

SUSTAINABILITY REPORT / 2025  
2026 FINANCIAL  
YEAR



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# 1. GENERAL INFORMATION



**GROUPE ATLANTIC**

KEY FIGURES FOR 2025\*



**11.400**  
EMPLOYEES



**30**  
INDUSTRIAL SITES



**€2.8 BILLION**  
NET TURNOVER



**3.8%**  
OF NET TURNOVER  
INVESTED

## 1.1 BUSINESS MODEL

Atlantic Société Française de Développement Thermique (Atlantic French Company Specialised in Thermal Comfort Solutions), through its subsidiaries and holdings (hereinafter called GROUPE ATLANTIC), contributes to the development and commercialisation of climate control engineering products. GROUPE ATLANTIC has set the following mission:

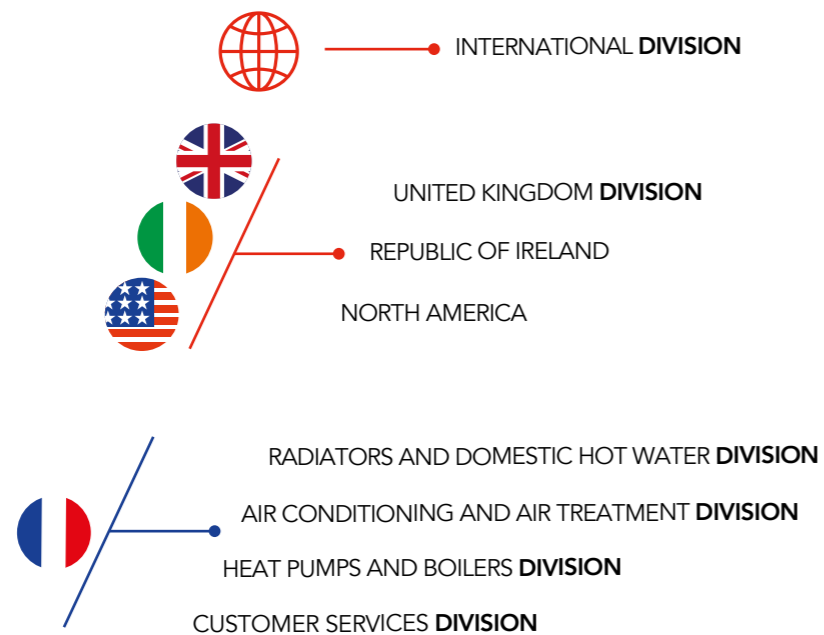
**To transform prevailing energies into lasting well-being through the creation of eco-efficient thermal comfort solutions that are accessible to all and tailored to each individual.**

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.

In order to preserve its ability to grow rapidly and develop a relevant offer for each of its markets, GROUPE ATLANTIC is organised into:

- three complementary areas of activity: Commerce, Services and Industry,
- located throughout three geographical areas: France, UK & ROI, and International.

The daily collaboration between these entities promotes synergies in respect of innovation and customer support.



As part of implementing the new governance structure and in light of profound changes in the market, GROUPE ATLANTIC has defined its objective through 2030 as:

**‘Accelerating synergies and excellence within GROUPE ATLANTIC to become the European standard for HVAC**

**products and services’** (Heating, Ventilation, Air-conditioning).

This objective, developed collectively in the Executive Committee, constitutes the framework for all the Group’s strategic considerations going forward. The operational application of this objective will be the subject of structured work in 2026 with the aim of specifying the prioritised actions and projects that will guide the Group’s various units in the years to come.

### KEY RESOURCES

GROUPE ATLANTIC relies on:

- Skilled industrial and commercial teams,
- 11,373 employees around the world (including temporary contracts),
- Plants spread throughout France (14 industrial sites) and in countries that help ensure that growing or emerging markets are supplied as locally as possible (16 industrial sites),
- An R&D Policy focused on 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, domestic hot water and ventilation – through various ranges using energies such as electricity, fossil fuels and renewable energy,
- Sale of thermal comfort products,
- Services relating to the products sold, such as maintenance, repair, training and pre-sales in co-operation with engineering and design offices.

Products are manufactured by plants in France and abroad.

The Group is also present via 19 specialist brands, all leaders in their sector<sup>1</sup>.

Each of our brands holds a position in the market and boasts specific expertise. Whether they are working for the end consumer or professional customers, they all share the spirit of innovation, product quality and service.

INTERNATIONAL BRANDS	MULTINATIONAL* BRANDS	NATIONAL BRANDS
atlantic	ideal HEATING	Jauter
ACV	erensan	PACIFIC
AE Austria Email	edesa	Hamworthy
YGNIS		GLEDHILL
Thermor		ORCON
lazzarini		Keston BY IDEAL HEATING
		THERMIC ENERGY
		thercon
		TEPLOLUXÉ
		NEPTUN

<sup>1</sup> - The Innovert and Hautech brands remain under the ownership of the Group, but they are no longer being used at the moment due to the cessation of activities by the two companies concerned.

**MARKETS, PRODUCTS, CUSTOMERS**

/MARKETS

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 and international legislation, particularly in terms of construction regulations,
- 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 some residential buildings,
- The desire for energy savings, particularly as a result of rising energy costs (oil, gas, electricity) and political ambitions to reduce greenhouse gas (GHG) emissions (particularly CO<sub>2</sub>),
- Attempts to increase buildings' energy efficiency.

Some 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 largely dependent on national energy policies.

In France, the RE2020 regulation is a regulation for new construction with the following objectives:

- energy sobriety and energy decarbonisation,
- carbon impact reduction,
- guarantee of comfort in the event of extreme heat.

The rules for calculating the energy conversion coefficient have resulted in the installation of electric heat pumps as a replacement for gas boilers in individual homes. As for collective housing, CO<sub>2</sub> emission requirements will become more stringent in 2025. This enables the use of solutions capable of transforming renewable energies alone, or combined with auxiliary fossil fuel sources such as hybrid heat pumps and heating networks.

In the United Kingdom, the regulation now forbids new builds from using gas-powered heating. This involves a change in direction for the products offered for sale by Ideal Heating.

All these factors work in favour **of products powered by renewable energies and/or that are more energy efficient, with lower GHG emissions.**

Regulations 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 while reducing greenhouse gas emissions. These regulations have a significant impact on consumption choices and the industrial strategies of the main players in the climate control engineering market.

GROUPE ATLANTIC offers a very wide range of climate control engineering products, covering heating and domestic hot water (including domestic hot water equipment) 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.

**INDIVIDUAL SOLUTIONS**



**COLLECTIVE AND TERTIARY SOLUTIONS**

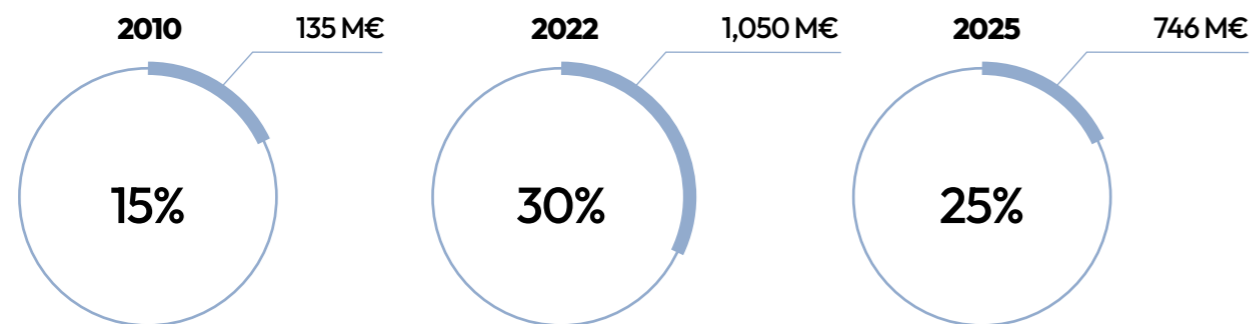
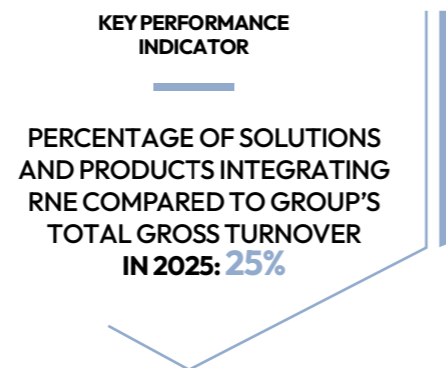


/ BREAKDOWN OF THE ENERGY MIX

Despite the market difficulties, GROUPE ATLANTIC is continuing its decarbonisation strategy through the development and strengthening of ranges and solutions using products integrating renewable energies (RNE).

The percentage of gross turnover comprised of RNE solutions<sup>2</sup> was 30% in 2022. The difficulties in the new construction and renovation markets, observed since 2023, have led to a reduction in the total gross turnover in 2023 and 2024, and to a sharp decline in the percentage of RNE products and solutions.

In 2025, the gross turnover and percentage of the gross turnover comprised of RNE stabilised with respect to 2024..



**NB:** It should be noted that from the 2022 financial year onwards, GROUPE ATLANTIC has used the gross RNE turnover from Group total turnover metric to produce relevant energy mix reporting. The RNE turnover used is gross turnover, effective from the 2022 financial year and enabling five-year projections to be made (net turnover was used in the 2021 financial year). The definition of the Group scope for this indicator is provided in the Note on methodology.

As part of developing strategic CSR objectives, the Group implemented a new indicator in 2025, which reflects the progressive migration from solutions using fossil fuels to RNE solutions in a more targeted manner. This indicator is focussed on the markets where there is real potential for product transitions (France, United Kingdom, Austria, Belgium, Germany, Spain and the Netherlands).

This indicator, known as 'RNE transition\*' reflects the percentage of gross RNE turnover as compared to total turnover in these markets.

It was 32% in 2025. The Group is aiming for a 40% rate by 2030.

\*RNE transition = this indicator reflects the real potential for replacing fossil fuel solutions with RNE solutions.

<sup>2</sup> As defined by the European Renewable Energy Directive EU 2018/2001.  
 - Air/Air heat pumps (Air conditioning)  
 - Hydraulic heat pumps (Aerothermal & Geothermal) Thermodynamic/heat pump and solar water heaters

/ 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

During 2025, we observed a stabilisation or a slight recovery of the markets in certain HVAC\* segments, in which the Group's products are positioned.

The new plant in Chalon-sur-Saône dedicated to the manufacture of heat pumps will restart its activities as planned in the first half of 2026.

Groupe Atlantic Romania, which manufactures indirect water heaters that are particularly coupled with heat pumps, started its production in September 2025.

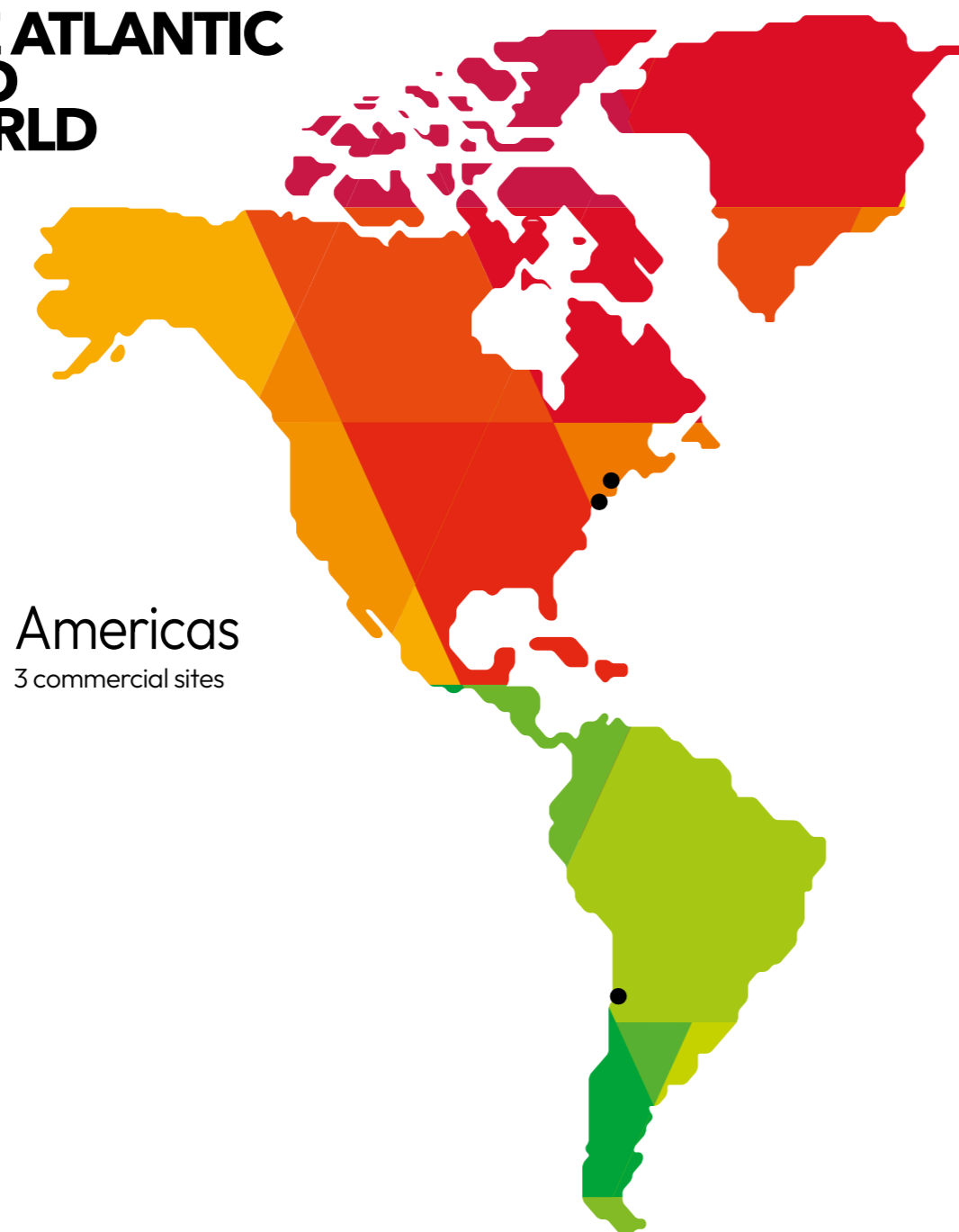
Given the market difficulties since 2023 and with an objective of rationalising production and distribution of certain products, the Group stopped activities at the following companies during 2025: Atlantic Georgia (electric water heater), Groupe Atlantic Slovakia (tank-in-tank heaters), Triangle Tube Phase III (boiler distribution). The liquidation processes for the Hautech and Innovert companies were also commenced during 2025.

