equality in France, and in accordance with its fundamental principles, GROUPE ATLANTIC works to foster equality in the professional world every day.

In other countries where the Group operates, local initiatives exist to promote access to technical business fields for women and to break down barriers and prejudice.

The Hull site in the United Kingdom participated in the WIME (Women into Manufacturing and Engineering) event to present and promote job opportunities in the manufacturing and engineering industries to women in the region.

Gender equality index⁴

This index only applies to GROUPE ATLANTIC's French companies.

In 2019, GROUPE ATLANTIC obtained the following scores:

- For the company Atlantic Climatisation et Ventilation (Meyzieu): 78/100
- For the company Atlantic Industrie (La Roche sur Yon) 78/100
- For the company GA Synergy (La Roche sur Yon): 84/100
- For the company SCGA (Bourg la Reine): 77/100
- For the company SIC (Merville and Billy Berclau): 84/100
- For the company CICE (Saint-Louis): 85/100
- For the company Thermor (St Jean de la Ruelle): 84/100
- For the company Guillot Industrie (Pont de Vaux): 76/100

³ Owing to the lack of available data at present, we are unable to provide data for the 2019 financial year.

⁴ The index out of 100 points is calculated using the five Government-approved indicators.

These five indicators and their respective weightings are as follows:

- the wage gap (40%),
- the gap in the awarding of salary increases (20%),
- the gap in the awarding of promotions (15%),
- the percentage of employees who get salary increases upon return from maternity leave (15%),
- the number of women and men in the ten highest-paid positions (10%).

4.2

4.2.1

Talent recruitment and retention

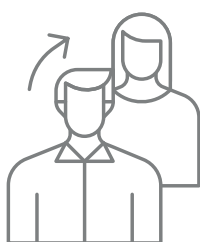
Relationships with schools and Apprenticeships

In order to support its development, the Group aims to increase its appeal to students. This will make it easier to recruit interns and work-study participants (sourcing) and, in the long term, to develop partnerships and the employer brand in order to favour future recruitment.

The Hull site in the UK has welcomed interns and apprentices for over 30 years. It is committed to recruiting and training apprentices, as well as fostering personal growth in their current positions as part of their training, to meet the company's need for today's and tomorrow's skills. Every training programme includes support and feedback, and results in certified accreditation. The site is also committed to supporting the local community by providing programmes that match their professional aspirations and helping them to better understand the business fields, the different paths to employment and the skills that a professional career requires.

In France, a variety of initiatives are implemented each year:

- The '1 day/1 internship' programme is a multi-day initiative for choosing future interns for the Group's various sites. This day offers the students selected a tangible opportunity to learn about the business fields and available internships (testimonials from former interns, meetings with managers) and provides creative workshops for designing the products of the future.
 - The Young Graduates programme helps the Group attract and hire 60 young engineering graduates at various Group sites (in France and abroad) to form an internal talent pool that can then evolve within the Group. A specific hiring process was established, involving: selecting candidate applications, a Group recruitment day including presentation of the Group and the orientation programme, 2 workshops (lunch/testimonials, creativity workshops), meetings with managers, HRMs and consultants, and a tour of the plant, meeting with their future managers and co-workers at their work site.
 - Strong representation in school forums and employment trade fairs thanks to the participation of the HR teams and business field ambassadors.
 - 'Business field ambassador' employees are the link between managers and students from the Group's partner colleges, to lead meetings, projects and recruitment.
 - Sponsorship action helps strengthen partnerships with schools and increase Atlantic's brand recognition among students. Two schools are partners in the EDHEC Sailing Cup programme. The Group also participates in the *Coupe de France robotique* robotics competition, as well as the IT Hackathon.
 - A partnership with *Nos Quartiers ont du Talent* [Our Neighbourhoods Got Talent] (NOT) has just been launched for the Group (within France).
In concrete terms, this partnership will:
 - offer employees the opportunity to mentor a young person and organise local events to introduce people to the Group's business fields.
- Won the 'ChooseMyCompany.com' award for the 4th time for management excellence and the high motivation of interns and work-study participants



RATE OF STAFF TURNOVER
IN 2019, OVERALL STAFF TURNOVER WAS
6.9%
IN FRANCE⁵.

⁵Excluding EGIDE, ACV France, E-Module and Cotherm⁴ The index out of 100 points is calculated using five Government-approved indicators.

HR policy aims to build the skills of each individual in order to enhance efficiency and build on skills. The goal, as with Group customers, is to develop a lasting relationship with its employees, providing them with support throughout their professional careers.

