

A circular inset photograph showing two women in a warehouse setting. The woman on the left, with dark hair, wears a black shirt and a bright green safety vest. The woman on the right, with blonde hair in a ponytail, wears a pink turtleneck and a yellow safety vest. They are both looking down at a cardboard box held by the woman in green. The background shows high industrial shelving units filled with boxes. The entire image is framed by a dark grey background with a dotted orange border around the circular photo.

LIVING
better

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A STRONG PERFORMANCE, DRIVEN BY INTERNATIONAL MARKETS AND BY SERVICES



As a leading player in the connected home and the energy performance of buildings, in 2024 SOMFY delivered a robust performance with a 4.8% increase in growth in real terms and 3.5% on a like-for-like basis within a highly challenging environment, particularly in France, which has been impacted by the house building crisis.

The increase in our operating result reflects the efforts of the teams to streamline our working methods and cut costs. Our growth and resilience are primarily due to the momentum of our international operations, notably in Eastern and Southern Europe and the United States. We have also benefitted from the growth in our services – helping to extend the life of our products with Repar’Stores in France and De Haan Westerhoff in the Netherlands – and in our sales of our solar protection ranges. Our teams have played a key role in ensuring world-class delivery at every stage and winning market share. This has enabled us to regain some of the market share lost during the component shortage.

In parallel, SOMFY continues to plan for the future. Firstly, we are investing in the Group’s digitalisation and in its industrial capabilities, as reflected by the SAP rollout in 2024 in the United States, scheduled for 2025 in France. Our future logistics base in Western France and our factory in Portugal will become operational this year, further consolidating our close relationship with our markets. Secondly, we are optimising synergies between the teams to improve efficiency and service quality. We are continuing to bring the BFT and Somfy teams closer together to better serve our customers. Our R&D approach is evolving with the creation of a library of “technology building blocks” available to development teams to accelerate the time-to-market of our products, while improving quality and reducing prices. In 2025, we will stay the course by combining excellence in delivery with an aggressive sales approach to capitalise on our international markets and on services. We will also take the time to set out our future strategic plan to continue to deliver our vision: inspiring a better way of living accessible to all.

Jean Guillaume DESPATURE
Chairman of the Board of Directors of SOMFY

VISION :

INSPIRING BETTER WAYS OF LIVING

ACCESSIBILITY TO ALL

AMBITION

TO BE THE TRUSTED PARTNER FOR DOOR AND WINDOW AUTOMATION IN THE HOME AND COMMERCIAL BUILDINGS.

RESOURCES

Human

- ▶ 5,837 employees, including 42% in France and 58% internationally ^①

Intellectual

- ▶ 16 R&D centres in 7 countries
- ▶ 8% of sales invested in R&D
- ▶ 94% of employees received training during the year ^②

Industrial and commercial

- ▶ 7 production sites in 5 countries
- ▶ Commercial presence in 59 countries

Financial

- ▶ Long-standing and stable family shareholding
- ▶ Financial strength

Environmental

- ▶ Carbon footprint team
- ▶ Act For Green® ^③ eco-design approach since 2015

Civil society

- ▶ SOMFY Foundation since 2004

BUSINESS FUNCTIONS

- ▶ Research & Development
- ▶ Purchasing
- ▶ Assembly
- ▶ Marketing-Prescription
- ▶ Sales
- ▶ Distribution

ORGANISATIONAL PRINCIPLES

- ▶ Architecture by function
- ▶ Customer culture
- ▶ Digitalising the organisational model

^① Social reporting scope.

^② SOMFY's internal eco-design process, certified by an independent third party and formalised by Ecopassport PEPs.

^③ Absolute reduction in emissions from energy consumption using market-based methodology.



MARKET TRENDS

- ▶ Energy efficiency
- ▶ Connected buildings
- ▶ Digitalisation of uses
- ▶ House as a refuge

APPLICATIONS

- ▶ Shutter and solar protection
- ▶ Indoor blinds and curtains
- ▶ Smart Home
- ▶ Exterior blinds and pergolas
- ▶ Access and Security

VALUE CREATED

PLANET

- ▶ **44%** reduction in scope 1 and 2 greenhouse gas emissions compared with 2019 ^①
- ▶ **23%** reduction in scope 3 greenhouse gas emissions ^②
- ▶ **79.9%** of products sold have followed the Act For Green® eco-design process ^③
- ▶ **8%** reduction in annual electricity consumption per motor
- ▶ **82%** of electricity from renewable sources at manufacturing sites