The Russia-Ukraine conflict extended into 2025. GROUPE ATLANTIC remained active in both countries.

2026 should see the definitive realisation of the merger between the Paloma Rheem group (Japanese-American group) and GROUPE ATLANTIC in the form of becoming a majority shareholder in GROUPE ATLANTIC. In the context of global consolidation in the HVAC\* market and increased international competition, this operation combines two perfectly complementary players in the industry to create a global leader.

\*HVAC = Heating, Ventilation, Air-conditioning

# GROUPE ATLANTIC AROUND THE WORLD



**Americas**  
3 commercial sites

**Europe**  
33 commercial sites  
23 industrial sites

**Africa  
Middle East**  
3 commercial sites  
6 industrial sites

**Asia**  
5 commercial sites  
1 industrial site

**30 INDUSTRIAL  
SITES**



- GERMANY**  
- Zedlitz
- AUSTRIA**  
- Knittelfeld
- BELGIUM**  
- Seneffe
- EGYPT**  
- Cairo (x2) (JV)

- FRANCE**  
- La Roche-sur-Yon  
- Merville/Billy-Berclau  
- Fontaine/Saint-Louis  
- Meyzieu  
- Pont-de-Vaux/Boz  
- Orléans  
- Vinay  
- Cauroir  
- Trappes  
- Aulnay-sous-Bois  
- Chalons-sur-Saône

- THE NETHERLANDS**  
- Veenendaal
- ROMANIA**  
- Ploiești
- UNITED KINGDOM**  
- Hull  
- Blackpool
- RUSSIA**  
- Mytishchi

- THAILAND**  
- Rayong (JV)
- TUNISIA**  
- Tunis
- TURKEY**  
- Izmir  
- Yozgat  
- Istanbul
- UKRAINE**  
- Odessa

**44 COMMERCIAL  
SITES**



- GERMANY**  
- Geldersheim  
- Weiden  
- Lauda  
- Zedlitz
- AUSTRIA**  
- Knittelfeld  
- Vienna  
- Wels  
- Innsbruck
- BELGIUM**  
- Aartselaar  
- Dworp  
- Oudsbergen
- BELARUS**  
- Minsk

- CHILE**  
- Santiago (JV)
- CHINA**  
- Beijing  
- Shenzhen (Representative office)
- EGYPT**  
- Cairo
- UNITED ARAB EMIRATES**  
- Dubai (Representative office)
- SPAIN**  
- Barcelona

- UNITED STATES**  
- Blackwood  
- Warwick
- FRANCE**  
- Arcueil  
- La Roche-sur-Yon  
- Meyzieu  
- Orléans  
- Toussieu
- INDIA**  
- Gurgaon (JV)
- ITALY**  
- Conegliano  
- Faenza
- KAZAKHSTAN**  
- Astana

- THE NETHERLANDS**  
- Veenendaal
- POLAND**  
- Warsaw
- PORTUGAL**  
- Lisbon
- CZECH REPUBLIC**  
- Prague
- UNITED KINGDOM**  
- Hull  
- Blackpool  
- Fife  
- Poole  
- Sudbury

- RUSSIA**  
- Moscow
- SWITZERLAND**  
- Ruswil  
- Hergiswil
- TURKEY**  
- Istanbul
- UKRAINE**  
- Karkhiv (JV)
- VIETNAM**  
- Ho Chi Minh City

## GROUP GROWTH (EXTERNAL AND ORGANIC GROWTH)

Since 2010, GROUPE ATLANTIC has had a policy for organic and external growth through the years with following objectives:

- strengthening production capabilities (acquiring industrial facilities) and aligning production areas with distribution markets,
- developing and expanding product ranges,
- achieving new distribution countries.

During the past three years, Group Atlantic has invested:

- in 2023:
  - in Romania (two industrial sites via Groupe Atlantic Romania and Cotherm Romania),
  - in the United Kingdom by means of an investment in the company Clade Engineering Systems Group, which investment was increased in July 2025,
  - and in France via the site in Chalon sur Saône.
- in 2024:
  - in Turkey by participating in a joint-venture with the company Eneko Havalandirma.

## OPERATIONAL EXCELLENCE



In 2020, GROUPE ATLANTIC launched a continuous improvement initiative for its industrial teams, called **We G.A - Ways to Excellence at GROUPE ATLANTIC**, with the mission of guiding the current and future teams in performance and customer satisfaction through the involvement of lines of business groups, facilitation of information-sharing and capitalising on best practices. This initiative involves making daily improvements of any nature at one's site or field of work within the industry.

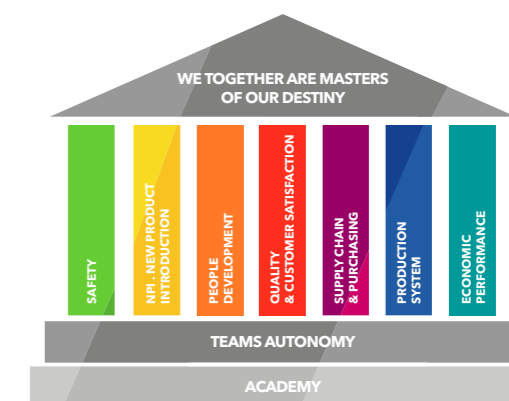
**We G.A** is structured around **seven pillars** covering every aspect of industrial operations and is based on **2 foundations**:

### → Pillars

- Safety
- New product development
- Personnel development
- Quality
- Purchasing and supply chain
- Production system
- Economic performance

### → Foundations:

- Team autonomy
- The Academy (= transmission of knowledge via training modules)



Each pillar is made up of roadmaps, written with the teams, because We G.A is, above all, a collaborative project. The roadmaps detail how to achieve Excellence in four stages: levels 0, 1, 2 and 3, with level 3 being the “Excellent” level. The objective established is to achieve level 1 for all pillars and for all sites by the end of 2027.

The We G.A industrial programme inspired the implementation of other initiatives.

The **We G.A. Finance** programme has the objective of making financial information accessible to stakeholders more quickly and more reliably thanks to end-to-end process standardisation.

The work concerns standardisation and strengthening of financial processes. To date, all major processes have been mapped, and the associated procedures are in the process of being updated. Attention is focussed on the detection of operational and financial risks to guarantee implementation of measures strengthening process reliability, minimising potential errors and improving transparency and global accuracy of financial operations in a timely manner.

**We G.A Commerce** is currently under development. To date, the pillars, the themes they encompass, and the overall logic have been defined. Each line of business group is working on the development of common deliverables that can be disseminated internally to allow all of the lines of business in contact with our customers to respond to our customers in conformance with our standard of excellence. The deliverables should be finalised in 2026.

## 1.2 CSR GOVERNANCE

**The Group's Environmental Declaration** articulates the guiding principles of the Group's approach. It is published in full in section 2.1 of this document.

As part of a more formalised, 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.

2021 saw a further milestone with the creation of a Group CSR Department with the mission of accelerating the Group's environmental, social and societal practices in the years ahead, in France and abroad. The facilitation of the endowment fund was integrated into the CSR Department in October 2022.

In 2025, with the creation of the Group Executive Committee, the CSR steering bodies evolved:

- the Executive Committee, where the CSR Department is represented, develops the CSR strategy and directs investment decisions,
- the Environmental Performance Committee monitors and operationally implements large environmental projects.

**The four priority CSR commitments**, developed in 2023, are echoed in the Group's new signature 'High well-being/Low carbon'.

Their deployment was accelerated in 2025 in France and abroad:

- Two addressing social aspects: High staff empowerment + High societal commitment.
- Two addressing environmental aspects: Low emissions solutions + Low footprint operations.



On the strength of its CSR commitments, GROUPE ATLANTIC contributes to 9 of the United Nations' 17 Sustainable Development Goals (SDGs).



2025 saw the culmination of consolidation work in the Executive Committee on achieving **seven priority CSR objectives** by 2028, 2030 or 2032, as explained in section 1.5.

Comprising five members, the CSR Department primarily focuses its efforts on **environmental aspects** through two main activities:

### 1 / PRODUCTS

- Product life cycle assessment (PEP: Product Environmental Profiles),
  - Monitoring of hazardous substances with suppliers,
  - F-Gas declaration,
  - Eco-design process,
  - Internal analysis and roll-out of circular economy regulatory provisions.
- A RE-USE programme focussed on the re-use of components and products was put into place in 2025.

### 2 / SITES

- Support for the industrial sites' environmental approach, particularly through the facilitation of the community of environmental experts at the sites,
- Completion of carbon/energy accounting assessments of the Group's sites,
- Preparation and follow-up of internal and customer environmental audits.

**Regarding Social and Societal aspects**, the CSR Department works alongside other Group departments (HR, Purchasing, Endowment Fund, etc.) in an effort to consolidate data, define Key Performance Indicators (KPIs) for reporting, and to kick off new projects in these areas to improve Group CSR performance.

The CSR department additionally directs preparation of the Sustainability Report and oversees work to ensure compliance with the CSRD.

This department is responsible for CSR reviews/questionnaires from customers and partners. It participates in CSR practice audits performed by the sustainability ratings provider, EcoVadis.

- In 2025, the Group obtained a score of **71/100 (Silver medal)** for its activities in France; this places us in the Top 15% of companies audited of similar size. The highest scores were obtained in the Environment and Ethics areas, with respect to which a large amount of work was carried out this year.

- As a reminder, the Group had obtained a score of 66/100 (Bronze level) in 2024, which placed it 15 points above the industry average (51/100 for 2024).



### 1.3 DIALOGUE WITH STAKEHOLDERS

GROUPE ATLANTIC maintains ongoing dialogue with its stakeholders in order to take their expectations into account in the company's strategy.



**The main methods used for this dialogue are as follows:**

- **Customers and end users:** numerous interactions throughout the year, feedback via brand websites, customer services, surveys on customer expectations and satisfaction, training courses in our centres (France)
- **Employees and staff representatives:** Group-wide consultation (every four years) involving all employees on a wide range of topics such as > professional development, well-being at work, trust in the Group, etc.; social dialogue in place at the majority of sites
- **Shareholders:** annual general meeting, relations with management and supervisory bodies (Executive Board, Supervisory Board)
- **Financial community:** arrangement of a sustainable loan with the Group's banking pool
- **Suppliers:** signing of the responsible purchasing charter, on-site audits
- **Regulatory authorities:** participation in meetings/committees with public authorities
- **Professional associations and eco-organisations:** active members > participation in governance, working groups and technical committees
- **Local communities:** regular interaction between sites and their local stakeholders (elected officials, residents, etc.)
- **Society as a whole:** schools > agreements, participation in forums, presentations to students, etc. Patronage and partnerships > meetings and field visits to associations with whom we share the goal of combating energy insecurity (France).

### 1.4 DOUBLE MATERIALITY ASSESSMENT

As part of its preparations for compliance with the CSRD (Corporate Sustainability Reporting Directive), GROUPE ATLANTIC develops its double materiality assessment methodology in 2024, in accordance with the requirements of the Delegated Act and the ERSs (European Sustainability Reporting Standards) published in July 2023.

Sustainability issues were analysed using two approaches:

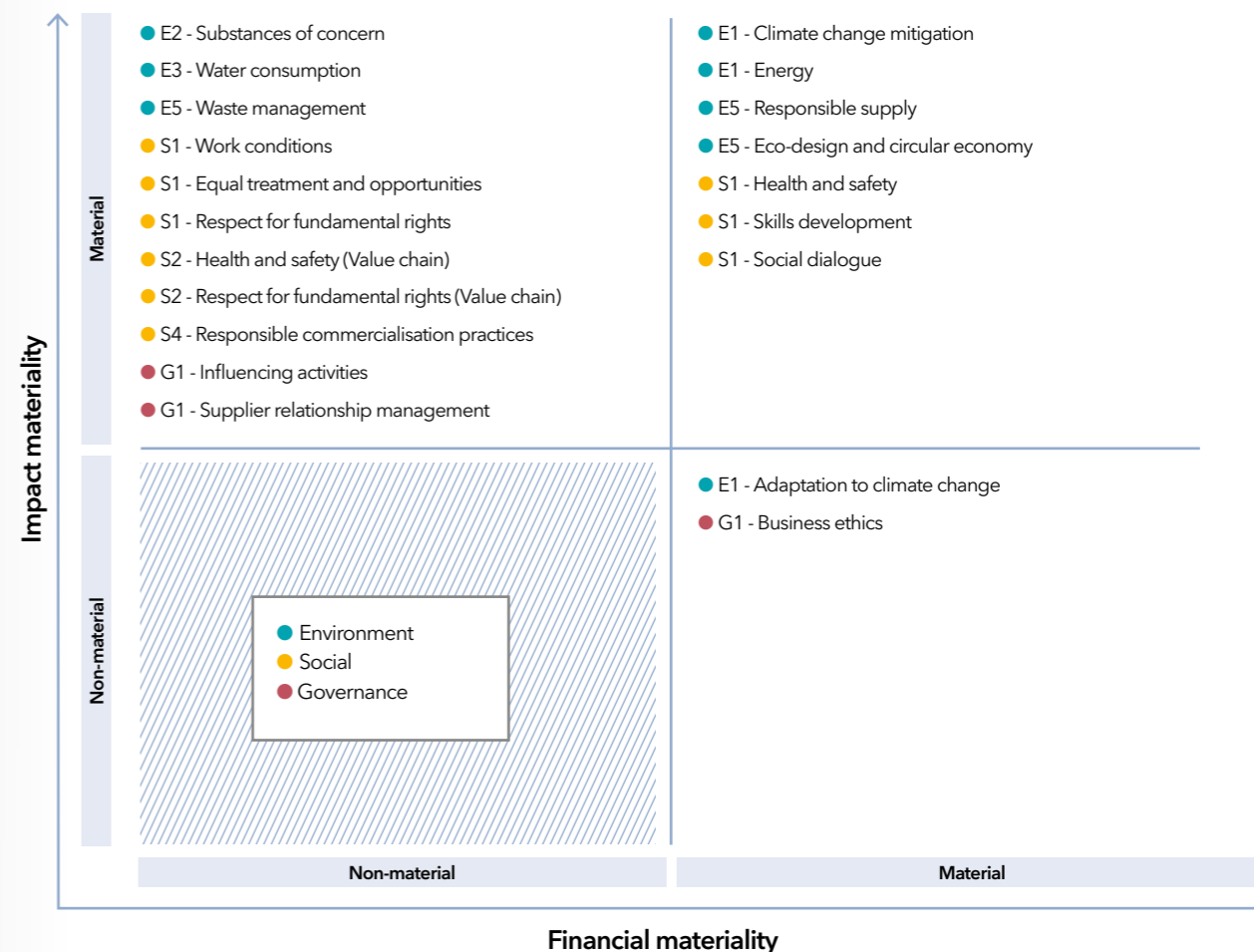
- **Impact materiality:** assesses how the Group and its activities impact people and the environment through its own operations and its value chain
- **Financial materiality:** assesses the risks and opportunities related to the impacts of sustainability issues that affect the Group's financial performance

The double materiality assessment process followed the steps below:

- Identification of issues to analyse through the double materiality assessment
- Definition of IROs (Impact, Risks and Opportunities) by relevant issue and assessment of the materiality of the impact and the financial materiality
- Validation of the process and results by the CSR committee

The results were cross-referenced with interviews with stakeholders.