Numerous actions reflect this commitment:

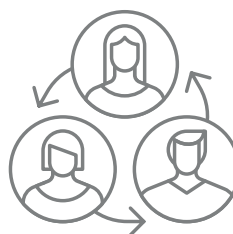
- GROUPE ATLANTIC owns training centres, a testament to its policy of capitalising on and sharing its product expertise.
- Upon welcoming new arrivals to the sites in La Roche-sur-Yon, Billy-Berclau and Orléans, they are offered an orientation process in the Group's very own workshops (Form'Atlantic). This responsive internal training system serves to train new employees and temporary staff in the Group's manufacturing business fields.
- The 'Pépinière Managers' training course (34th session) offers managerial skills training in line with our corporate culture. It is available to both French- and English-speaking Group managers.
- The 'Managers, Drivers of Group Innovation' programme (4th session) helps experienced managers to build on their managerial expertise and interpersonal skills.
- The 'Expertise' programme, offered in French and English (4th session), is available to employees who demonstrate potential. The goals of this course are to promote and enhance the Expertise programme, leverage knowledge transmission and facilitate personal development for every expert within their area of expertise.

INTERNAL TRAINING



IN 2018, VOCATIONAL
TRAINING REPRESENTED
4.3%
OF THE GROUP'S TOTAL
PAYROLL IN FRANCE.

INTERNAL MOBILITY



IN 2019,
42%
THE PERCENTAGE OF
JOB POSITIONS FILLED
INTERNALLY IN FRANCE⁶.

⁶ Excluding EGIDE, ACV France, E-Module and Cotherm

GROUPE ATLANTIC believes that the health & safety and working conditions of its employees are paramount to its development. Therefore, it has introduced Group policy to implement all measures aimed at reducing the number of work accidents across all its sites.

Health & safety is at the very heart of its principles and is one of the pillars of the APS (Atlantic Progress System). In order to raise awareness about safety and make it more visible to everyone, the Group has stepped up discussion about safety practices. As a result, to promote safety at work, a Safety Club has been established, bringing together safety managers from all industrial sites.

The Safety Club aims to improve Group practices by organising direct, regular discussions among the various players in charge of safety at work issues at the sites. A safety news flash is published every month to report on the level of workplace accident at our sites. It also reports on key highlights and best practices. In addition, this club has established roadmaps on 9 risks (for example: road risks, machine risks, etc.) according to 3 progressive levels of stringency. Internal audits were conducted based on these roadmaps to obtain a Group vision of site risk management.

Several actions illustrate the attention paid to health & safety and working conditions:

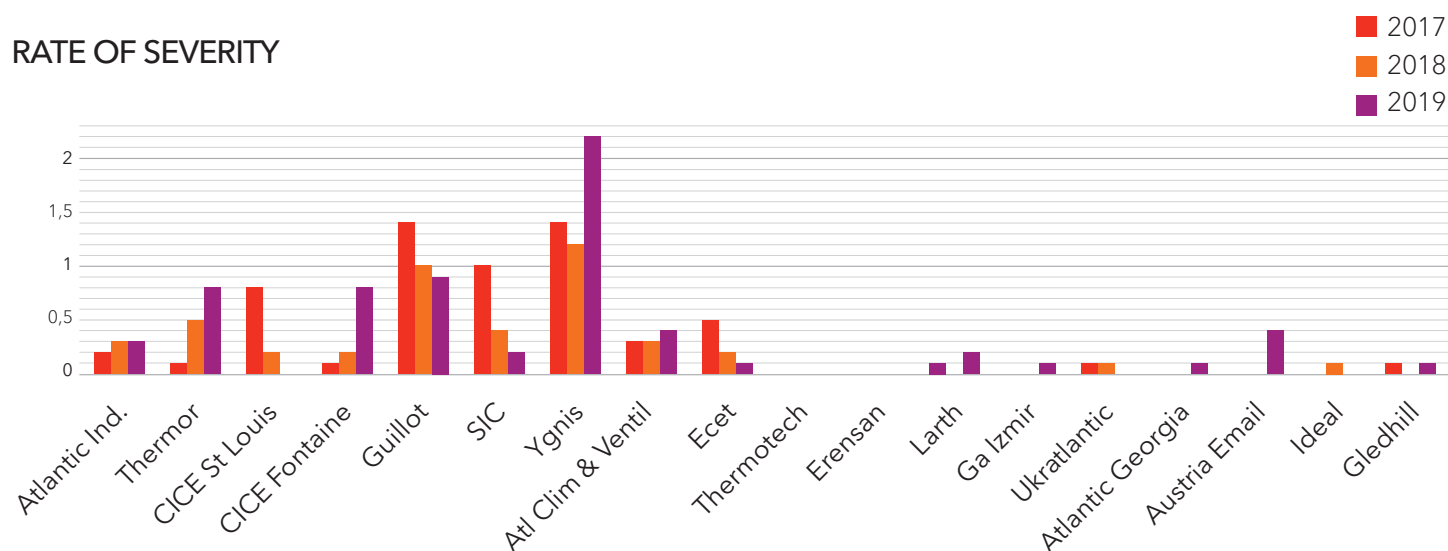
- Various actions have been undertaken for employees: physiotherapy, vaccination campaign, on-site blood donation, shuttle bus, health reports, QLW Week, etc.
- Actions to improve and support the implementation of safety procedures have been launched.
The Group aims to ensure that each site guarantees a minimum level of safety in key risk areas and benefits from support tools for improvement so as to achieve even higher levels.
The goal is for each site to make progress in each of these different risk areas.
- Creation and regular updates of a unique health & safety document at each site, with associated action plans, in line with legal requirements.