PEOPLE

- ▶ **7%** of employees were promoted
- ▶ **25.5%** female representation in management roles

PROSPERITY

- ▶ EcoVadis Silver Medal

Finance

- ▶ Sales = **€1,513 m**
- ▶ Current Operating Result = **€226 m**

Customers

- ▶ **11,302** customers interactions *via* My SOMFY Lab
- ▶ **2,117** patents in portfolio
- ▶ **9%** of sales generated by new products in the last two years ^④

Partners

- ▶ **4,763** experts
- ▶ Long-term relationships with suppliers

Commitment to local communities

- ▶ **807** community days worldwide

^① Reduction in the relative value, based on the number of products sold, of indirect emissions over the entire value chain.

^② Somfy brand. ^③ Scope excludes Teleco Automation. ^④ SOMFY's Group scope (IHRIS).

The non-financial statement forms an integral part of the management report provided to shareholders and filed with the Commercial Court Registry. It is presented separately for ease of reading.

PRESENTATION OF THE BUSINESS MODEL

PRESENTATION OF SOMFY

CORPORATE PROFILE

An independent family-owned company with international operations, SOMFY is the gold standard for “Living Better”. At the forefront of the connected home and its uses, the Group innovates for homes and buildings in three areas: comfort and wellbeing, security of people and property, and energy saving. SOMFY designs, assembles and distributes motors and automated devices integrated into blinds, shutters, doors and gates, as well as smart systems which control their operation. It also distributes connected products and digital applications.

Alert to new uses and needs, SOMFY develops new products interoperable with those offered by manufacturers in the connected home and buildings sector. Operating in the construction and renovation market, SOMFY is cutting the carbon footprint of its solutions and making them as widely accessible as possible through its operations on five continents and its portfolio of complementary brands. With solutions tailored to each market, SOMFY builds relationships of trust with its customers and partners, based on the excellence of its products and services.

THIS IS HOW, EVERY DAY, SOMFY IS WRITING THE FUTURE OF THE HOME TO HELP PEOPLE LIVE BETTER. IT DOES IT BY BEING RELEVANT AND RESPONSIBLE.

DESCRIPTION OF GROUP ACTIVITIES

SOMFY designs, assembles and distributes motors and automated devices (remote controls and sensors) as well as smart systems which control their operation.

SOMFY’s main manufacturing activity is the assembly of subunits and parts designed by it but produced by subcontractor partners.

The R&D activity’s role is to anticipate peoples’ new habits and needs in relation to homes and buildings, to design the corresponding solutions, to guarantee the performance and compatibility of products from the same brand and to ensure their interoperability with other brands in the field of connected homes and buildings. SOMFY controls its distribution (international supply chain, local sales and marketing presence), which means SOMFY can deliver its products worldwide. Its customers are manufacturers and installers, who integrate SOMFY solutions into carrier products: blinds, shutters, doors and gates, or by replacing existing equipment in buildings, by leveraging the strength of the Group’s brands. SOMFY also distributes finished products (a selection of motors and control panels, connected objects, digital applications) that are sold by prescribers, networks, retailer installers or resellers, via large specialist and DIY stores, and online, either directly or indirectly. SOMFY products are installed indiscriminately in individual homes, small businesses, apartment blocks, office blocks, hotels and collective residences.

BUSINESS MODEL

A SUSTAINABLE BUSINESS MODEL, ADAPTED TO THE LOCAL MARKET, WHICH BRINGS TOGETHER THE ENTIRE VALUE CHAIN

The Group’s vision – “Inspiring a better way of living accessible to all” – guides its growth model: offering relevant and responsible solutions with the support of and for the benefit of all its stakeholders. The attractiveness of the Group’s ranges, their interoperability with other household devices, and their ease of use, all influence the adoption of new technologies by the user and by the construction industry and unleash the growth potential of the connected home.

SOMFY is a local stakeholder, with a presence on five continents, and adapts its product lines to the specific features of each of its markets. SOMFY aims to become the trusted partner for door and window automation in the home and commercial buildings. In this way, SOMFY contributes to the development of both its customers and its partners, by making the excellence of its products and services a constant priority.

RESILIENCE OF THE BUSINESS MODEL

The public health crisis and rising energy costs have increased the desire of home and building occupants for better, energy-efficient living environments. The benefits brought by SOMFY solutions in terms of comfort and energy efficiency in the home are valued by consumers.