In 2025, the Group contributed to work on ESG issues with other companies in the electric and electronic equipment sector. This work allowed development of a sectorial double materiality matrix. This was compared with the matrix developed by the Group in 2024 and adjustments were made.



**Material impacts, risks and opportunities related to sustainable development.**

The table below presents the list according to major challenge:

- Company impacts on people and/or the environment > impact materiality,
- Risks or opportunities in respect of financial performance > financial materiality.

ENVIRONMENT			
ESRS	CHALLENGE	MATERIALITY	DESCRIPTION
E1 - CLIMATE CHANGE	Adaptation to climate change	Financial	The change in climate conditions may cause disruptions to site activities in the entire value chain.
		Financial	A set of solutions is proposed to mitigate hazards due to climate change (particularly comfort during the summer).
	Mitigation of climate change	Impact	The products contribute to the acceleration of climate change due to GHG emissions, principally during their use.
		Financial	The transition to more sustainable and effective technologies create additional costs (with respect to regulations, R&D adaptation, manufacturing processes).
		Financial	More effective solutions that use renewable energies are developed, thus allowing GHG emissions to be reduced.
	Energy	Impact	More effective solutions are developed, allowing energy consumption required for heating, ventilation, air-conditioning and domestic water heating in the buildings to be limited.
		Financial	The activity depends on national public policy with respect to energy consumption in buildings (impact on the type of products needing to be produced).
		Financial	Ecologically energy-efficient products are attractive for consumers desiring to limit their environmental impact and/or to reduce the costs associated with energy consumption.

ENVIRONMENT			
ESRS	CHALLENGE	MATERIALITY	DESCRIPTION
E2 - POLLUTION	Substances of concern	Impact	Substances of concern have a negative impact on human health and on the environment if the products that contain them are not processed, used or treated at the end of life in compliance with current regulations.
E3 - WATER CONSUMPTION	Water	Impact	The use of freshwater by industrial sites located in geographic areas already subject to hydric stress may increase the pressure on resources and the availability of water for essential uses.
E5 - CIRCULAR ECONOMY	Responsible supply	Impact	Reliance on natural resources (metals, petroleum, etc.) contributes to their depletion, and causes environmental impacts during their entire life cycle (extraction, transformation, end of life).
		Financial	Tightening of environmental regulations may affect upstream suppliers, limit access to certain critical raw materials or halt product importation, exposing the company to tensions or ruptures in its supply chain.
		Financial	The strong dependence on strategic materials exposes the company to risks of supply chain rupture or price volatility due to geopolitical tensions, export restrictions or imbalance between supply and demand.
	Eco-design and circular economy	Impact	Eco-design allows the development of products with a limited environmental impact during the entire life cycle.
		Financial	Extension of the useful life of appliances (repair, re-use and re-employment) stops the production of new goods, thus reducing environmental impacts related to initial production.
		Financial	Developing products with a low environmental impact, repairable products or products integrated into circular economic models provides a catalyst for innovation, strengthens the company's image of responsibility and allows differentiation on markets that are increasingly sensitive to sustainability.
	Waste	Impact	Non-recyclable waste, difficult-to-recycle waste or waste classified as hazardous have an environmental impact.

SOCIAL			
ESRS	CHALLENGE	MATERIALITY	DESCRIPTION
S1 - COMPANY PERSONNEL	Health and safety	Impact	Inadequate health and safety in the workplace policies and dangerous and/or difficult working conditions may lead to workplace accidents and occupational illnesses.
		Financial	Poor management of health and safety risks may lead to loss of employees, an increase in employee turnover, and a decrease in productivity.
	Skills development	Impact	Training allows employees to develop and improve their internal and external employability. This impacts their personal and professional development perspectives.
		Financial	Continued education of employees provides alignment between the company's needs and the skills and promotes employee retention.
	Social dialogue	Impact	The existence of effective social dialogue policies allows employee interests to be taken into consideration and a social climate of trust and respect to be created.
		Financial	High-quality social dialogue strengthens social stability, encourages employee engagement and participation in project implementation.
	Work conditions (job security, compensation, work/life balance, working hours, etc.)	Impact	Salaries that are considered too low may lead to employee demotivation, internal social tensions and a deterioration in the work environment.
		Impact	Excessive use of fixed-term contracts or sub-contractors may lead to high employee turnover, a loss of internal competencies and a decline in working conditions.
		Impact	Adapted working hours and adoption of policies encouraging work/life balance (telework, adapted hours) improves the satisfaction and retention of employees and decreases psychosocial risks.





SOCIAL			
ESRS	CHALLENGE	MATERIALITY	DESCRIPTION
S1 - COMPANY PERSONNEL	Equal treatment and opportunities	Impact	The absence of a structured equality policy may hurt team diversity by limiting attractiveness, professional development and talent retention, particularly with respect to gender equality.
		Impact	Unjustified salary gaps for equivalent roles foster inequalities, having a negative impact on the company's attractiveness and affect team motivation.
		Financial	Team diversity (gender, age, culture, etc.) improves company performance due to better understanding of markets, more creativity, better ability to innovate and more adaptability.
	Respect for fundamental rights	Impact	Use of child labour or forced labour constitutes a serious violation of fundamental rights.
S2 - WORKERS IN THE VALUE CHAIN	Health and safety	Impact	Inadequate health and safety in the workplace policies and dangerous and/or difficult working conditions may lead to workplace accidents and occupational illnesses, particularly in countries with few local regulations in this respect.
	Respect for fundamental rights	Impact	The use of suppliers applying abusive work conditions (e.g.: wages below the legal minimum, no contract, etc.) constitutes a serious violation of fundamental rights. The moral and legal accountability rests with the ordering party.
S4 - CONSUMERS AND END USERS	Responsible commercialisation practices	Impact	The complexity of communications about energy-efficiency issues and the frequent changes in published policies on subsidies for the installation of more efficient appliances may confuse consumers in making their choices.
		Impact	Making documents available that are adapted to customer needs (installers, end consumers), access to customer services before and after sale (advice, technical support, etc.) and access to training centres for installers develop confidence in the brand.

GOVERNANCE			
ESRS	CHALLENGE	MATERIALITY	DESCRIPTION
G1 - GOVERNANCE	Business ethics	Financial	Direct or indirect participation in unethical practices (corruption, bribes, cartels, etc.) exposes the company to heavy sanctions, including fines and judicial proceedings with permanent consequences to its reputation and economic viability.
	Influencing activity	Impact	Responsible influencing activities, which are documented and aligned with sustainability objectives may strengthen the sector's strategic position with respect to sustainable development.

## 1.5 CSR OBJECTIVES

In 2025, the Group's Executive Committee wished to adopt goals for 7 major indicators covering the entire scope of CSR: governance, social rights, environment and responsible purchases.

These objectives will be communicated internally and externally during the first quarter of 2026.

	Safety in the workplace	Frequency rate of accidents < 8	2028
	Promotion of women	30% of female managers	2030
	Satisfaction of employees	Recommendation rate of our employees > 85%	2030
	Training on ethics risks	100% of employees exposed to ethics risks are trained	2028
	Carbon footprint - Scope 3	Reduction of Scope 3 CO <sub>2</sub> emissions -7.25% by year vs 2024	2032
	Transition to renewable energy	% of Group turnover from products using RNE = 40%	2030
	Responsible purchases	Signing of the Group Responsible purchasing charter by 90% of our direct suppliers	2030

# 2. ENVIRONMENTAL CHALLENGES



## KEY FIGURES FOR 2025\*

### CLIMATE CHANGE

TOTAL

**58,159,300 tCO<sub>2</sub>e**

of which 99% is related to product usage

SCOPE 1+2

**29,300 tCO<sub>2</sub>e**

SCOPE 3

**58,130,000 tCO<sub>2</sub>e**

### CONTROL OF RESOURCES

GAS CONSUMPTION

**103,983 MWH**

ELECTRICITY CONSUMPTION

**61,362 MWH**

WATER CONSUMPTION

**189,610 M<sup>3</sup>**

### CONTROL OF WASTE AND POLLUTION

**21,626 t**

OF INDUSTRIAL WASTE

of which 90.5% is non-hazardous

**24 industrial** SITES COVERED  
BY HAZARDOUS SUBSTANCE MONITORING

\*See scope in our note on methodology

## 2.1 GROUPE ATLANTIC'S ENVIRONMENTAL DECLARATION

Under its Environmental 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 (GHG) emissions and energy consumption,
- Anticipate regulations concerning the thermal performance of buildings,
- Refrain from using hazardous substances in appliances,
- Constantly research ways to improve product performance in real-life environments in its Research Centre for Thermal Comfort and in its laboratories.

### 2/ Reduce energy consumption and GHGs produced by Group business activities:

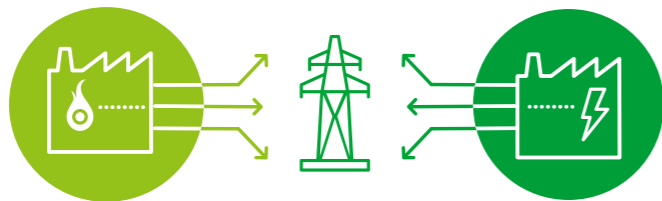
- Carry out regular energy audits of sites affected by the Tertiary Decree and ensure their compliance,
- Implement action plans aimed at reducing energy consumption (process electrification, insulation, heat recovery, etc.),
- Carry out a consolidated Group carbon accounting assessment every four years across all three scopes,
- Use a digital platform for recording and monitoring Group CO<sub>2</sub> data,
- Product transition plan.

### 3/ Protect water resources by reducing water consumption and improving discharge quality:

- Continuous research into production techniques that lower water consumption,
- Optimise the quality of production-related wastewater,
- Install water recovery loops at the majority of sites.

### 4/ Control waste generated by Group business activities:

- Sort and recover production waste for each type of material,
- Collect and recover end-of-life Electrical and Electronic Equipment (EEE) in mainland France.



### 5/ Increase the use of recyclable packaging:

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

### 6/ 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.

### 7/ Involve our supplier-partners in our sustainable purchasing strategy:

- Deploy a Group Purchasing Policy built around sustainable development criteria,
- Distribute a Responsible Purchasing Charter to be signed by suppliers,
- Include environmental and social clauses in framework contracts signed with suppliers,
- Include environmental and social criteria in the supplier audit framework.

## 2.2 CLIMATE CHANGE

### 2.2.1 CONTROLLING THE CARBON FOOTPRINT

GROUPE ATLANTIC updated the measurement of its GHG emissions for the 2025 financial year. The scope analysed is identical to that of the previous version covering 2021: the activities for 13 sites in France, the United Kingdom and Austria. This scope currently represents 79% of the value produced by the Group.

**In detail:**

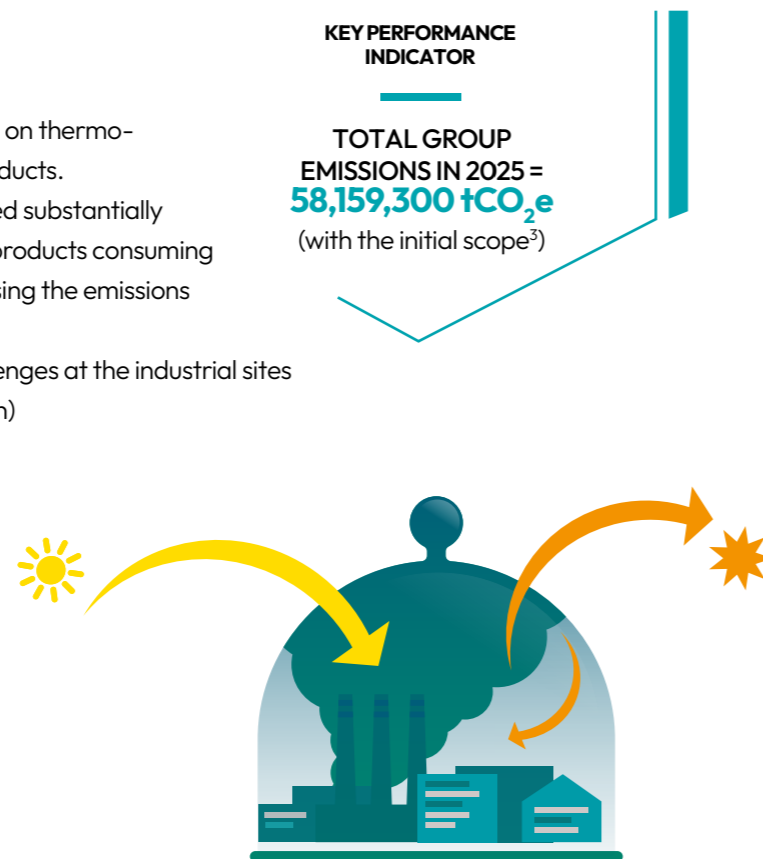
- Scope 1: 26,600 tCO<sub>2</sub>e for direct GHG emissions
- Scope 2 : 2,700 tCO<sub>2</sub>e for emissions associated with electricity and heating networks
- Scope 3 : 58,130,000 tCO<sub>2</sub>e for indirect emissions and the value chain
  - > 98% of this scope relates to product use by end customers, the use of fossil fuels and electricity generation,
  - > The second Scope 3 item stems from the purchase of components and materials, which are key to the manufacture of Group products, particularly steel.

**The carbon footprint calculated for 2025 is 16% less than that of 2021.**

This is explained by several factors:

- The market downturn since 2021, the focus on thermo-dynamic and/or more energy-efficient products.
- The carbon intensity of electricity decreased substantially in the majority of customer countries with products consuming electricity, including in France, thus decreasing the emissions related to the use of products (in Scope 3)
- The effect of meeting environmental challenges at the industrial sites (process efficiency, heating measures taken)

The Group's primary driver to reduce its carbon footprint is the replacement of traditional systems with heat pumps. These products allow users to reduce their energy consumption and GHG emissions.