More specifically, here are a few examples of initiatives across Group sites which illustrate this approach:

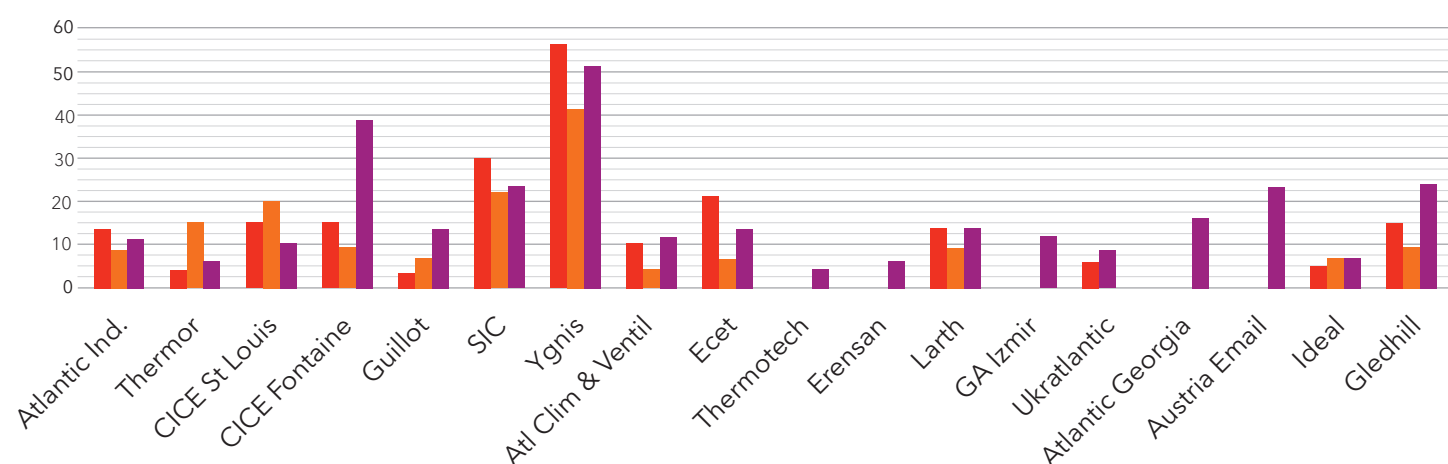
- **Daily health services:** a nurse is present on site to manage employee health needs (regular care, vaccinations, medical appointments, nurse appointments, additional testing, hearing tests, etc.) and to raise awareness of the risks of workplace accidents (at La Roche-sur-Yon, Merville, Orléans and Saint-Louis).
At the Saint-Louis site, medical analyses were performed directly on site.
- **Organisation of a Nurse Club (created in 2016):** biannual meetings promoting the sharing of experience and best practices in the field. Establishment of a health prevention programme and harmonisation of documents and practices. The goal of this club is for all participants to be workplace first aid trainers.
(La Roche-sur-Yon and Orléans sites)
 - Gradual roll-out of warm-up exercise sessions before work and stretching after work (La Roche-sur-Yon and Orléans sites).
 - A Posture and Motion training programme for all site employees scheduled for 2018/2019 (Orléans).
 - 60% of operators in manufacturing are trained in warm-up exercises (Cauroir site).

For the year 2019, in the Group's plants worldwide: 254 people injured (compared with 251 in 2018, bearing in mind that the number of employees increased by 12.3% versus the prior year).

RATE OF SEVERITY



RATE OF FREQUENCY



- Provide employees with everyday health advice** : distribution of a bi-monthly 'CAPITAL SANTÉ' flyer with information about public health topics, such as sleep, nutrition, extreme heat and warnings about carbon monoxide poisoning. The document is sent to other Group sites to share health advice (Orléans site).
- Formation of an 'Open Space' working group in order to improve the working environment to promote well-being and individual as well as group efficiency**: this group is behind the 'Living Well Together Charter', compiling best practices and also takes part in a Health & Safety committee. Its goal is to advise employees and to raise awareness about health and safety, such as through communication and training programmes, for example (support services in La Roche sur Yon).