The new Group structure has proved its relevance in dealing with the operational challenges raised during and after the pandemic, as well as geopolitical and economic disruptions, without calling into question organisational choices or the business model.

During the public health crisis, as in the post-Covid period, the mobilisation of the teams to secure electronic components and redesign electronic boards, and constant interaction with customers, made it possible to limit the impact of the global shortage of components and materials, as well as the rise in energy and raw material costs, on customers.

PRESENTATION OF THE GROUP'S SUSTAINABLE DEVELOPMENT STRATEGY

SOMFY has made sustainable development a key element of its strategy and its Ambition 2030 programme. By bringing to life its vision – inspiring better ways of living accessible to all, SOMFY is bringing wellbeing, security and energy savings to its customers. Through connected products and services, users benefit from features that simplify their everyday lives, ensure the active monitoring of goods and people, and optimise the thermal and light contribution of solar energy.

SOMFY's vision – “Inspiring a better way of living accessible to all” – serves the Group's sustainable development trajectory, which is being built step by step: every day, the Group reduces the impact of its activities and products on the environment, cares about the daily lives and future of its employees, and maintains quality relationships with its partners and local communities.

SOMFY's sustainable development policy is the foundation of its sustainable growth. It is integral to the Group's strategy, through the implementation of its corporate responsibility and social commitment, and is structured around three pillars: Planet, People and Prosperity.

Planet

SOMFY is taking action to reduce the environmental impact of its activities and solutions, helping to provide responses to the challenges of climate change, the protection of biodiversity, and the sustainable management of resources.

The Group's solutions are accessible to all and contribute to the energy performance of buildings and the well-being of their occupants.

People

SOMFY strives on a daily basis to provide its employees with a fulfilling work environment that is also fair and inclusive. The Group also wants to take care of their sustainable employability by developing their skills.

Prosperity

The sustainability of SOMFY's business model forms runs through its entire value chain. The Group is implementing respectful and ethical practices, to create the confidence essential to its long-term prosperity.

The key themes of this sustainable development policy have been ratified by the CSR Committee of SOMFY's Board of Directors.

- **Planet pillar:** rolling out a low-carbon strategy by reducing the Group's emissions and developing solutions that help avoid greenhouse gas emissions in buildings. In addition to carbon, SOMFY is broadening its scope of action and is committed to preserving biodiversity and promoting the circular economy;
- **People pillar:** ensuring the sustainable employability of its employees in a work environment that fosters performance and the fulfilment of inclusive teams;
- **Prosperity pillar:** for sustainable growth, respecting all industry participants through ethical business practices that comply with product standards and GDPR requirements, involving suppliers in a responsible purchasing approach, and aiming for customer satisfaction.

2030 ROADMAP

SOMFY has drawn up a roadmap with key targets between now and 2030. This roadmap collates all the topics that are key target areas.

■ PLANET

Challenges		2019 benchmark	2024	Objectif 2030
Reducing carbon footprint	Cutting greenhouse gas emissions - Scopes 1 & 2 GHG Protocol, Market based (kt CO ₂ e)	15 kt CO ₂ e	- 44% ●	- 50% vs. 2019
	Cutting greenhouse gas emissions - Scope 3 GHG Protocol, Intensity (kg CO ₂ e/motor)	108 kg CO ₂ e /motor	- 23% ●	-50% vs. 2019

■ PEOPLE

Challenges		2021 benchmark	2024	Objectif 2030
Promoting fairness and inclusion in the teams	Proportion of women in management	25.7%	25.5% ●	40%
Making the work environment contribute to employee performance	Frequency rate of work-related accidents leading to absence (manufacturing and logistics scope)	3.06	4.20 ●	- 50% vs. 2021
Strengthening employee commitment	Percentage of Group employees involved in sponsorship initiatives	3.9%	13.6% ●	15%

■ PROSPERITY

Challenges		2021 benchmark	2024	Objectif 2030
Growing with the Group's ecosystems	Percentage of signature of the Code of Conduct*	100% of new suppliers	100% of new suppliers ●	100% of new suppliers
Putting business ethics into practice	Number of people trained in ethics and compliance**	657	3,544 ●	3,000

The colour of the bullets reflects the growth of the indicator in comparison to the projected trajectory. These goals relate to scopes in which they have the most impact.