3 - Companies audited in the 2021 financial year: Ideal Boilers+Hamworthy, Guillot Industrie, SIC, Ygnis Industrie, Atlantic Industrie, CICE (2 sites), ACTA Industrie, Austria Email AG, Thermor, Flying Faster, SCGA. Taken into account the re-organisation completed during 2025, SIC was absorbed and the 2 industrial sites were contributed to AMBB, which is included in the scope for this financial year. Flying Faster divested the aeroplane that it owned during the 1st half of 2025. Guillot Industrie has had two sites since 2022.

### 2.2.2 ENERGY AND WATER CONSUMPTION

In 2025, the Group continued its efforts on **the energy front**.

The majority of Group sites perform monitoring and multiyear analysis with action plans identified at high consumption points. A policy has also been put into place to modernise production lines including requirements for energy saving, environmental protection and eco-design of products.

Examples of initiatives realised in 2025 include:

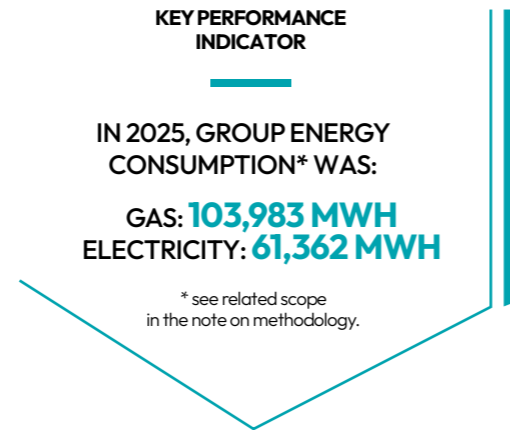
- **Fontaine plant (France):** optimisation of suction systems and cessation of use of equipment using a lot of energy outside of production periods (vacuum pumps, variators, heaters), replacement of mechanical furnace regulation with a variable speed system and insulation of the gas heating network. These targeted actions allow a significant reduction in electricity and gas consumption for an annual gain of approximately 204 MWh, or 17 tonnes of CO<sub>2</sub> avoided and more than €22k saved.
- **Plant in La Roche-sur-Yon (France):** an energy, water and compressed air consumption monitoring tool was installed in order to better direct site performance and detect deviations or leaks. The device comprises 189 sensors covering approximately 75% of machinery for electricity and 50% for water and gas. Multiple optimisation measures have already been implemented, such as shutting down compressors on the weekend and adjusting pressures and temperatures of the furnaces. A monthly energy and CO<sub>2</sub> emissions indicator monitoring meeting allows management of action plans and realised gains.
- **Plant in Meyzieu (France):** monthly monitoring of energy consumption and installation of additional counters to improve energy management. Implementation of maximum temperature limits and equipment improvement projects to reduce infiltration of cold air in logistical areas.
- **Plant in Orléans (France):** replacement of motor pumps and installation of variable speed motors on two presses to optimise electricity consumption.
- **Plants in Seneffe (Belgium), in Borna (Germany) and in Eneko-Izmir (Turkey):** new photovoltaic installations were put into service, allowing electricity to be produced locally thus reducing external consumption and CO<sub>2</sub> emissions. For example, more than 16 MWh has been produced at Seneffe and 648.4 MWh at Borna.
- **Plant in Hull (UK):** removal of individual gas heaters, improvement in building insulation (roofs, walls and doors between sections), replacement of transformers with more efficient models and renewal of vehicle fleet with more efficient engines.



It should also be noted that the Tertiary Decree on energy performance, which came into force in 2022, requires companies with tertiary buildings larger than 1000 m<sup>2</sup> to report their consumption annually. Twenty-two Groupe Atlantic sites are affected by this decree, each with a commitment to cut consumption by 40% by 2030 and by 60% by 2050.

**Gas and electricity consumption**

slightly increased from 2024 to 2025 (gas: +2.5%, electricity: +3.6%), mainly to the increase in the number of units produced at certain sites.



Measures are also being taken to control **water consumption:**

- **Water consumption management:** most sites use water in closed circuits in their processes to limit consumption.
- **Plant in Orléans (France):** implemented a system for recovering water during sprinkler tests.
- **Plant in Borna (Germany):** installation of new pumps to increase pressure to reduce water waste. Optimisation of enamel preparation processes, leading to a reduction in the number of bath changes per year.
- **Plant in Izmir (Turkey):** use of tap water instead of softened water in the building and in certain processes, thus reducing waste of softened water by 500 m<sup>3</sup>/month (project finished in November, first savings in December). Collection and use of 650 m<sup>3</sup> of rainwater per year to water green spaces.
- **Plant in Hull (UK):** removal of redundant piping and modernisation of existing equipment. Investment in closed-loop cooling systems.

**Monitoring indicator: 2025 water consumption\*: 189,610 m<sup>3</sup>.**

\* see relevant scope in the note on methodology.

Since 2024, consolidated Group consumption figures have been available on an expanded scope.

	Historical scope *			Expanded scope **		
	2024	2025	Change	2024	2025	Change
Gas - MWh	101,431	103,983	2.5%	163,301	173,469	6.2%
Electricity - MWh	59,205	61,362	3.6%	97,699	100,995	3.4%
Water - m <sup>3</sup>	176,870	189,610	7.2%	475,904	474,062	-0.4%

\* France, United Kingdom (Ideal Heating), Austria, Ukraine

\*\* France, United Kingdom, Austria, Ukraine, Belgium, Germany, Romania, Thailand, Tunisia, Turkey, Egypt

**2.2.3 SITE ENVIRONMENTAL MANAGEMENT SYSTEM**

GROUPE ATLANTIC is committed to an environmental and high-quality approach across all of its industrial sites. At the majority of sites, there is a management system with self-declaration. Seven sites are ISO 14 001 certified.

The Group's industrial sites comply with regulations set by the countries in which they are located. In France, 12 of the 14 sites are subject to the Classified Installation for Environmental Protection scheme and are registered or authorised to operate by the local authorities in the relevant department. The international sites have all the environmental approvals required to conduct their business activities.

- **The Boz industrial site** was also certified 'HQE'<sup>4</sup> during its construction, and its expansion was carried out with the aim of obtaining 'BREEAM'<sup>5</sup> certification. Several actions were implemented during the construction work, including: the preservation of biodiversity through protective barriers against amphibians, roof rainwater collection in a tank to supply sanitary facilities, and the implementation of a construction waste management system, among others.
- **The Arcueil site** holds several certifications attesting to the building's environmental performance, such as 'HQE', 'BREEAM' and 'Effinergie+'.
- **The new production site at Chalon-sur-Saône** (started production in 2026) intends to obtain the 'BREEAM' certification. The building incorporates several devices aiming to improve environmental performance: wooden framing, increased inflow of natural light, recovery of rainwater, optimised water consumption management and energy management via a CTM (Centralised Technical Management System). It will also be equipped with photovoltaic panels on the roof, a Cool Roof covering to limit solar impact, heating provided by the rooftops (heat pump) and a heat recovery system on the compressor equipment.
- **The new logistical centre in Fontaine** measuring 72,000 m<sup>2</sup> also reflects the Group's commitment to sustainable logistics. By centralising the flows from multiple sites, the internal transportation and empty trips can be reduced significantly, with several hundred tonnes of CO<sub>2</sub> avoided every year. The site is equipped with 60,000 m<sup>2</sup> of photovoltaic panels to produce renewal energy, a hybrid heat pump heating system and eco-designed pasture, thus encouraging biodiversity. With an Outstanding Level BREEAM certification, the centre meets the highest environmental standards.



4 HQE = High Environmental Quality

5 BREEAM = Building Research Establishment Environmental Assessment Method

Sites are also given support for regulatory monitoring and compliance by an environmental coordinator with a cross-functional approach throughout the Group.

Below are the initiatives underway across the environmental network:

- **Environment Club:** the purpose of this club is to bring together environmental managers from industrial sites on a regular basis to improve Group operations and discuss ongoing projects on each site. This group now has 33 experts who met in person during 2025.
- **Regulatory watch:** an internal webinar on regulatory developments is offered four times a year to the environmental experts at the French sites. International sites rely on consultants or local government bodies to monitor developments.
- **Roadmaps on environmental themes:** these are included in the Safety pillar of the We G.A. programme.
- **Environmental analyses:** this approach helps pinpoint the main environmental issues and their impact on industrial sites in an effort to assess and prioritise these risks. Environmental analysis was included in the We G.A. initiative, with the aim of being an assessment criterion at all sites. The environmental analysis tools implemented in 2024 (training modules and analysis matrix) were widely disseminated in 2025.
- **Environmental audits:** in 2025, 17 Group Atlantic sites were audited by two international audit firms. The audit covered all of the environmental regulations (chemical substances, air and water pollution, energy, waste, harmful effects, incidents). The conclusions were favourable. The key takeaways are: local team involvement and practices respecting the environment.

## 2.2.4 ADAPTATION TO CLIMATE CHANGE

**The physical risks related to climate change have been documented on a global level for several decades. Due to the acceleration in the process and the magnitude of the consequences, GROUPE ATLANTIC is incorporating these hazards into its analysis processes and decisions to reduce its exposure and increase resiliency.**

Climate risk management has been integrated into different stages of business activities:

- Climate risks are systematically evaluated during risk inspections led by the property damage insurer. The main disaster scenarios are identified and quantified by the insurer. The related report provides each Plant Manager with the primary recommendations and action plans to reduce their exposure to climate risks.
- Since July 2024, the Group has prioritised the risk of flooding. The six industrial sites that are most exposed developed their first emergency plan dedicated to improving their preparation and reaction ability in the case of a disaster.
- During the acquisition or construction of new strategic sites, the Group systematically identifies climate risks, to which the different candidate buildings/land are exposed. The choice of materials and building solutions take into consideration their resistance to extreme events. As an example, the site in Grand Châlon has been equipped with a roof, the materials of which have been tested to resist high-intensity hail events.

The Group is continuing its adaptation effort with more detailed identification and mapping of its exposures.

## 2.2.5 AWARENESS-RAISING AND ACTIONS AIMED AT EMPLOYEES

Environmental awareness among GROUPE ATLANTIC employees is raised mainly through messages posted on the Group's communication channels:

- Newsletters covering CSR news and activities
- Sharing of local energy saving initiatives
- Articles featured in the Group's internal magazine, translated and distributed across all Group sites
- 'My Impact' videos that provide insight into how employees are working towards a low-carbon transition through their activities

GROUPE ATLANTIC also wishes to promote soft mobility among its employees:

- **Electric bikes** that can be reserved by employees are available at multiple sites
- A 'maintain your bike' day was organised at several sites to encourage the use of bikes for commuting to and from work.
- **Sustainable Mobility Package:** a €250 subsidy for the purchase of an electric bike was proposed in 2025 for certain companies.
- **Plant in Meyzieu (France):** definition of a soft mobility plan (with the introduction of a carpooling platform, improvements to bike and scooter parking areas on site, and a supplement to standard transport reimbursement).



## 2.3 POLLUTION

### 2.3.1 POLLUTION AND WASTE MANAGEMENT

Several initiatives are carried out on the sites in connection with pollution and waste management:

- **Noise measurements and monitoring of water and air pollution:** identification of areas for improvement to reduce environmental impacts and improve working conditions.
  - **Plant in Vinay (France):** Acquisition of a waterproof sealing mat to be used when handling plastic granules or chemical products outdoors to prevent the risk of water pollution.
  - **Plant in Cairo – Thermotech (Egypt):** Approximately 50% improvement in the treatment of waste water compared to 2024 due to validation and tests performed by a licenced company allowing the reclassification of one of the facility baths to clean water.
- **Waste management:** procedures are set up at the sites, and include, at the very least, the sorting of hazardous and non-hazardous waste. Waste sorting at source is carried out either in-house or by the waste management service provider. In the majority of these cases, sorting is ensured with electronic traceability monitoring (volume, sector, collecting company).
  - **Plant in Fontaine (France):** glassine is collected and re-used as insulation, old shapers and pieces made of EPS are crushed to prevent incineration, specific bins allow for processing of soiled waste, and thanks to better sorting, by choosing a local service provider and by re-using pallets and with compaction, the site has reduced its ordinary industrial waste per appliance produced by half since 2021.
  - **Plant in Meyzieu (France):** new containers and a remote reading system on the compactors improve sorting, reduce rotations and increase volumes transported, and WEEE collection is organised via the ECOSYSTEM eco-organisation.
  - **Plant in Eneko-Izmir (Turkey):** management and classification of hazardous waste for recycling and analysis, thus maximising recovery and safety.
  - **Plants in Hull and Blackpool (UK):** sorting of pallets and improvement in packaging have been organised in collaboration with the suppliers to promote their re-use and reduce waste at the source.

The production of hazardous and non-hazardous waste increased from 2024 to 2025. This is due to the increase in activity at certain sites. Work carried out at certain sites also caused a one-time increase in the quantity of hazardous waste.

Monitoring indicator: In 2025, the Group's sites\* generated 21,626 tonnes of industrial waste (90.5% of which was non-hazardous waste).

\* see the related scope in the note on methodology.

Since 2024, consolidated Group waste figures have been available on an expanded scope.

	Historical scope *			Expanded scope **		
	2024	2025	Change	2024	2025	Change
Waste (tonnes)	20,557	21,626	5.2%	31,966	32,014	0.2%

\* France, United Kingdom (Ideal Heating), Austria, Ukraine

\*\* France, United Kingdom, Austria, Ukraine, Belgium, Germany, Romania, Thailand, Tunisia, Turkey, Egypt

### 2.3.2 SUBSTANCES OF CONCERN

GROUPE ATLANTIC is authorised to import products filled with hydrofluorocarbons (HFC) into the European Union (EU), in accordance with the F-gas<sup>6</sup> regulation requirements, and declares the quantities of HFCs brought to market to both the European and French authorities.

The Group's CSR Department has engaged an external organisation (Assent since October 2024) to systematically consult with all suppliers regarding REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals), RoHS (Restriction of Hazardous Substance), POP (persistent organic pollutants) and nanoparticle European regulations.

Since 2023, rare earths, precious metals and endocrine disruptors have been added in connection with the French AGECE law against waste for a circular economy.

The purpose of this campaign is to ensure compliance and identify items that may contain certain substances that are hazardous to human health and the environment. Concerning the REACH regulation, information collected identified that slightly less than 3% of covered products contain substances of very high concern (SVHCs)<sup>7</sup> (based on information provided during the last campaign).

More than 2,500 suppliers and 60,000 points of reference were involved in the campaign, which ran from October 2024 to September 2025.