4.4

4.4.1

Quality of life at work

Employee satisfaction at work

The HR policy aims to attract and retain employees while offering them a secure and motivating professional setting, conducive to their personal fulfilment at work.

To take on the challenges of quality of life at work, GROUPE ATLANTIC evaluates this through a satisfaction survey of their employees both in France and abroad. This survey is administered by an external organisation (OBEA), ensuring the anonymity of the responses and the validity of the results obtained.

It is conducted every 4 years, with subsequent action plans according to results. The next satisfaction survey will take place in 2022.

For the survey conducted in 2018, participation was high: 84% of employees responded.

Examples of identified progress areas:

- Level of information within the Group supported by the in-house newsletter CLIMATIC.
- Employee motivation: roll-out of evaluation and development reviews and simplified procedures linked to internal mobility.
- Simplifying the management of training programmes: an IT tool for greater visibility.
- Mapping of skills from certain businesses to foster internal mobility.

INTERNAL EMPLOYEE SATISFACTION SURVEY RESULTS

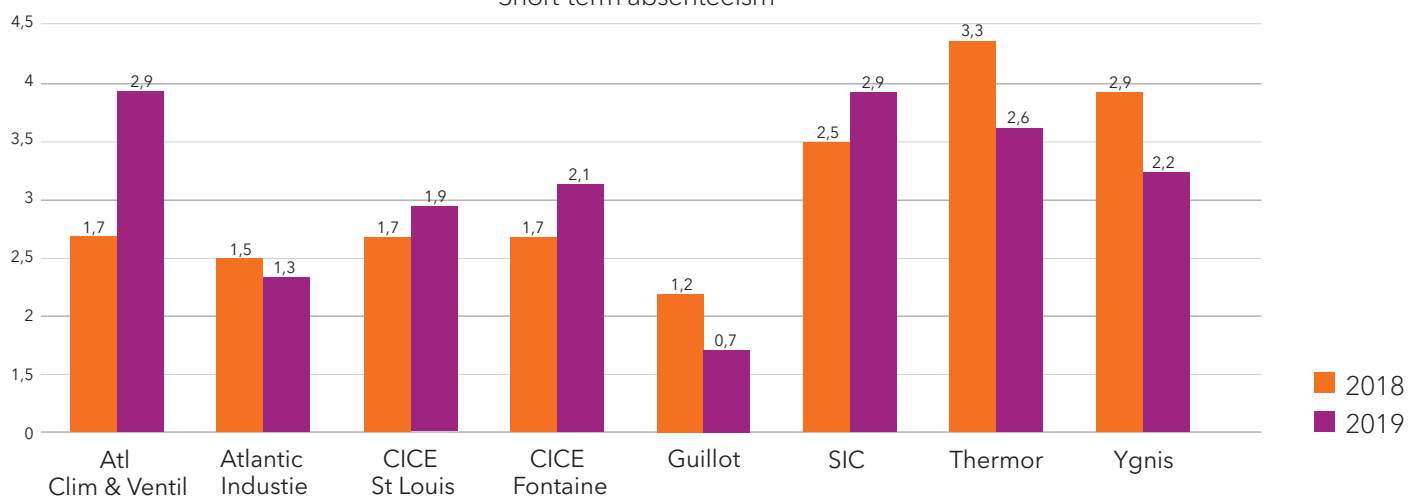


ABSENTEEISM

France

Number of hours of absence per 100 working hours, total over a 12-month rolling period.

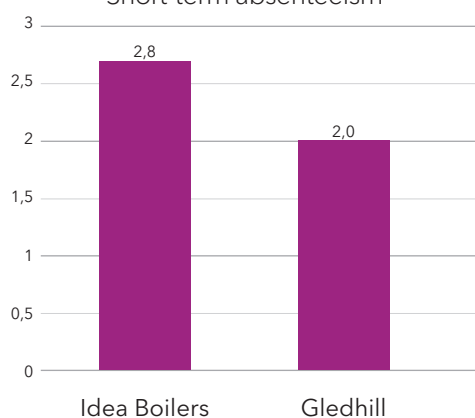
Short-term absenteeism



UK Division

Number of days of absence due to illness compared with the number of days worked.

Short-term absenteeism



International (excluding UK Division)

Number of hours of absence per 100 working hours, total over a 12-month rolling period.