* Scope covering direct purchases.

** Over the last two years for connected employees.

SUSTAINABLE DEVELOPMENT GOVERNANCE

The Group's Sustainable Development policy is overseen at Board of Directors level through a CSR Committee made up of the Chairman of the Board of Directors and three of its members. This Committee meets three times a year.

Since 2023, the members of the CSR, Audit & Risk, and Executive Committees have been attending regular Corporate and Social Responsibility training.

Bruno Barlet joined the Executive Committee on 1 January 2024 as Head of CSR and leads the implementation of the Sustainable Development policy, which has been fully integrated into the Group's Ambition 2030 programme. The heads of each strategic priority regularly report to the Executive Committee on their progress. Within the CSR structure, environmental performance is managed by a cross-company team that works with the departments concerned to eco-design the range of products and services, reduce the environmental impact of the Group's activities, and improve employee awareness and provide training in relation to climate change.

The People, Culture & Organization function, in collaboration with the Group Director of CSR, is responsible for the People component. The Social Responsibility Department of the CSR Division deals with the social responsibility and commitment of Group employees in relation to non-profit organisations through the SOMFY Foundation.

The Group uses CSR indicators in its performance-based remuneration tools to encourage employees to contribute to the environmental, corporate and social targets. The CSR criterion represents 40% of targets to be attained in the long-term variable remuneration plans. The SOMFY ACTIVITÉS SA incentive agreement includes five indicators, representing approximately 30% of overall targets. In 2023, 59 employees devoted more than 10% of their time to CSR activities.

SOMFY'S CONTRIBUTION TO SDGs



By signing the Global Compact, SOMFY is committed to contribute to the United Nations Sustainable Development Goals (SDGs). The SDGs provide a shared framework to help achieve a better and more sustainable future for all. SOMFY contributes to them via the three pillars of its Sustainable Development policy: Planet, People and Prosperity.

■ PLANET	■ PEOPLE	■ PROSPERITY

PROOF OF COMMITMENT



External assessments have confirmed the progress made within the Group in terms of sustainable development. The Group retained its silver medal certification in 2024 with SOMFY's overall score going up by two points in relation to 2023 to 71/100. This year, it was the area of environmental initiatives that improved the most, achieving a score of 80/100.

PRESENTATION OF NON-FINANCIAL RISKS

METHODOLOGY

MAPPING OF RISKS

The major risks for SOMFY or risks that are significant as a result of the Group's activity are presented in the Management Report.

The Risk Management & Compliance function is responsible for leading an overall Group approach that ensures all risks are properly identified and addressed. A Group risk framework has been established to be able to formally set out and consolidate the assessments of each scope and function. The assessment stage involves examining the potential causes and consequences of the main risks identified (consequences that may in particular be financial, human, legal or reputational) and to assess their likelihood of occurring.

The Group has adopted standard methodology for assessing risks enabling the assessment of inherent (gross) risks and residual (net) risks based on a standard and consistent rating allowing the impacts, likelihood of occurrence and level of control to be recorded. These assessments mean that the Group's risks can be mapped and updated every year by the Risk and Compliance Department.

The parties involved in these assessments are the heads of the legal entities, those within the functions responsible for Excellence and the heads of the business units.

The results of the assessment are reviewed and approved by the Executive Committee. Since 2021, particular attention has been given to identifying the risks related to the Group's CSR challenges, which have been added to the Group's catalogue of risks for each process. These risks have been identified in consultation with internal stakeholders, then validated by several members of the sustainable development coordinating bodies.

However, the CSR risks presented below do not appear as such under major risks highlighted in the Risk Factors section of the Management Report. The Group has decided to present its main risks in a consolidated manner, as macro-risks, while CSR issues are presented at a more granular level.

DOUBLE MATERIALITY MATRIX

In addition to the review of the Group's overall risks, the highlighting of SOMFY's CSR challenges is based on its double materiality matrix.