KEY PERFORMANCE INDICATOR

24 INDUSTRIAL SITES ARE COVERED BY SUBSTANCE MONITORING

<sup>6</sup> Regulation (EU) No 517/2014 of the European Parliament and the Council of 16 April 2014 on fluorinated greenhouse gases, as amended by Regulation (EU) No 2024/573 of the European Parliament and the Council of 7 February 2024.

<sup>7</sup> SVHC = Substance of Very High Concern as defined by the Implementing Regulation (EU) 2020/1435 of the Commission of 9 October 2020 on the duties placed on registrants to update their registrations under Regulation (EC) No 1907/2006 of the European Parliament and of the Council concerning the Registration, Evaluation, Authorisation and Restriction of Chemical Substances (REACH).

## 2.4 ECO-DESIGN AND CIRCULAR ECONOMY

### 2.4.1 ENVIRONMENTAL PRODUCT APPROACH

#### Markets, equipment and regulations encourage manufacturers to offer more environmentally friendly products.

To meet these standards, GROUPE ATLANTIC structures its Environmental product approach into two primary objectives:

- **Designing more sustainable new products on the basis of an eco-design methodology** that defines the environmental objectives and circular economy to adhere to during product development; this methodology is integrated into the Group's We.GA New Product Introduction approach.
- **Communicating reliable environmental data on its products via type III product environmental** declarations called PEP (Product Environmental Profiles) prepared according to the PEP ecopassport® programme rules, of which the Group has been a member since 2011.

#### Eco-designed products

To take the environmental approach to products even further, constant research is conducted with the goal of limiting impact on the environment. Below are the key points of the eco-design approach:

- Development of products and their packaging aimed at reducing the environmental impact generated at the different stages of their life cycle. This concerns new products as eco-design is rolled out across the Research and Development departments.

For example:

- exhaust air heat pump water heater containing a fluid with a low environmental impact,
- packaging design integrating more recycled materials and less ink in order to reduce their environmental impact. As part of this approach, expanded polystyrene (EPS) blocks are gradually being replaced by cardboard supports, thereby helping to reduce plastic use and facilitate recycling.
- Training of R&D teams in assessing the recyclability rate of electrical and electronic products and household packaging using calculation tools provided by the eco-organisations ECOSYSTEM and CITEO.
- Projects carried out by the innovation, R&D or marketing teams to identify eco-design opportunities based on product LCA (Life Cycle Analysis) for individual storage water heaters, heat pumps and electric heating appliances.
- Gradual replacement of refrigerant fluids with the strongest impact on global warming.

For example:

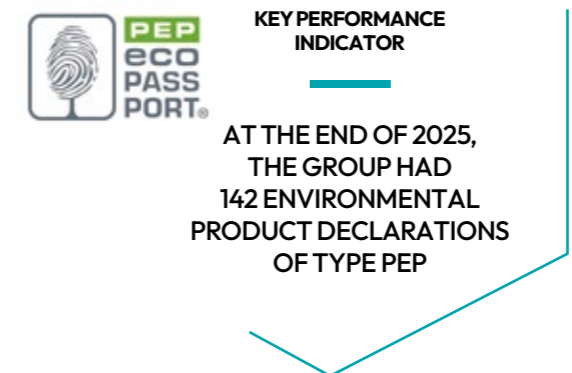
- Ranges of air/air heat pumps: change to R32 (GWP of 675) instead of R410A (GWP of 2100),
- Ranges of domestic monobloc air/water heat pumps change to R290 (propane), for which the GWP is 3,
- Ranges of communal air/water heat pumps change to R290 (propane), for which the GWP is 3,
- Ranges of heat pump water heaters change to R290 (propane) with a GWP of 3 instead of R134a (GWP of 1430) and R513A (GWP of 631).

The eco-design approach has been integrated into the We G.A programme (new product development pillar) with the aim of raising awareness among R&D staff and buyers, structuring expectations by level and monitoring practices across all sites. It comprises three levels:

- Level 0: monitoring of prevention and eco-design plans implemented under the French AGECE law against waste for a circular economy
- Level 1: performance of LCA and production of PEPs
- Level 2: compliance with circular economy and eco-design objectives

#### Product Environmental Profile (PEP):

- **Products concerned:** priority given to product ranges for the French new build market.
- **Method:** assessment of the environmental impacts generated by products during the five stages of their life cycle: manufacturing, distribution, installation, use and end-of-life, supplemented since 2023 by an assessment of income and expenses beyond the boundaries of the system (= LCA module D) for products intended for the French new build market (compliance with the ISO 14025:2010, ISO 14040:2006, ISO 14044:2006, and EN 50693:2019 standards).
- **Use of EIME** (Environmental Improvement Made Easy) software, Product Life Cycle Assessment (LCA) and the environmental database developed by LCIE Bureau Veritas' CODDE Department.
- **Identical drafting process for PEP ecopassport® sheets** across all relevant production sites within the Group, implemented by a community of experts.
- **Extended collaboration with other production sites and suppliers** in the drafting of PEP sheets.



These 142 PEPs are registered in the PEP ecopassport® database, covering 1,253 commercial references: <http://register.pep-ecopassport.org/>. These PEPs are also available in the INIES (France's national reference database for environmental and health data on construction products and equipment for the application of the country's RE2020 environmental legislation).

The number of PEPs available for the Group's brand products increased in 2025 compared to 2024 (+62 PEP). The Group nearly achieved its initial objective of creating 70 new PEPs in 2025, and maintained its position as a leader in the supply of environmental data on climate control engineering equipment for the French market.

The goal for 2026 is to produce PEPs for all new products intended for the French new build market in conformance with the We G.A. New Product Introduction programme.

## 2.4.2 INNOVATION

In a fiercely competitive and fast-moving market, GROUPE ATLANTIC considers innovation its number-one growth driver. The Group's innovation strategy guides its product and service developments, centring on six top priorities. This strategy is implemented by the R&D and marketing teams, in close collaboration with customers:

- **Develop low-carbon solutions:** propose solutions for products with a low-carbon footprint that meet the needs of consumers and the requirements of environmental policies,
- **Oversee environmental quality:** maximising comfort for customers, with a focus on thermal and sensory specifications, ergonomics and air quality,
- **Achieve performance and energy efficiency:** taking product energy efficiency to the next level while championing conservative use and recommending passive solutions that seek to recover energy,
- **Propel a circular economy:** operating as a responsible economic stakeholder throughout the product life cycle,
- **Streamline the customer experience:** actively influencing every stage of the customer experience, making their lives easier through innovative solutions,
- **Champion thermal comfort as a service:** exploring new business models that sell use, as opposed to equipment and facilities.

To date, the Group is working on approximately fifty innovative projects to take on such challenges.

Throughout the entire world, the **20 GROUPE ATLANTIC laboratories** develop, test and certify existing and future products. The vast majority of our manufacturing sites have their own laboratories, which allows R&D teams to stay close to the production of solutions.

The Group's laboratories have several roles:

- Develop and improve new products,
- Evaluate the performance levels of our solutions,
- Participate in international working groups that establish testing standards,
- Achieve certification for products.

Among these laboratories, the **Centre for Thermal Comfort Research** based in St Jean de la Ruelle tests and evaluates HVAC equipment in a home environment at scale with respect to energy consumption, thermal comfort and quality of interior air.

To instill a culture of innovation among employees, the Group spearheaded three specialised training programmes:

- Managers, agents of innovation,
- Foster innovation for project managers and experts,
- Facilitators in design thinking.

**We have designated contacts specially trained in design thinking** and assembled in a community. They are available to lend their assistance to project managers who would like their input.



The Group is also involved in the **S2E2 competitiveness division** dedicated to smart electricity technologies, supporting energy management in the Centre-Val de Loire, Pays de la Loire and Nouvelle-Aquitaine regions.

The Group also set up the **G.A Partners programme**, dedicated to open innovation. This programme is a way for us to forge partnerships with start-ups to boost innovation, co-develop new products, create innovative offers and support the growth of these high-potential companies.

Finally, the development of customer trials constitutes another important facet of the innovation approach for testing and obtaining knowledge to design even more attractive products and services.

## 2.4.3 EXTENDED PRODUCER RESPONSIBILITY

**The Waste Framework Directive 2008/98/EC of the European Parliament and the European Council of 19 November 2008 reminds manufacturers of their responsibility to ensure the management of waste generated by end-of-life products.**

In France, the principle of extended producer responsibility (EPR) 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 - WASTE OF ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE):

GROUPE ATLANTIC is a founding member of ECOSYSTEM, an eco-organisation that manages the collection and end-of-life treatment for waste of electrical and electronic equipment (WEEE).

The Group actively participates in governance bodies within ECOSYSTEM (Board of Directors and Operations Committees) in order to monitor the performance of WEEE collection and its financing.

In order to improve end-of-life product treatment, ECOSYSTEM launched a call for projects to create **a new French industrial sector dedicated to the decontamination** and capture of gases present in the insulating foam of hot water storage tanks. The Group has been associated with it since 2021. Three processing units were started in 2025 ((Le Vigean, Lesquin et Bonneuil), allowing processing of 12,700 t, which is equivalent to 36,000 t of neutralised CO<sub>2</sub>e.

In 2025, ECOSYSTEM collected and processed 1,692,331 electrical household appliances at the end of their life on behalf of GROUPE ATLANTIC.

This collection decreased in volume, reverting to a level comparable to that of 2023. Given the fact that placements on the market were lower in 2025, the theoretical collection rate increased to 68.79% (versus 61.8% in 2024).

For the sales made outside of France, the subsidiaries belong to local eco-organisations or have implemented an individual system for appliance end-of-life management.

#### END-OF-LIFE FOR PMCB MATERIALS (Building Construction Products and Materials - PMCB)

As a manufacturer of PMCB products, GROUPE ATLANTIC joined the Valdelia eco-organisation in order to fulfil its obligations regarding the end-of-life collection and processing of its products. This system aims to track and manage waste from building demolition and renovation sites.

#### END-OF-LIFE FOR PACKAGING AND PRINTED PAPER

GROUPE ATLANTIC is a member of CITEO, an eco-organisation tasked with:

- Organising the sorting and recycling of household packaging in France.
- Collecting and recycling paper waste in France.

## 2.4.4 AGECE LAW

**The Group guarantees the stringent compliance of its products with environmental regulations through its various departments (regulatory watch community, CSR Department, Marketing Departments). These departments plan for the application of various regulatory provisions which have an impact on the Group's CSR approach.**

The French AGECE law (law against waste for a circular economy) is a case in point. It introduces: the communication of the environmental qualities and characteristics of products sold to consumers, the implementation of specific instructions for the sorting of products subject to extended producer responsibility and intended for consumers (TRIMAN), the creation of new EPR systems, the strategy to eliminate single-use plastics, etc.

In order to comply with these new regulations, particularly the AGECE law, and customer expectations, readily-available CSR data for our products is of paramount importance. An internal database allows QEC (Quality & Environmental Characteristics) product sheets in conformance with the AGECE law, providing the expected information.



## 2.4.5 SUSTAINABILITY

**GROUPE ATLANTIC does its utmost to ensure that its products are well designed, well-maintained and high-performing for as long as possible.**

Upstream, for its primary markets, the Group provides professionals with remote support teams who, beyond brochures and tutorials, assist them in selecting and sizing products.

Similarly, the Group offers an extensive training programme to professionalise distributors, installers and repair technicians, ensuring that products are accurately sized, properly installed and correctly repaired. The Group can also offer project support and installation commissioning services.

In France, 36,000 spare parts are distributed. They are available for 10 years after the end of the marketing of the product concerned. In 2025, this represented nearly 730,000 spare parts delivered to customers within 24 hours, or an increase of 6% compared to 2024.

To best guide and support users, the Group offers:

- a repair assistance service with dedicated tutorials
- a significant network of certified after-sales partners and trained technical maintenance technicians on site
- a Customer Technical Assistance Service that meets their technical needs.

Professionals may order directly via an after-sales space on the web, which provides exploded views of all of our products and our telephone advisors can assist customers with determining the correct spare part by means of video assistance.

## 2.4.6 RE-USE

**REUSE**  
A PROGRAM OF GROUPE ATLANTIC



**The Group is developing its initiatives for the re-use of products and components.**

In 2022, the recovery of new spare parts was initiated from air/water heat pumps and domestic furnaces that had experienced a breakdown and could not be repaired. In 2024, this recovery activity was extended to obsolete products. The parts recovered are those with a high likelihood of being sold within the next two to three years.

**In January 2025**, the Group launched the **ReUse programme** with the goal of expanding the programme developed since 2022 and launching other means of re-using products and spare parts that had previously been destined for recycling at our French sites. This is reflected in:

- Deployment at three sites and an increase in recovery of new spare parts.
- Initiation of electronic circuit board reconditioning: at the end of 2025, around 100 circuit boards were reconditioned, several of which were sold. Actions are being launched to roll this initiative out for other products, at other sites and with other spare parts families in 2026.
- The launch of two second-hand product sales projects, for items damaged prior to installation during handling and transport. These projects should achieve initial sales in 2026.

The sale of re-used parts generated €3.9 M of turnover in 2025, or an increase of 39% compared to 2024.

# 3. SOCIAL CHALLENGES



## KEY FIGURES FOR 2025\*

**11,400**  
EMPLOYEES

NAMED TOP EMPLOYER IN 2026

### HEALTH AND SAFETY

**182**  
PEOPLE INJURED

FREQUENCY RATE  
OF WORKPLACE ACCIDENTS:

**8.51**

### DIVERSITY

**28%**  
OF WOMEN  
IN THE WORKFORCE

**23%**  
OF MANAGER ROLES  
HELD BY WOMEN

### TALENT TRAINING, RETENTION

AVERAGE NUMBER OF  
TRAINING HOURS PER EMPLOYEE:

**16** HOURS

\*See scope in our note on methodology

### 3.1 COMPANY PERSONNEL

The Group's HR policy aligns with its original purpose: 'to transform available energy into lasting well-being'. This mobilisation of human energy is reflected in our first CSR commitment: "High staff empowerment". GROUPE ATLANTIC thus makes every effort to value and support the teams by guaranteeing their well-being at work, their diversity and development of their skills.

In a market context that encourages us to be responsible and inventive, GROUPE ATLANTIC has made the choice to double down on a strong and deep conviction: count on our teams. Developing our employees, providing them with prospects, creating a positive dynamic surrounding advancement and internal mobility were the priorities in 2025.



### 3.1.1 HEALTH AND SAFETY IN THE WORKPLACE

GROUPE ATLANTIC is convinced that the health, safety and working conditions of its employees are a vital issue. It is for this reason that the Group is committed to expending all efforts to decrease the number of workplace accidents and occupational illnesses at all of its sites.