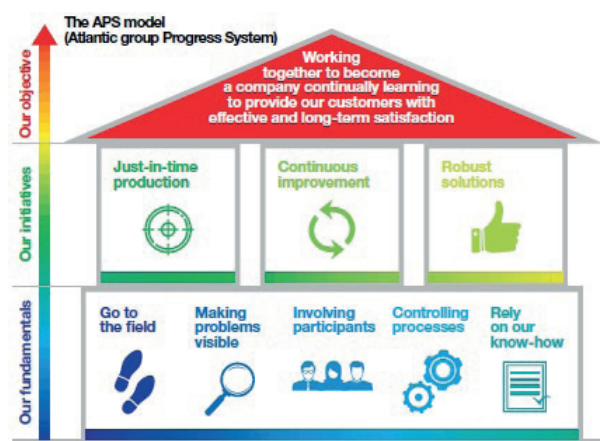
In its quest for continuous improvement, GROUPE ATLANTIC aims to get all of its employees involved in the 'innovation' approach. This enables each individual to contribute, according to their business field and in their own way to the improvement of products, processes and customer satisfaction within the Group.

Collaborative actions include, for example:

- The Atlantic Progress System (APS).

The APS (Atlantic Progress System): joint mobilisation of industrial teams through Autonomous Progress Units (*Groupes Autonomes de Progrès* [GAPs]) for each production line.

The GAPs bring teams together around projects for improving safety, quality and productivity in the workplace. The APS exists at all of our industrial sites and all the Group's different departments (SATC, finance, legal, human resources, etc.).



The role of GAP leader, based on APS models, has been validated by a professional qualification, the Certificate of Parity Qualification in Metallurgy (CPQM), "Leader of Independent Manufacturing Team" recognised at a national level.

- **All Innovators Policy:** enables all team members on sites to suggest and develop their own innovative ideas. The concept is simple: 'All of us, as Group employees, can bring ideas to the table.'

Some Group sites, particularly the industrial ones, have already created FAB LABs, designated spaces for employees to develop prototypes and model solutions. For example:

- The Group's support services in La Roche-Sur-Yon have created a new space for sharing and exchanging best practices. This is the FAB LAB, known as "Le Cré'Yon". The purpose of this area is to encourage employee creativity by providing tools and leading workshops, all in an environment that fosters innovation.
- The Meyzieu site started using the LAB Services to encourage ideas for new services. For example, creating an internal application for services or creating videos for customers. Also planned: meeting teams from service departments in other companies in the region.

GROUPE ATLANTIC's policy is to maintain a constructive, regular social dialogue based on mutual trust. To facilitate local social dialogue, the Group made it a priority to establish local representative bodies for staff. As a result, in France, 182 appointed team employees are in regular dialogue with the respective site management teams.

Given the international environment in which the Group operates, and in application of provisions governing matters relating to the fight against corruption and money-laundering, and recent legislation on personal data protection, the company has undertaken a number of new approaches to implement the associated principles in these matters. Combatting corruption and protecting personal data will be discussed in this section

5.1.1

Anti-corruption charter

Implementation of the Group's Anti-Corruption Charter in France and abroad. The aim of this Charter is to acquaint employees with situations that could be considered as corruption and remind them of the behaviour to adopt in such situations. This Charter applies to all Group managers and employees.

5.1.2

Personal data protection

Just over a year after the General Data Protection Regulation (GDPR) came into force, GROUPE ATLANTIC now has a fairly complete overview of the personal data used within its departments and subsidiaries. Internal awareness is progressing in accordance with information updates, and two charters have been drafted and rolled out:

- The general policy on data protection, which concerns customers and is published on the Group's websites.
- The policy is applicable to Group employees, and is gradually being incorporated in internal rules.

The next steps in the project are:

- Distributing GDPR content to a wider audience and involving the various groups processing personal data, such as Marketing, R&D, and HR positions, within the context of an evaluation and awareness programme in order to develop a good working knowledge of the regulations.
- Monitoring and securing access to data provided to the Group's maintenance partners and that is accessible from connected devices, with a view to developing the range of services offered.

5.2

Purchasing policy

The Group initiated a responsible Group purchasing policy several years ago. The main lines of this policy are based on the following:

- **Involvement of the Purchasing Department:** managing supplier risks, compliance with regulatory requirements and innovation;
- **A stringent referencing process** for all components and raw material suppliers in and outside Europe (regular visits during approval phases). Buyers are mindful of the working conditions and production conditions relating to the environment observed on site at each inspection, as these could lead to the supplier being delisted if contract terms are not respected.

5.2

Purchasing policy

- Including working condition clauses in purchase contracts and compliance with current regulations;
- Research and innovation with supplier partners: development of projects for innovative products in partnership with suppliers;
- Purchasing best practices : rules and recommendations for operational and decision-making methods imposed on all Group buyers. Corporate social responsibility themes are considered in the best practices guide (ethics, working conditions, environment, respect for suppliers, etc.);
- Gradual roll-out of a safety audit form to suppliers.