SOMFY Risk Review According to the Pillars: Planet, People, Prosperity

- | | | |
|---|---|--|
| 1 Satisfaction of customers and end users | 7 Circular economy and eco-design | 13 Substances of concern and pollution of ecosystems |
| 2 Ethical culture | 8 Responsible purchasing and sustainable supplier relationships | 14 Health and safety of customers and end users |
| 3 Climate change mitigation | 9 Adaptation to climate disruption | 15 Human rights and fundamental freedoms of employees |
| 4 Equal treatment and equal opportunities for all | 10 In-house working conditions | 16 Respecting human rights and working conditions throughout the value chain |
| 5 Information related to customers and end users | 11 Managing water resources | 17 Biodiversity and ecosystems |
| 6 Politics and influence | 12 Rights and interests of local communities | |

Context and Objective

The double materiality matrix aims to identify and assess the significant impacts of the ESG (Environmental, Social and Governance) challenges on the company, as well as the implications for the Company of these same challenges (risks and opportunities). Pursuant to the requirements of the European CSRD and to the expectations set out in the ESRS 2 General Disclosures standards, this methodology note summarises the processes and steps that structured SOMFY's first double materiality analysis completed in 2024.

1. Reporting framework: ESRS 2

1.1. Double materiality definition

Double materiality comprises two aspects:

Financial materiality: Involves analysing the ESG issues likely to have a financial impact on the Company, whether on its assets, revenues or costs, or in relation to its reputation. ESRS 1 defines a sustainability matter as important from a financial point of view if it triggers or can trigger significant financial effects on the Company: performance, development, cash flows, capital cost, access to financing, etc.

Impact materiality: Involves analysing the Company's direct and indirect, and positive and negative impacts on the environment, society and the various stakeholders, including employees, local communities and ecosystems. ESRS 1 defines a sustainability matter as important from an impact point of view if the Company has a significant actual or potential impact, positive or negative impact on people or the environment over the short, medium and long term.

1.2. Definition of scope

The analysis process covers operations specific to the Company (its subsidiaries, and manufacturing and logistics sites), the upstream channel (N rank suppliers), the downstream channel (considering customers (B2B) and end users (B2C)) as well as business relationships including shareholdings, joint ventures, etc. (majority or minority).

2. Identification of challenges

Starting point: SOMFY's simple materiality matrix updated in 2022. The 18 challenges in the 2022 materiality matrix have been redefined through the prism of the ESRS into 17 challenges in order to reflect the stakeholder consultation conducted in 2022 and to cover all the sub-topics and sub-sub-topics in Appendix 1 of the CSRD. These 17 challenges have been sorted in order to be reallocated according to the ESG (Environment, Social, Governance) classification and the ESRS.

For this restructuring of the challenges, an in-house team of business experts (made up of the HR, Sustainable Procurement, Ethics, CSR, Compliance, Health & Safety, Environment, Data Protection, Lobbying and Sales functions) has been established. This team has approved the final list of the challenges used for the double materiality analysis completed in 2024.

3. Identification of IROs

Identification methodology:

After selecting the significant challenges, the members of the business experts team determined the related impacts, risks and opportunities (IROs). Firstly, they sought to consider the consequences of SOMFY's activities on its stakeholders, its environment and society (impacts). Secondly, they assessed the financial impact of these significant challenges on the organisation itself (risks and opportunities).

Each IRO has been defined taking into account the nature of SOMFY's activities (manufacturing in the electric and electronic equipment sector), its business relationships (direct and indirect), its geographical presence (subsidiaries in 59 countries) as well as specific features related to the position of the IRO in the Group's value chain (upstream, downstream or direct operations).

To improve accuracy, for each of these challenges, interviews have been held with each member of the business experts team. These have led to the creation of a list of IROs, which has then been reviewed by the entire project team with the aim of ensuring that there was sufficient coverage of sub-sub-topics and that the definitions matched the expectations of ESRS 2.

4. Assessment of the materiality of the IROs

4.1. Stakeholder consultation

To prepare its double materiality analysis, SOMFY reused the feedback gathered in 2022 from a large sample of stakeholders, as part of the update of its single materiality matrix, and relied on the expertise of employees representing the Company's different branches and functions.

The consultation carried out in 2022 provided a strong foundation, with the inclusion of opinions and feedback from 489 stakeholders. The direct consultation took the form of 17 interviews, of which 9 were with internal Group points of contact and 8 with external points of contact. For the indirect part, the consultation took the form of a questionnaire published on Yammer (corporate social media), which received 345 responses, and surveys with customers completed via My SOMFY Lab (in total 116 responses from B2C customers and 11 from B2B customers).

In 2024, feedback from the in-house business experts was taken into account during workshops. Regular discussions between these employees and the Group's main stakeholders helped to achieve a thorough understanding of stakeholder interests and views.