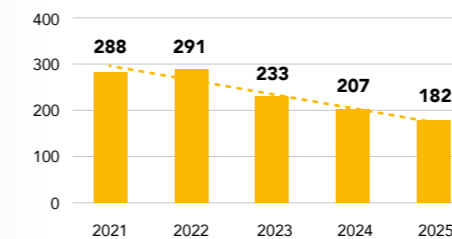
KEY PERFORMANCE INDICATOR

IN 2025\*:

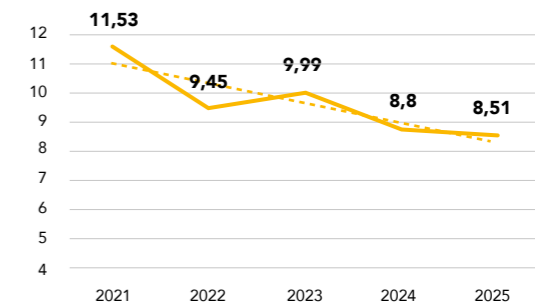
- 182 PEOPLE INJURED\*\*  
- ACCIDENT FREQUENCY RATE: 8.51\*\*

\* see relevant scope in the Note on methodology.  
\*\* includes permanent + temporary staff

Number of workplace accidents



Frequency rate



Both indicators have fallen significantly over the past 5 years.

Monitoring indicator

- 2025 Group severity rate for workplace accidents\*: 0.58\*\*
- No death as the result of a workplace accident or occupational illness

\* see relevant scope in the Note on methodology.  
\*\* includes permanent + temporary staff.

Health, safety and the environment are the **most important pillars of the We G.A. initiative.**

In the ten years it has existed, the **Safety Club** has brought together HSE (Health, Safety and Environment) Managers from all industrial sites, and worked on 13 roadmaps. Each roadmap defines action items for:

- Analysing risks
- Protecting people
- Training
- Formalising processes and ensuring compliance.

These 13 roadmaps cover topics such as different types of risks (machine risk, fire risk, etc.) but also ergonomics of stations, only consuming exactly as much energy as needed and managing our environmental emissions.

The purpose of the Safety Club is to harness a full set of best practices, making them accessible across all sites and all hierarchical levels. It also supports new plants that have recently joined the Group, thus allowing fundamentals of health and safety to be continuously rolled out and maintained over time at all of the facilities.

In 2025, **Safety training sessions were rolled out**, such as 'Safety Fundamentals' in an industrial environment (404 people at the sites have completed this training).

A new generalist module titled '**Safety for everyone at Groupe Atlantic**' was created.

Intended for all employees, it has the following primary objectives:

- Identifying and preventing site risks,
- Understanding and applying road safety practices,
- Promoting safe and healthy hygiene for oneself and colleagues.

At the same time, the Safety Club publishes a **safety flash** each month recapping indicators related to workplace accidents at the sites, presenting a remarkable fact and sharing associated best practices.

Some specific examples of actions taken are:

- **Daily health services:** a nurse is present on site to manage employee health monitoring and to raise awareness of workplace accident risks (La Roche-sur-Yon, Merville, Orléans and Saint-Louis sites).
- **Analysis of 'near-miss accidents':** the Group has introduced a process for identifying and analysing near-miss accidents (i.e., safety incidents that could cause an accident) based on their severity at 18 plants.
- The Customer Services Unit rolled out **a tool for reporting dangerous situations** on a smartphone for technicians in contact with customers.
- Several Group sites perform **an assessment of their safety maturity** (based on a Bradley curve = correlation between the workplace accident frequency rate and the site's safety maturity).
- **Ergonomic improvements at workstations**, for example automated placement of blankets on water heaters at the Fontaine site.

The progress with respect to safety has materialised at the sites with several 'records' recorded in 2025, such as at the bathroom radiator unit in Cairo with more than 600 consecutive days without a workplace accident.



## 3.1.2 TRAINING, RECRUITMENT AND RETENTION OF TALENT

### Internal training and skills development

The HR policy has the goal of uncovering and developing the skills of every employee in order to sustainably strengthen the Group's collective performance and expertise. Reflected in the relationship built with our customers, it is part of a long-term partnership approach: to support business changes, safeguard careers and promote mobility as a driver of commitment and progress.

In 2025, in France, the Group invested 3.42% of its total payroll in skills development.

In 2025, the **digital training** offering was heavily developed to guarantee equitable access to skills increases in more than 30 countries. More than 80 training modules have been rolled out (including a course dedicated to artificial intelligence).

In 2025, digital learning permitted the training of 2,485 employees.

**The Occupational Academies** also continue growing:

- We G.A: an academy dedicated to industrial excellence, offering more than one hundred training sessions. In 2025, the offering was expanded with new training sessions and updated content with a high prevalence of e-learning modules (+93%).
- The Heat Pump Academy: a strategic initiative launched in 2023 primarily consisting of training sessions developed and given by internal experts, thus promoting team engagement and long-term knowledge transfer.

**The Group Professional Journeys** continue and are designed to involve a maximum of employees throughout their professional career:

#### → **The orientation journey:**

- Induction Days: this professional journey allows new employees to discover the Group and develop their internal network.
- Young Graduates Journey: orientation and development programme aimed at young recently graduated management employees. To date, 270 young graduates from all disciplines have benefited from this professional journey.
- Manager's orientation: rollout of a new digital orientation journey intended for new managers.

#### → **Developmental professional journeys:**

These allow employees to strengthen their skills while creating an internal peer network. There are five of these professional journeys which are aimed at managers, project managers and internal experts. They are regularly adapted based on participant feedback to remain aligned with the reality of the professions and new expectations.

#### → **Mentoring Group:**

The mentoring professional journey, open to all professional disciplines, offers a different approach to development. Launched in 2024, the programme continued in 2025 with a greater number of participants (20 pairs in 2025).

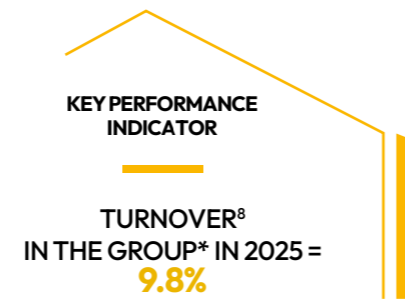


\* see relevant scope in the Note on methodology  
- except Austria Email (information not provided)

GROUPE ATLANTIC continues to develop and organise its internal communities to encourage sharing of skills and collective intelligence: in 2025, a new AI community was created.

➔ **Monitoring indicator: In 2025, 46%\* of roles, (other than plant worker roles) were filled internally, i.e., 393 roles**

\* see relevant scope in the Note on methodology.



### Apprenticeships and internships

GROUPE ATLANTIC is stepping up onboarding initiatives for young people through work-study programmes, internships and loyalty-building initiatives, with the aim of passing on know-how and meeting recruitment needs. The Group is committed to providing the best possible support for young talent by implementing initiatives designed to promote their well-being and integration. These initiatives, introduced in 2022 and continued in 2025, aim to strengthen their sense of belonging and help them thrive within the Group:

- Thematic workshops (digital watch, cybersecurity, etc.)
- Student-to-student mentoring programmes
- Student days promoting internal cohesion

➔ **Monitoring indicator: In 2025, the Groupe had 385 work-study students, including 321 in France.**

\* see relevant scope in the Note on methodology.

In 2025, **124 work-study students were recruited**, demonstrating the Group's\* strong commitment in this area.

### Relationships with schools

In order to enhance its attractiveness and facilitate the recruitment of trainees, work-study students and recent graduates, thereby supporting its development, the Group actively develops relationships with schools.

- In **France**, various actions are undertaken each year:
  - partnership with 8 schools
  - financial support to 46 schools via the apprenticeship tax
  - employee engagement as 'job ambassadors' who work with the leaders and students at the Group's partner schools
- In the **United Kingdom**, the Hull site is a major partner of Ron Dearing UTC and has organised several professional internships. The site has become a 'bronze' partner with Children's University by hosting a visit of primary school students to the site.
- In **Spain**, GA España hosts interns due to partnerships with the local universities and training centres, as well as an international partnership.
- In **Austria**, Email AG regularly welcomes school visits to its Knittelfeld site, as well as participating in conferences on employment in schools and attending job fairs. This site is a member of the 'Murtal/Murau' educational network.
- In **Turkey**, Erensan collaborates with professional schools by providing technical support and organising visits to the site. In 2025, students in training to become welders were hosted at the site and hired at the end of their training. In 2025, Groupe Atlantic Izmir, hosted the Association of Industrial Engineering Students of Dokuz Eylul University as well as quality management students.
- In **Tunisia**, the Ezzahra site has implemented partnerships with large local schools.

<sup>8</sup> Employee turnover is the number of employees leaving the company during the year divided by the annual average number of employees multiplied by 100.

### Employer brand

GROUPE ATLANTIC has an engaged employer brand policy designed to strengthen the job attractiveness, the quality of employee experience and development of employability, especially among young talent.



- **Happy Trainees Label (interns and work-study) – Choose My Company:** recognition of the quality of support provided to trainees and work-study students. In 2025, 96.8% of students recommended Group Atlantic, placing it 3rd in the Top 10 of companies hosting 200 to 499 interns and work-study students.

- The Group has obtained the **Top Employer France 2026 certification for the 18<sup>th</sup> consecutive year**, attesting to the maturity and excellence of its HR policy (skills development, managerial practices, QVT, employee engagement).



- For the 4<sup>th</sup> consecutive year, the Group was awarded the Time and Statista's\* **'WORLD'S BEST COMPANIES'** label.

## 3.1.3 SOCIAL DIALOGUE

**GROUPE ATLANTIC's policy is to sustain 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.

- In **France**, as a result, 273 appointed team employees are in regular dialogue with the respective site management teams. The social dialogue is specifically supported with monthly exchanges between teams and their managers, but also directly with the site management.
- In **Turkey**, at the GA Izmir site, five staff representatives are in regular dialogue with the site management team. Close collaboration with the trade union and employee representatives helps maintain strong, positive relations, fostering an environment of mutual respect and cooperation.
- In **Egypt**, meetings between staff and site management take place every quarter with an objective of direct dialogue.

GROUPE ATLANTIC has also established a **Group Committee**.

Once a year, they bring together representatives appointed by trade unions with their members elected to the social and economic committees of the French companies representing the Group.



\* see relevant scope in the Note on methodology.

### 3.1.4 GENDER EQUALITY

**GROUPE ATLANTIC's policy is supported by legal compliance requirements to guarantee that no form of discrimination exists within the company. The challenge is to achieve real gender equality in the workplace particularly by combatting everyday sexism, by promoting gender equality in compensation and in job diversity.**

- In **France**, within the scope of its professional equality agreements, the Group works every day for professional equality: diagnostics, tangible guides on maternity, psychosocial risks, harassment charter, etc.
- In the **United Kingdom**, the Group participated in the WiME (Women into Manufacturing and Engineering) event in Hull. The aim of this event, which brought more than 800 people together, was to present and promote job opportunities in the manufacturing and engineering sector to women in the region.
- In **Austria**, Austria Email AG organised the 'Girls' Day' and gives young women the opportunity to discover work within a production unit. The site is also in contact with associations called 'Women for Women'.
- In **Spain**, in 2025, GA España renewed its Equality Plan promoting gender equality at work
- In **Turkey**, at GA Izmir, gender equality is one of the commitments made in our Code of Social Conduct, which specifies that the site is committed to guarantee principles of equality among employees and candidates.

**In France, for 2025, the gender equality index<sup>9</sup> averaged 86.**



#### KEY PERFORMANCE INDICATOR

**IN 2025, THE GROUP\* REPORTED:**

- **28% WOMEN IN THE WORKFORCE**
- **23% OF WOMEN HOLD MANAGERIAL ROLES**

\* see related scope in the Note on methodology.

### 3.1.5 QUALITY OF LIFE AT WORK

#### Well-being 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.

- In **France**, each site applies this policy by implementing specific actions:
  - The Meyzieu site established the lud'Acta in 2025, a pleasant space to take a break
  - The Vinay site offers Zen workshops and has introduced muscle warming exercises in its production halls
  - The Saint-Louis and Fontaine sites have rolled out the Diversity Charter
  - In the Services Division, the Quality of Working Conditions Month was established in June 2025 with several proposed measures.

Surveys on quality of working conditions are regularly conducted among employees.



- In **Austria**, discussions on health are organised to identify stressful working conditions and implement improvements.
- In the **United Kingdom**, measures have been taken during the entire 2025 year:
  - Meetings established on the Well-being Charter with staff representatives.
  - Suicide awareness training was organised with all of our mental health support professionals.
  - The site obtained the National Award at Make Up, a national prize commemorating well-being initiatives at companies.
- In **Spain**, GA Espana sent all of its employees a best management practices guide specifying managerial practices based on promoting a culture of effective and ethical leadership.
- In **Turkey**, GA Izmir established an Ergonomics Committee to improve working conditions. Based on the results of the Weview Wellbeing survey, working condition improvement measures were carried out on facility layouts to improve employee comfort. At Erensan, the fellowship spaces used during breaks were improved.
- In **Egypt**, in 2025, the Cairo site organised multiple health campaigns in connection with the international medical prevention days. The site also organised a drug abuse prevention campaign among its employees.

<sup>9</sup> Details on the gender equality index are available on the GROUPE ATLANTIC website, under 'Our commitments'.

**Promoting physical activity**

The Group actively encourages the practice of physical activities and sport by its employees. As such, the Group aims to:

- Advocate a balanced lifestyle for one and all
- Strengthen ties between teams
- Make activities challenging, but also fun.

The Group is extending the practice of sports on a company-wide basis, lending its support to many sporting causes at the local and national levels.

In 2025, this approach was reflected in numerous cross-disciplinary initiatives across our sites.

**In France:**

- Participation in different sporting events as part of Pink October (month dedicated to women’s awareness of early breast cancer screening)
- Sponsors of local sporting events, such as the 90 challenge in Fontaine, the mobility challenge in Bourgogne Franche Comté for the Grand Chalon site
- Intercompany challenges: 110 employees at the Arcueil site participated in the company solidarity challenge by walking more than 4,000 km and thus combining physical activity and solidarity to raise money for an organisation fighting cancer.

**At our other sites:**

- In the **United Kingdom:** An employee well-being schedule was implemented to promote physical activity.
- **Austria Email** offers gym sessions, hiking days and events centred around skiing
- **ECET** offers its employees the opportunity to participate in a marathon and the Padel championships
- **GA Spain** continues its sponsorship of a Spanish women’s football club as the official sponsor of Madrid Women’s Football Club - Madrid Club de Fútbol Femenino (CFF)
- In **In Tunisia**, participation in the Tunis races organised as part of Pink October.
- In **Turkey**, GA Izmir supports several internal sports clubs, particularly running, football and fishing. The site employees have been able to participate in the Business Cup, an intercompany football tournament.