5.3

Stakeholder relationships

5.3.1

Sponsorship and partnerships

GROUPE ATLANTIC aims to be involved in the life of the society surrounding it, whether through charity or partnerships. This involvement is organised into two areas:

- Contributions within the framework of the Group's endowment fund or through local actions within the region,
- Involvement in research and development programmes, as well as in the implementation of sustainable development projects.

Atlantic Société Française de Développement Thermique created an endowment fund to combat fuel poverty as a result, launching in 2019. The primary goal of this fund is to accentuate the Group's efforts to encourage integration, and particularly to promote access to acceptable living conditions for those experiencing hardship. The purpose of the fund is particularly to take action that can:

- Provide air and water heating systems to those in need.
- Contribute to reducing energy bills for people experiencing economic hardship.
- Promote education in the field of climate engineering in order to contribute to integrating/reintegrating unemployed people into the workforce.

In addition, the Group participated in the following local actions:

- MACMILLAN Cancer Support is the UK&ROI Division's official charity fund: the three industrial sites and the 6 brands have organised several fundraising events to engage as many employees, family members and friends as possible, such as walks, fun runs, soccer championships, etc. Between 2018 and March 2019, employees managed to collect €43,000 for the MACMILLAN Cancer Support programme.
- School sponsorships through cooperation with the Sailing Academy: participation in the CCE (EDHEC Sailing Cup): 8th time participating in 2019. Sponsorship of two schools and of a team made up entirely of students that competed in the *Tour de France à la voile* sailing race.
- Participation and sponsorship of the *Coupe de France Robotique* robotics competition.

5.3.1

Charity and partnerships

As part of the second line of its policy, the Group has taken or is taking part in the following projects:

■ Involvement in sustainable development projects.

- **A partner for the BAITYKOOL project** to design, build and test a 100m² house prototype (domestic and commercial) suited to an extremely hot climate, in a dense, urban area and in sweltering weather conditions. The project is part of SOLAR DECATHLON, a collegiate competition that combines architecture and engineering to design and create added value for energy efficient prototypes.
- **COMEPOS project** in conjunction with the ADEME: optimised design and construction of 25 positive energy homes since 2013 as part of the Non-Carbon-Emitting Energies for Future Investments programme, coordinated by the CEA (French Atomic Energy and Alternative Energies Commission) and its building research group INES (French National Institute for Solar Energy).
- **SMILE projects (Smart Ideas to Link Energies)** which aim to create a large smart electricity network in western France by relying on the country's industrial assets in digital technology, renewable energies and energy transition. The SMILE project roll-out aims to establish Brittany and the Pays de la Loire regions as the national standard for smart electricity networks. The Chamber of Commerce and Industry of Brittany is heavily involved in this project.

■ Participation in research and development groups:

- **NOVABUILD**, a CONSTRUCTION and PUBLIC WORKS cluster, focuses on eco-construction in the Pays de la Loire region
- **The S2E2 specialist competitiveness division** focuses on smart electricity technologies, supporting energy management in the Centre-Loire Valley, Limousin and the Pays de la Loire regions in France. The S2E2 division's head offices are in Tours, with offices in Orléans and La Roche-sur-Yon, as well.

5.3.2

Training for the industry

The Group places great importance in the products designed, manufactured and marketed being practicable for customer use; in other words, they are able to recommend, distribute and install them. In this context, with the help of its training centres, the Group offers training to installers and partners.

To date, the Group has 8 training centres internationally and 9 training centres throughout France.

In particular, this training covers:

- Technical training modules for installation, mounting, start-up, optimisation, maintenance and repair of all its products and systems.
- Training modules to help customers in techniques of selling to the general public.
- Regulatory and certification training: QUALIPAC (heat pumps and heat pump water heater modules), QUALIBOIS, refrigerant fluid handling, electrical certification, brazing, regulations, ErP, certification training to obtain an RGE certification (QualiPac, QualiPac module CET and QualiBois).
- Campus Atlantic: an online training platform that aims to provide training programmes that meet new needs.

In addition to these internal training programmes, to improve knowledge of their products and the rules for different types of visits, the Group offers:

- Customer visits to the Group's industrial sites,
- Site visits hosted by Group teams and discussions with installers,
- Customer visits to the Group's Research Centre for Thermal Comfort (*Centre de Recherche pour le Confort Thermique* [CRCT]).

For installers, the Group also offers tools to facilitate its product sales, such as:

- Platform for internet support, tablet application, spare parts service, product sizing assistance, etc.
- Educational packaging, summarising the rules and best practices for placement and advice on selecting and installing the equipment (individual ventilation).