4.2 Assessment criteria and thresholds: rating method

The assessment of the IROs was completed in terms of "gross" risk. That is to say that, when scoring criteria, no measures to mitigate a risk or a negative impact were taken into account.

The materiality threshold was defined before assessing the two types of materiality. This threshold was set at 1.5 out of 4, with one exception: the IROs under 1.5 are nevertheless considered material if they include one of the ratings criteria at a maximum level.

For this step, the business experts were called upon to measure, for each IRO and according to its type, levels of magnitude, likelihood, importance, extent, ability to be remedied and impact.

Assessment of the Impact Materiality and the Financial Materiality Scoring criteria

In order to assess the materiality of the IROs, scoring criteria specific to the type of the IROs have been defined in accordance with the guiding principles of ESRS 2.

4.3. Results of the analysis:

In 2024, the 17 challenges were considered as material since they contained at least one material IRO (i.e. with a materiality threshold equal to or above 1.5 and/or a ratings criterion at the maximum level). As a result, all the ESRS were assessed as material in 2024 for SOMFY. The IRO assessment will be reviewed in 2025.

PRESENTATION TABLE OF CHALLENGES AND RISKS

The challenges identified in the double materiality matrix feed into each of the three pillars of the sustainable development policy: Planet, People and Prosperity.

■ PLANET

Challenges	Challenges in the materiality matrix	Risks	KPI	Pages
Reducing carbon footprint	<ul style="list-style-type: none"> – Circular economy and eco-design – Climate change mitigation 	<ul style="list-style-type: none"> – Impact of SOMFY operations on climate change, biodiversity and the use of resources – Impact of SOMFY products on climate change and depletion of natural resources – Carbon impact of digitalisation 	<ul style="list-style-type: none"> – Cutting greenhouse gas emissions - Scopes 1 & 2 – Cutting greenhouse gas emissions - Scope 3 – Average annual electricity consumption per motor sold in kWh – Percentage of Somfy branded products sold having followed the Act For Green® eco-design process – Energy consumption in kWh per m² – Percentage of electricity from renewable sources 	17-20
Maximising avoided emissions	<ul style="list-style-type: none"> – Climate change mitigation 	<ul style="list-style-type: none"> – Impact of SOMFY products on climate change and depletion of natural resources 	<ul style="list-style-type: none"> – Volume of CO₂ emissions avoided in the residential roller shutter market 	21
Acting with and for the planet beyond carbon	<ul style="list-style-type: none"> – Adapting to climate change – Managing water resources – Circular economy and eco-design – Substances of concern and pollution of ecosystems – Biodiversity and ecosystems 	<ul style="list-style-type: none"> – Impact of global warming on SOMFY activities – Impact of SOMFY operations on climate change, biodiversity and the use of resources – Impact of SOMFY operations on pollution 	<ul style="list-style-type: none"> – Volume of hazardous and non-hazardous waste generated in Kg per motor produced – Waste recycling rate – Water consumption per person in m³ 	22-23
Becoming a citizen for the environment	<ul style="list-style-type: none"> – Rights and interests of local communities 	<ul style="list-style-type: none"> – Employer brand reputational damage – Recruitment and retention issues 	– N/A	24

PEOPLE

Challenges	Challenges in the materiality matrix	Risks	KPI	Pages
Ensuring the sustainable employability of employees	<ul style="list-style-type: none"> – In-house working conditions 	<ul style="list-style-type: none"> – No professional development monitoring 	<ul style="list-style-type: none"> – Percentage of employees who received training during the year – Percentage of performance reviews completed – Percentage of employees who were promoted or relocated – Percentage of development reviews completed 	27-30
Promoting fairness and inclusion within teams	<ul style="list-style-type: none"> – Equal treatment and equal opportunities for all – Human rights and fundamental freedoms of employees 	<ul style="list-style-type: none"> – Unfair employment conditions – Risk of strike or collective action (including strained relations with unions) – Poor management of employee engagement – No management of professional development 	<ul style="list-style-type: none"> – Change in gender balance – Proportion of female representation in management roles 	31-33
Making the work environment contribute to employee performance	<ul style="list-style-type: none"> – Quality of life at work for employees – Human rights and fundamental freedoms of employees 	<ul style="list-style-type: none"> – Deterioration of working conditions – Work accident and occupational disease – Staff unavailability – Breach of employee safety – Exposure to pollution 	<ul style="list-style-type: none"> – Frequency rate of work-related accidents leading to absence – Severity rate – Percentage of employees covered by a collective agreement 	34-35
Strengthening employee commitment	<ul style="list-style-type: none"> – In-house working conditions – Rights and interests of local communities 	<ul style="list-style-type: none"> – No management of professional development – Poor management of employee engagement – Employer brand reputational damage – Recruitment and retention issues 	<ul style="list-style-type: none"> – Somfyscope survey engagement rate – Number of community days annually – Percentage of Group employees involved in sponsorship initiatives 	36