Saint-Louis site - intercompany badminton tournament.

**3.1.6 ACCESSIBILITY POLICY**

GRUPE ATLANTIC promotes and encourages numerous initiatives proposed by its teams around the world to change the way we perceive disability.

The Group’s policy promoting the inclusion of people with disabilities is based on three pillars:

- Raising employee awareness and combatting misconceptions,
- Recruiting and promoting the integration of people with disabilities, as well as ensuring job retention,
- Developing partnerships.

→ In **France**, this policy is reflected at the sites in specific actions affecting employees:

- Helping employees to recognise the rights of workers with disabilities,
- Adaptation of workstations in workshops, offices or for remote work,
- Duo Day in Fontaine and La Roche-sur-Yon,
- Awareness workshops, presences at the partner ESAT site, newsletter,
- Participation in the Boot’heure initiative (individual coaching of disabled youth) at the Arcueil site,
- Establishment of partnerships: Tremplin handicap and Cap Emploi,
- Awareness of invisible disabilities.



→ In the **United Kingdom**, the Group has maintained its Disability Confident Employer recognition. It has successfully helped four employees with obtaining ‘Access to Work’ assistance for overcoming problems such as ADHD and autism at work.

→ In **Turkey**, the Groupe Atlantic Izmir site is entirely accessible to all employees with lifts and restrooms adapted to individuals with limited mobility. This site supports employees with disabilities by providing ergonomic chairs and specialised machinery, and by ensuring compliance with protective regulations, such as additional breaks and adapted work schedules.

→ **The Yozgat site** trained its personnel on the fact that a disability is not a barrier to work during the International Disabled People’s Day. During the entire year, it collaborates with public labour institutions to create inclusive recruitment opportunities.

→ In **Austria**, Austria Email AG, employing 25 disabled individuals, goes beyond its legal obligation by evaluating the workstations and adapting them to the needs of the disabled individuals.

**Number of workers with disabilities in France in 2024: 234\***

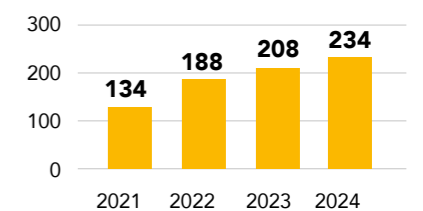
\* full-time equivalents (FTE).

**Number of workers with disabilities outside of France: 98\*\***

\*\* Egypt, Tunisia, Austria, Spain UK and Turkey

In France, this indicator has been increasing steadily since 2021. This represents an employment rate for workers with disabilities of 4.9% of the workforce (3.3% in 2021).

Number of workers with disabilities (France)



### 3.1.7 CREATION AND RETENTION OF POSITIONS

Despite the lack of growth in its various markets, GROUPE ATLANTIC continues to invest in the development of women and men, specifically through training courses or by developing each person's job expertise, in order to adapt to tomorrow's challenges.

In 2025, the performance plan allowed overhead costs to be reduced and activity-level expenses to be adjusted, thus preserving job continuity to the greatest extent possible.

At each of the sites, measures were taken to adapt the organisations and jobs to changes in our markets:

- Establishment of an internal school and development of versatility at the Meyzieu site,
- Development of a heat pump workshop at the Fontaine site,
- Creation of an AI DATA department within the Information Technology Division,
- Welcoming of teams to the brand new Grand Chalon site (35,000 m<sup>2</sup>), near Châlon-sur-Saône. This heat pump production site will accommodate 200 jobs over time,
- Launching of indirect water heater with heat exchanger production at the Ploiesti site in Romania,
- Creation of a new heat pump water heater production line in Egypt and a new component production line in Tunisia.

### 3.1.8 CHARACTERISTICS OF COMPANY EMPLOYEES

In its totality, GROUPE ATLANTIC has 10,372 employees as at 31 December 2025.

More specifically, in the scope covered by the report, the employee characteristics are as follows:

	France	Austria	Egypt	Spain	Tunisia	Turkey	United Kingdom
	Incl. Vinay Not incl. Expat	Austria Email	ECET	GA Espana	Ezzahara	Erensan GA Izmir	UK Division
Total number of female employees	1,700	52	16	23	328	88	246
Total number of male employees	3,253	319	892	67	57	548	1,069
Total number of women (permanent contracts)	1,597	51	14	23	323	83	239
Total number of men (permanent contracts)	3,127	313	827	67	46	543	1,029
Total number of women (temporary contracts)	103	1	2	0	5	5	7
Total number of men (temporary contracts)	126	6	65	0	11	5	40
Number of non-employees <sup>10</sup>	523	18	0	1	0	16	88

<sup>10</sup> Non-employee = contract managed by a third party (interim, external service providers, etc.).

### 3.2 CUSTOMER SATISFACTION

The Group initiative Quality for Customer Satisfaction, initiated in 2023, continued to be rolled out broadly at all of the sites through exercises to adopt the 5 Gold Quality Rules by the teams with the aim of all roles at the company embodying these rules every day at all of the sites.

This dynamic is in line with the desire to better take customer expectations and ever-changing needs into account. It is for this reason that the Group organised the first 'Customer Week' in 2025 in France and Belgium, during which 150 managers/employees with an impact on customer satisfaction went out to meet them, via the departments in direct contact with the customers on an everyday basis.

In 2025, other significant accomplishments were achieved:

- Strengthening of supplier partnerships to clarify our quality expectations, to raise the standards bar and to increase supplier involvement from the pre-project stage all the way through handling customer incidents,
- More systematic feedback on experiences in the event of quality problems to increase the robustness of our standards and expand our practices,
- Common tool for prioritising customer incidents to accelerate their resolutions,
- Development of an IMT (Incident monitoring tool) to manage and track incident resolution during projects and serial production and to share lessons learned, but also to measure the speed of problem resolution.

The action plan continues to be based on the Quality & Customer Satisfaction pillar of the We G.A. initiative for the industrial part, primarily with re-assessment of the level 0 needs (obligatory) and continuation of level 2 pilot projects in 2025. The goal is to have completely rolled out level 2 by 2029.

The alignment between the Group's Customer Quality and Satisfaction Division and the Customer Service Division is an opportunity to accelerate our customer focus and entrench their expectations more deeply into our projects and our organisations.



### 3.3 TRAINING FOR THE INDUSTRY

**GROUPE ATLANTIC places great importance on the products designed, manufactured and marketed being fully usable by its customers, allowing the team to recommend them, distribute them and install them in the best possible manner. In this context, the Group relies on its network of training centres to offer training intended for installers, distributors and partners.**

To date, the Group has 8 training centres internationally and 10 training centres throughout France. In order to be closer to its customers in the West, a new centre will open in Rennes in 2026 dedicated to heat pump water heaters.

The training offered specifically covers:

- Technical training modules for the installation, start-up, optimisation, maintenance and repair of its products and systems,
- Modules to help customers with techniques for marketing to the general public,
- Regulatory and qualifying training sessions such as QUALIPAC, handling liquid refrigerants, electrical accreditation, soldering and training giving access to RGE (recognised environmental guardian) qualifications (QUALIPAC, FEEBAT RénoVe).

The training department also offers digital and mixed-format courses via Campus Atlantic, combining in-person training with e-learning solutions.

In addition, the Group organises different types of visits (industrial sites, worksites, Thermal Comfort Research Centre (CRCT) to increase knowledge of products, uses and regulations. Tools to assist with sales and installation are also made available to installers (help platforms, applications, educational materials).

In 2025, in France, 5,800 interns were hosted. The external training activity is primarily focussed on water heaters, which represents 72% of the business, which is a decrease compared with prior years (80% between 2021 and 2024). This change is particularly explained by the national competition and the decrease in QUALIPAC training and in handling liquid refrigerants, which is in line with the slowing in the heat pump market.



Training centre in Rennes.



This indicator reflects a high level of perceived quality of the offered training and the relevance of the content to the expectations of professionals in the industry.

### 3.4 SPONSORSHIP

GROUPE ATLANTIC aims to contribute to the life of the society in which it operates through patronage and partnership activities.

In **France**, since 2019, Our Share the Warmth endowment fund has supported projects that fight fuel poverty with three major actions:

- Assisting with social integration through access to housing,
- Helping to reduce energy consumption and greenhouse gas (GHG) emissions,
- Aiding professional integration through support, education and training in the field of climate control engineering.

The supported associations are:

- Associations that house impoverished individuals in their properties,
- Associations that are in direct contact with individual homeowners from low- to very low-income households, such as Les Compagnons Bâisseurs or Réseau Eco-Habitat,
- Solidarity platforms that ensure redistribution to other associations or people in need, such as Soli'bât or Agence du Don en Nature.

In 2025, Share the Warmth donated appliances worth €468,000 to 11 associations.

Skills sponsorship initiatives have also been carried out, primarily in the area of technical product guidance and training.



Training of technicians in the association of Compagnons Bâisseurs in Ile de France.

The Group's **UK Division** has been a partner of MACMILLAN Support Cancer since 2018. Various fundraising events were organised, resulting in distributing €350,000 to this organisation in 7 years.

An employee collection was also organised, which raised approximately €12,000 in 2025 to send to a selection of charitable organisations selected by employees, such as Crisis (assistance for the homeless), the Miscarriage Association (support for women who suffered a miscarriage) and various charitable associations for animals.

# 4. GOVERNANCE



## KEY FIGURES FOR 2025\*

### COMPLIANCE

REVISION OF ANTI-CORRUPTION AND GIFTS AND INVITATIONS CHARTERS  
REVISION OF CONFLICT OF INTEREST CHARTER

### WHISTLEBLOWING POLICY:

**0**  
ADMISSIBLE ALERTS REGARDING VIOLATION OF ANTI-CORRUPTION LAWS

### RESPONSIBLE PURCHASING

SIGNING OF THE RESPONSIBLE PURCHASING CHARTER BY  
**79%**  
OF SUPPLIERS APPROACHED

### PERSONAL DATA PROTECTION

AI USAGE CHARTER

## 4.1 BUSINESS ETHICS

Considering the international environment in which the Group operates, and in application of laws governing anti-corruption, anti-money laundering and personal data protection laws, the company is committed to a number of initiatives to apply the relevant principles. This section focuses specifically on the fight against corruption and the protection of personal data.

The Group stepped up efforts kick-started in 2022 to continuously improve its policy for managing business ethics, with a focus on tackling corruption.

Against the backdrop of the Russian-Ukrainian conflict, the Group continued the necessary steps to ensure that its subsidiaries, including its Russian locations, comply with the sanctions imposed by the European authorities on Russian legal entities and individuals (and related parties). The Group continued the measures previously implemented, in particular the analysis of Russian customers and suppliers and controls on supplies to production sites and the resale of the Group's products.

### 4.1.1 ANTI-CORRUPTION PROGRAMME

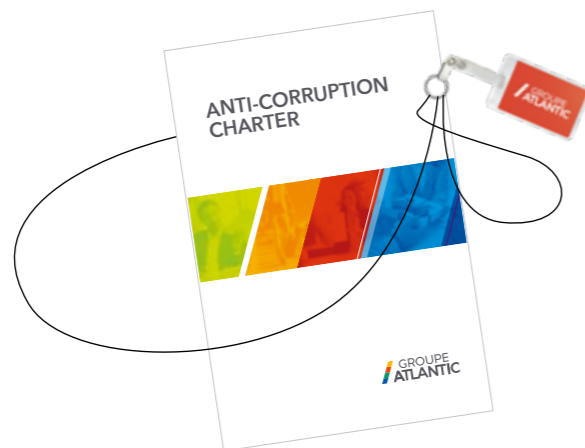
**Following the creation of the Compliance function in 2023, the Groups' anti-corruption programme continues to be strengthened.**

The roadmap for the anti-corruption programme was validated by the Chairman of the Executive Board at the beginning of 2025. An annual presentation to the Executive Committee of the state of affairs and outlook with respect to compliance has also been established. The CFO and the CLO are permanent members of the Executive Committee.

During 2025, **the Anti-corruption** and **Gifts & Invitations Charters** were revised, and the **Conflict of Interest Charter** was established. These three charters were translated into all of the languages spoken at the Group and communicated to all Group employees. A Compliance E-learning module (prevention of corruption, managing gifts & invitations, handling conflicts of interest) was rolled out in the Group. This e-learning module is obligatory for a defined target population and is open to all employees.

The corruption risk mapping continues to be expanded with the integration of additional businesses.

A working group dedicated to the assessment of third parties continues to improve the processes in place.



### 4.1.2 WHISTLEBLOWING POLICY

At the end of 2023, the Group established a whistleblowing procedure reminding all employees of the various channels available to them for reporting breaches of the law, regulations, internal standards and principles, as well as unethical behaviour (e.g. fraud, corruption, harassment, environmental protection violations, etc.). As part of this whistleblowing procedure, the Group rolled out the "GA ALERT" online platform, which enables stakeholders (employees, suppliers, customers, etc.) to report incidents while remaining anonymous. The whistleblowing procedure reiterates that GA ALERT is an additional channel that does not substitute other means of whistleblowing, such as communication with a manager or HR. Training and communication initiatives targeting specific audiences were carried out to raise awareness on whistleblowing management.

Every year, a report is prepared on alerts received via the HR departments, the CFOs and the Compliance department.

<b>Number alerts received via GA Alert or via the HR teams or Finance Department</b>	<b>20</b>
<b>Number of admissible alerts:</b>	<b>18</b>
→ Confirmed allegations	6
→ Investigation in progress	3
→ Unconfirmed allegations	9
<b>Number of admissible alerts about discrimination or harassment (for which the allegations were confirmed)</b>	<b>4</b>
<b>Number of admissible alerts about violation of anti-corruption laws</b>	<b>0</b>

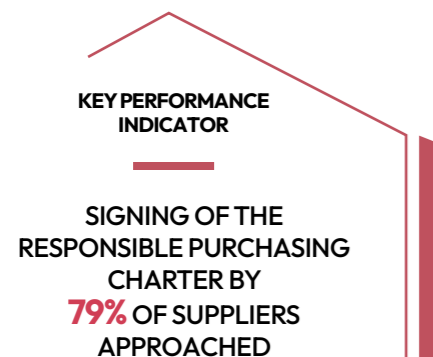


## 4.2 PURCHASING POLICY

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:** supplier risk management, compliance with regulatory requirements and innovation.
- **Demanding referencing process** for all component and raw material suppliers in Europe and outside Europe (regular visits during approval phases).  
Buyers pay close attention to working conditions, the environment observed on site during each visit, and the safety of individuals.
- **Inclusion in purchasing contracts of clauses concerning working conditions,** compliance with applicable regulations, business ethics (corruption, conflicts of interest, favouritism), social regulations (forced or illegal labour, child labour, freedom of association), environmental regulations (hazardous substances) and personal safety. Non-compliance with contractual clauses may result in the supplier being delisted.
- **Establishment of long-term relationships with our suppliers,** with particular attention paid to their financial health, compliance with contractual commitments, and the implementation of and compliance with payment terms in accordance with applicable legislation
- **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.)
- **Responsible Purchases Charter:** This charter formalises some of the Group's commitments, as well as those expected from its Suppliers, with regard to the environment, health and safety, ethics and compliance with labour laws
- **Ethical Purchasers Charter:** this new internal charter, developed in 2025, establishes common rules governing the ethical and behaviour standards for Groupe Atlantic purchasers in their relationships with suppliers and service providers. It will be signed by 100% of the members of the Group's purchasing teams in 2026, thus indicating the commitment of all of the entire purchasing group to developing healthy, sustainable and balanced relationships with suppliers.
- **Risk analysis approach** to define a resilient and sustainable supply chain.