NUMBER OF CUSTOMER TRAINING SESSIONS



IN 2019, IN FRANCE,
TRAINING CENTRES
WELCOMED

6,122

INTERNS, REPRESENTING 10,973 INTERNSHIP DAYS
AND SUPPORTED 583 INSTALLERS IN THEIR TRAINING
FOR THE RGE QUALIFICATION.

6. 6.1

ENVIRONMENTAL CHALLENGES

Groupe Atlantic's environmental statement

The sustainable development strategy officially launched in 2009 with its first founding element, the Group's Environmental Statement, which summarises the guiding principles of this policy.

The Group undertakes to:

1/ Conduct constant research to further its product offering in terms of comfort, safety and energy performance with a specific focus on solutions using renewable energies.

- Innovate by combining the various types of energies to minimise greenhouse gas emissions and energy consumption.
- Anticipate regulations concerning the thermal performance of buildings.
- Refrain from using hazardous substances in appliances.
- Seek continuous improvement in the real performance of products in real-life situations through its Research Centre for Thermal Comfort and its laboratories.

2/ Provide customers and expert partners with advice and training, in particular to promote environmental safety when installing and using Group equipment.

- Deploy the Group's product training offer (advice, installation and maintenance) provided in its training centres throughout mainland France.
- Provide installers and users with documentation that is suited to their needs by favouring the use of electronic formats.

3/ Develop Responsible Purchasing that integrates sustainable development factors

- Deploy a Group purchasing policy built around sustainable development criteria.
- Include environmental and social clauses in supplier purchase agreements.
- Include environmental and social criteria in the supplier audit framework.

6.1

Groupe Atlantic's environmental statement

4/ Reduce energy consumption and greenhouse gases produced by Group business activities.

- Conduct environmental diagnoses and carbon footprint analysis on the Group's industrial sites.
- Minimise the energy consumed by production processes.
- Develop intra-group video-conferencing to reduce travel.

5/ Protect water resources by reducing water consumption and improving discharge quality.

- Continuously aim to promote production techniques that reduce water consumption.
- Optimise the quality of production-related waste water.

6/ Control waste generated by Group business activities.

- Sort and recover production waste for each type of material.
- The ECO-SYSTEMES organisation in mainland France collects and recovers end-of-life products

7/ Increase the use of recyclable packaging.

- Consider environmental impacts of material and design when selecting packaging.

6.2

Controlling the environmental impact of industrial sites

As an industrial entity, the Group has plants of various sizes with varying impacts on the ecosystem and the economic fabric of the areas where they operate, particularly depending on geographical location.

Having identified the environmental aspects linked to its industrial activity as a major issue, the Group has adopted an environmental management approach.

6.2.1

Environmental management system

GROUPE ATLANTIC is committed to an environmental protection and high-quality approach across all of its industrial sites. It applies standard ISO 14001. The choice between certification and self-reporting is left for the sites to make.

Group industrial sites comply with regulations set by the countries in which they are located. In France, 9 out of 11 sites are regulated by the Classified Installation for Environmental Protection scheme and are registered or authorised to operate by the local authorities in the relevant department.

Sites are also given support for regulatory monitoring and compliance by an environmental coordinator with a transversal approach throughout the Group. Here are the actions currently in progress across the environmental network:

- ✓ **Environment Club:** its purpose is to bring together environment managers from industrial sites on a regular basis, to improve Group operations and discuss ongoing projects on each site. The mid-term goal is to apply the approach to sites outside of France.
- ✓ **Roll-out phase of environmental analyses** on industrial sites.

All sites employ management staff to properly address environment issues: regulatory monitoring, initial environmental reviews, targets, action plans. They may take action on the following topics in particular:

- ✓ Sustainable use of resources
- ✓ Pollution and waste management

6.2.2

Sustainable use of resources

Here are some examples of actions taken:

- **Monitoring energy and water consumption:** monitoring and analysis performed several times a year at most sites with definite action plans regarding major consumption areas.
- Sites strive to use a **closed-circuit water system** for Group processes to limit consumption.
- **Conducting GHG reporting and regulatory energy audits** on certain industrial sites.
- **Modernisation policies for production lines** incorporating energy savings, environmental protection and product eco-design constraints.

6.2.3

Pollution and waste management

Here are some examples of actions taken:

- **Noise measurements and monitoring of water and air pollution:** identifying areas for improvement in terms of reducing environmental impacts and improving working conditions;
- **Waste management:** procedures are set up at the sites, and include, at the very least, the sorting of hazardous and non-hazardous waste. For most of these sites, sorting waste at the source is ensured through computerised monitoring of traceability (volume, business, waste collecting company, etc.);
- **Business travel is being reduced** as a result of the roll-out of specific architecture for videoconferencing.