**2025 saw progress in the Group's commitment to responsible purchases:** to date, more than 2,120 suppliers (79% of suppliers approached) of components or materials and more than 580 indirect supplies (x2 in 1 year) have signed the supplier CSR charter.

## 4.3 PERSONAL DATA PROTECTION

Since the European Union (EU) General Data Protection Regulation (GDPR) came into force in 2018, GROUPE ATLANTIC has been working to implement organisational and technical measures to ensure the security of personal data and respect for individual rights.

A Data Protection Officer (DPO) has been appointed within the IT Department, and joint governance with the Legal Department has been implemented to apply the principles of 'Privacy by Design', i.e., from the very start of designing digital solutions, within the Group.

An in-house awareness-raising programme on personal data security is in place and integrated into the onboarding process for new hires.

Awareness is also raised in-house through a series of Group-wide policies rolled out to our various stakeholders:

- The General Data Protection Policy published on our websites, which applies to all our external partners
- The Group Employee Policy, which has been rolled out across all our sites
- Marketing and Project teams are made aware of personal data protection issues, so that they can incorporate the principles of the GDPR into their projects and practices.

In 2025, the Group launched a project to digitalise its register of processing activities to update and leverage GDPR standards per department (HR, Marketing, etc.) and provide a collaborative platform offering educational content to business teams. Over time, this solution should allow more fine-tuned management of Group GDPR conformance in France and at its subsidiaries.



**AI ACT:** the Group is rolling out solutions incorporating artificial intelligence to assist operational teams with best utilising data.

The project teams were trained on the European AI Act and an AI Usage Charter was established to set the framework for uses.

No processing involving AI is used for high-risk systems.

The project methodology incorporating a risk assessment is also applied to AI systems.

## 4.4 CYBERSECURITY

Cyber risk is addressed from several angles at the Group level, in response to increasingly digitalised business activities:

- Business continuity
- Integrity of Group and customer data
- Human factors and raising awareness of Cyber risk
- Cyber risk management within the ecosystem

Reporting to the Information Systems Department, a **Cybersecurity Division** has been running since 2020. It forms a unit of experts and project managers who orchestrate the Group's IT operations coupled with an SOC (Security Operations Centre) which continually monitors the integrity of the company's Information System.

The Cyber Division works to implement a Cybersecurity programme for the Group's departments, employees and partners, which aims to ensure the resilience of the Group's IS services and infrastructure and to promote the dissemination and adoption of best cybersecurity practices among our employees and partners alike.

To this end, the Cybersecurity Division developed an employee **onboarding programme** that focuses on Cyber risk. This programme is supplemented with awareness initiatives during the European Cybersecurity Month (in October each year).

The Cybersecurity team is also involved from the very outset of projects, supporting risk analysis methodologies to ensure that security is integrated from the design stage onwards.

In order to maintain a high level of vigilance, the Cybersecurity Division regularly conducts intrusion tests with the help of specialised companies to test the robustness of the Information System. It also continues user tests (phishing campaigns) to train employees and bolster IT security across the board.

Finally, crisis management now includes cyber risk and the processes have been updated to ensure the best possible reaction in the event of an incident.

# 5. NOTE ON METHODOLOGY



**GROUPE ATLANTIC published its first Extra-Financial Performance Report in 2019.**

This document has since been amended in line with the Group's values with the aim of improving and increasing the relevance of the information available to all stakeholders.

There have been legislative and regulatory changes related to the Extra-Financial Performance Report (repeal of the law) and the sustainability report, and their adoption has been deferred to 2028 for the majority of companies. GROUPE ATLANTIC is in this category of companies and therefore there is no longer a legal obligation to prepare a sustainability report for the financial years covering the period 2025 to 2027.

However, the Group remains invested in social and environmental responsibility and would like to continue publishing a report voluntarily.

With this voluntary initiative, Groupe Atlantic is continuing to:

- **Inform third parties and stakeholders** of initiatives and efforts undertaken to confront sustainability issues,
- **Prepare itself, improve and further develop its internal processes** with a view to the legally mandatory sustainability report for 2028.

In this respect, the Group engaged the Group Y audit firm, which has completed audits of the legal obligations as an independent third party to date, to perform a similar task to audit the aforementioned report within the scope of a limited assurance engagement.

For this report, the reference standards used by Group are:

- **The CSRD criteria** (more specifically ESRS 1 – general principles (including double materiality) and ESRS 2 – general information) and the various environmental, social and governance standards described in the ESRSs, for which work was completed and rolled out within Groupe Atlantic to bring it in line with the standards,
- The obligations and requirements for the extra-financial performance report in articles L.225-102-1 and R.225-105 of the French Commercial Code in the version prior to amendment by the decree of 6 December 2023 introducing the sustainability report.

**All of the key performance indicators have been reviewed by the engaged auditor within the scope of conducting the limited assurance audit.**

For the 2025 financial year, **the following indicators were selected**, understanding that certain indicators are also related to objectives, to which the Group is committed:

THIRD-PARTY	INDICATORS	GEOGRAPHICAL SCOPE OF CONSOLIDATION	ASA % OF TURNOVER <sup>9</sup> AND % OF WORK-FORCE <sup>10</sup>	
ENVIRONMENT	KPI: Share of solutions and products incorporating RNEs in the Group's total gross turnover [indicator with objective]	Commercial and mixed companies (industrial and commercial)	98.66% - 49.87%	
	KPI: Carbon footprint [indicator with objective]	Contractually listed companies	65.02% - 48.48%	
	KPI: Number of environmental declarations	France	56.49% - 47.17%	
	KPI: Theoretical WEEE collection rate by the eco-organisation ECOSYSTEM	France commercial member companies	54.90% - 13.81%	
	KPI: Number of sites covered by the Assents consultation	Contractually listed companies	58.43% - 65.83%	
	KPI: Gas and electricity consumption at sites	Ygnis Industrie, AMBB, CICE, Ideal Boilers, Austria Email AG, Atlantic Industrie, ACTA Industrie, Ukralantic, Groupe Atlantic Orléans, Guillot Industrie, EModule, Cotherm SAS	22.99% - 44.45%	
	MI: Water consumption	Ygnis Industrie, AMBB, CICE, Ideal Boilers, Austria Email AG, Atlantic Industrie, ACTA Industrie, Ukralantic, Groupe Atlantic Orléans, Guillot Industrie, E-Module, Cotherm SAS	22.99% - 44.45%	
	MI: Waste generated at sites	Ygnis Industrie, AMBB, CICE, Ideal Boilers, Austria Email AG, Atlantic Industrie, ACTA Industrie, Ukralantic, Groupe Atlantic Orléans, Guillot Industrie, EModule, Cotherm SAS	22.99% - 44.45%	
	SOCIAL & SOCIÉTAL	MI: Number of workers with disabilities	France, Egypt (ECET), Tunisia, Austria, Spain, UK (except for Clade and Cotherm), and Turkey (except for Eneko)	85.25% - 82.24%
		MI: Number of employees per country, gender, contract type	France, Egypt (ECET), Tunisia, Austria, Spain, UK (except for Clade and Cotherm), and Turkey (except for Eneko)	85.25% - 82.24%
MI: Number of non-employees		France, Egypt (ECET), Tunisia, Austria, Spain, UK (except for Clade and Cotherm), and Turkey (except for Eneko)	85.25% - 82.24%	
KPI: % of women in the workforce		France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%	
KPI: % of female managers [indicator with objective]		France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%	
MI: Gender equality index		France	55.27% - 47.12%	
MI: Number of work-study students		France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%	
KPI: Average number of training hours per employee		France, Spain, Egypt (ECET), Tunisia and Turkey (except for Eneko), UK (except for Clade and Cotherm) (other than Austria Email AG - information not provided)	82.53% - 78.78%	
KPI: % of turnover		France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%	

<sup>11</sup> Turnover refers to net turnover outside the Group as at 31/12/2025

<sup>12</sup> Workforce refers to permanent positions as at 31/12/2025

THIRD-PARTY	INDICATORS	GEOGRAPHICAL SCOPE OF CONSOLIDATION	ASA % OF TURNOVER <sup>9</sup> AND % OF WORKFORCE <sup>10</sup>
SOCIAL & SOCIÉTAL	MI: % of positions filled internally (other than plant workers)	France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%
	KPI: Number of workplace accidents	Ygnis Industrie, Société Industrielle de Chauffage/AMBB, Guillot Industrie, CICE, Atlantic Industrie, ACTA Industrie, Groupe Atlantic Orléans, CESC, EModule, Cotherm SAS, Gledhill Products, Thermotech, ECET, Cotherm Tunisie, Ideal Boilers, Hintastica, Groupe Atlantic Izmir, Austria Email AG, Atlantic Georgia, Groupe Atlantic Teplolux, Groupe Alantic Slovakia, Ukratlantic, Groupe Atlantic (Thailand) [ex-SAWHA], Groupe Atlantic Manufacturing Belgium (ex Burnsens), Erensan EIT	25.77% - 73.77%
	KPI: workplace accident frequency rate [indicator with objective]	Ygnis Industrie, Société Industrielle de Chauffage/AMBB, Guillot Industrie, CICE, Atlantic Industrie, ACTA Industrie, Groupe Atlantic Orléans, CESC, EModule, Cotherm SAS, Gledhill Products, Thermotech, ECET, Cotherm Tunisie, Ideal Boilers, Hintastica, Groupe Atlantic Izmir, Austria Email AG, Atlantic Georgia, Groupe Atlantic Teplolux, Groupe Alantic Slovakia, Ukratlantic, Groupe Atlantic (Thailand) [ex-SAWHA], Groupe Atlantic Manufacturing Belgium (ex Burnsens), Erensan EIT	25.77% - 73.77%
	MI: Severity rate for workplace accidents	Ygnis Industrie, Société Industrielle de Chauffage/AMBB, Guillot Industrie, CICE, Atlantic Industrie, ACTA Industrie, Groupe Atlantic Orléans, CESC, EModule, Cotherm SAS, Gledhill Products, Thermotech, ECET, Cotherm Tunisie, Ideal Boilers, Hintastica, Groupe Atlantic Izmir, Austria Email AG, Atlantic Georgia, Groupe Atlantic Teplolux, Groupe Alantic Slovakia, Ukratlantic, Groupe Atlantic (Thailand) [ex-SAWHA], Groupe Atlantic Manufacturing Belgium (ex Burnsens), Erensan EIT	25.77% - 73.77%
	MI: Number of deaths	France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%
	KPI: % of staff representation	France, Egypt (ECET) UK (except for Clade and Cotherm), Austria Email AG, Spain, Tunisia, Egypt and Turkey (except for Eneko)	85.25% - 82.24%
	KPI: trainee satisfaction (product training)	France (CESC)	0.45% - 2.37%
COMPLIANCE	KPI: % of direct suppliers that have signed the CSR charter [indicator with objective]	n/a	n/a
	MI: Number of convictions per violation of anti-corruption and anti-bribery laws at the Group	(excluding sub-holding companies, Eneko, Hintastica)	85.34% - 97.50%

KPI = Key performance indicator

MI = Monitoring indicator

Following an internal re-organisation in June 2025, the activities of Société Industrielle de Chauffage were divided between the industrial activities that were given to the new company Atlantic Merville Billy-Berclau SAS and the marketing activities that were merged with SCGA.

As a result, commercial activities are carried out in France by:

- Partly by SCGA for the Atlantic, Sauter and Thermor brand networks, both for domestic hot water products and for electric heating, furnaces and heat pumps.
- And partly by Atlantic Climatisation et Traitement d’Air Commerce (ACTA Commerce) for ventilation and air conditioning products.

The French industrial companies are Atlantic Industrie, GROUPE ATLANTIC Orléans (formerly Thermor), Atlantic Climatisation et Traitement d’Air Industrie (ACTA Industrie), Compagnie Industrielle de Chauffage-Eau (two sites), Atlantic Merville Billy-Berclau (two sites), Guillot Industrie (two sites), Ygnis Industrie (two sites), and E-Module (one site).

The main industrial companies outside of France and other than the UK division are Atlantic ECET (Egypt), Groupe Atlantic Izmir (Turkey), Erensan EIT (Turkey), Atlantic Georgia (Georgia) until June 2025, Ukratlantic (Ukraine), Groupe Atlantic Manufacturing Belgium (previously Burnsens) (Belgium), Groupe Atlantic Teplolux (Russia) and Austria Email AG (Austria).

Also taken into account were the services companies, either internal (SCGA, GROUPE ATLANTIC SYNERGY, EGIDE) or within the CESC Services Division.

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

In principle, in the event of external growth and inclusion of new companies in the scope of consolidation during the financial year, these companies are not integrated into the consolidation scope calculation for the extra-financial performance report.

With respect 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 is also important to specify that each entity has **control over its own resources and actions**.





ATLANTIC  
SOCIÉTÉ FRANÇAISE  
DE DÉVELOPPEMENT  
THERMIQUE (FRENCH COMPANY  
SPECIALISED IN THERMAL COMFORT  
SOLUTIONS)

PUBLIC LIMITED COMPANY WITH  
EXECUTIVE  
AND SUPERVISORY BOARDS  
AND CAPITAL OF €14,074,444.25  
44 BOULEVARD DES ETATS-UNIS  
85000 LA ROCHE-SUR-YON, FRANCE

atlantic

ideal  
HEATING

Thermor

Jauter

erensai

YGNIS

NEPTUN

THERMIC ENERGY

G GLEDHILL

thercon

TEPLOUXÉ

PACIFIC  
GENERAL

Keston  
BY IDEAL HEATING

lazzarini

Hamworthy

ACV

FIE  
ASTROENERGIE

edesa

ORCON