6.3

6.3.1

6.3.1.1

Sustainable offering

Taking the environmental footprint of Group products into account

Compliance with regulations

Group products comply with environmental regulations. Across industrial sites, the different departments keep up to date and comply with regulations and, as required, ensure product compliance. GROUPE ATLANTIC is authorised to import products with a refrigerant fluid charge into the European Union, in accordance with the F-gaz regulation requirements.

The Group purchasing department systematically confers with suppliers regarding REACH, ROHS and nanoparticle regulations. The consultation campaign aims to ensure compliance and identify items that may contain hazardous substances for consumers.

Markets, equipment and regulations encourage manufacturers to offer more environmentally friendly products. To meet these standards in a reliable manner, GROUPE ATLANTIC structures its Environmental Products Approach around environmental statements for a better understanding of the impact of Group products on the environment and to take efficient, targeted action as part of the environmental approach to new product development.

At present, the Group has prepared and developed environmental statements on the approach to product life cycle analysis. These statements are made in accordance with the rules of the PEP ecopassport programme, and the Group has been a member of the programme since 2011. Here are the details of this approach:

PEP ecopassport® sheets (Product Environmental Profile):

- Products concerned: all product ranges (roll-out according to schedule)
- Identification of environmental impact generated by Group products during the 5 stages of their life cycle: manufacture, distribution, installation, use, end of life (compliance with standards ISO 14025:2010, ISO 14040:2006 and ISO 14044:2006)
- Use of EIME (Environmental Improvement Made Easy) software, Life Cycle Assessment (LCA) and eco-design (developed by Bureau Veritas CODDE)
- The drafting process for ecopassport® PEPs is identical at all Group production centres in France

'Number of PEP sheets' monitoring indicator: In 2019, the Group had 83 PEP sheets available on the PEP ecopassport database: <http://register.pep-ecopassport.org/>

To take the environmental approach to products even further, constant research is conducted to reduce the impact of Group products. Here are the key points of the eco-design approach:

- As products evolve, their environmental impact during the various phases of their life cycle is monitored and reduced. New products are affected by the roll-out of eco-design across the Research and Development departments
- Evaluation of the recyclability rate of Group products via a calculation tool made available by the environmental organisation ECOSYSTEM
- Gradual replacement of refrigerant fluids with the strongest impact on global warming. For example:
 - Heat pump water heater range: switch from R513A (GWP of 631) to R134a (GWP of 1430)
 - Heat pump and air conditioning ranges: switch from R32 (GWP of 675) to R410A (GWP of 2100)

Other internal tools are being developed in the search for improved performance from Group products:

GROUPE ATLANTIC laboratories:

GROUPE ATLANTIC has made considerable investments to develop a strong network of laboratories on its industrial sites, with testing methods and shared standards. Today, the Group owns 13 laboratories (seven in France and six abroad). These laboratories act as a tool for optimising Group product design.

Research Centre for Thermal Comfort (CRCT):

Consisting of two twin laboratories (Castor and Pollux), this Centre is situated in Orléans in France. Thermal comfort solutions are tested in real conditions in these two labs which are identical in all respects (same building structure, same furniture, same exposure to weather conditions). Each lab is equipped with modular systems for heating, sanitary hot water and air conditioning. The RCTC relies on tangible data to determine the best combinations for appliances in terms of energy consumption and CO2 emissions, ensuring relevant technological choices as a result.

The waste framework directive 2008/98/EC of the European Parliament and the European Council dated 19 November 2008 reminds manufacturers of their responsibility to ensure the waste management of end-of-life products. In France, the principle of extended producer liability (EPL) has existed in law since 1975 and is codified in Article L. 541-10 of the Environmental Code: 'Producers, importers and distributors of these products or of components and materials involved in their manufacture may be required to provide for or contribute to the removal of the waste which results.'

As part of this framework, the Group has joined eco-organisations with the aim of contributing towards end-of-life processes for equipment, its packaging and any paper medium.

END-OF-LIFE FOR PACKAGING:

GROUPE ATLANTIC is a member of CITEO - Eco-Emballages, an environmental organisation responsible for managing the national scheme for packaging sorting and recycling.

END-OF-LIFE FOR APPLIANCES:

GROUPE ATLANTIC is a founding member of ECOSYSTEM, an environmental organisation that manages the collection and processing of electrical and electronic equipment waste in France. In 2018, ECOSYSTEM collected and processed 1,368,741 end-of-life electrical appliances for GROUPE ATLANTIC. Products sold outside of France are handled by Group subsidiaries, who work with local environmental organisations.

'Theoretical WEEE collection rate' monitoring indicator: In 2018, in France, the theoretical WEEE collection rate is 51.3%.

END-OF-LIFE FOR PRINTED PAPER:

GROUPE ATLANTIC is a member of CITEO - Eco-Folio, an environmental organisation that collects and recycles paper waste in France.