■ PROSPERITY

Challenges	Challenges in the materiality matrix	Risks	KPI	Pages
Developing a customer-centric model	<ul style="list-style-type: none"> – Satisfaction of customers and end users – Health & safety of customers and end users – Information related to customers and end users 	<ul style="list-style-type: none"> – No customer satisfaction measuring or action plans – Product quality issue – Customer disputes linked to changes to SOMFY range – Cybersecurity breaches – Regulatory non-compliance of products (including safety standards) – Failure to achieve strategic objectives and succeed in the company project – Outdated innovation model – Significant or recurring delays in new product releases – Non-alignment of the Group strategy and market expectations – Counterfeiting and industrial property theft – Infringement of third-party patent 	<ul style="list-style-type: none"> – <i>Customer Net Promoter Score</i> 	38-39
Putting business ethics into practice	<ul style="list-style-type: none"> – Respecting human rights and working conditions throughout the value chain – Ethical culture – Politics and influence 	<ul style="list-style-type: none"> – Non-compliance with laws and regulations relating to business ethics – Employee misconduct – Non-compliance with human rights and employment law – Corruption and fraudulent practices – Violation of anti-trust laws – Non-compliance with data protection and privacy – Cybersecurity breaches 	<ul style="list-style-type: none"> – Number of ethics alerts – Percentage of connected employees who have completed at least one training module related to ethics and compliance over the last two years – Percentage of connected staff employed at 31 December 2024 who completed a GDPR module in 2024 	40-42
Growing with the Group's ecosystems	<ul style="list-style-type: none"> – Responsible purchasing and sustainable supplier relationships – Rights and interests of local communities 	<ul style="list-style-type: none"> – Supplier non-compliance with CSR standards – Non-detection of supplier risk – Employer brand reputational damage – Recruitment and retention issues 	<ul style="list-style-type: none"> – Percentage of purchases made locally – Percentage of signature of Supplier Code of Conduct – Number of suppliers covered by a supplier risk analysis – Amount of financial sponsorship of social and community projects 	43-45

SOMFY'S RESPONSES TO NON-FINANCIAL RISKS

SOMFY's response to these risks is structured and organised based on the three cornerstones of its sustainable development strategy. Planet, People and Prosperity.



REDUCING CARBON FOOTPRINT

Focusing on carbon to reduce the Group's impact

17

MAXIMISING AVOIDED EMISSIONS

Providing solutions for energy efficiency

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ACTING WITH AND FOR THE PLANET BEYOND CARBON

Adapting to climate change

Extending the scope of the Group's environmental actions

22

BECOMING A CITIZEN FOR THE ENVIRONMENT

Encouraging environmental commitment across society

24

Originating in the foothills of the Alps, SOMFY has for many years been aware of the challenges of global warming, and, more broadly, environmental issues. Its environmental policy enables it to address these topics at different levels, and includes climate change, biodiversity, managing resources through the circular economy, and water management. Nevertheless, as with many companies in its sector, SOMFY's impact primarily and directly concerns greenhouse gas emissions. The investment priority has therefore been given to reducing the Group's carbon footprint.

SOMFY's initiatives to combat greenhouse gas emissions was first demonstrated by the completion of a Bilan Carbone® (carbon assessment), and then by the implementation of emission reduction targets by 2030.

In parallel, SOMFY enables its customers to reduce their CO₂ emissions by developing solar protection automation solutions that utilise solar energy loads to optimise the energy efficiency of buildings.

Three areas of action have been defined for CO₂:

- **Reducing the carbon footprint** of the Company and its products,
- **Maximising avoided emissions**, i.e. the energy savings made in buildings thanks to SOMFY systems,
- **Supporting carbon sink** through nature-based solutions. However, priority being given to the first two areas of action, SOMFY invests on an ad hoc basis in carbon credits associated with reforestation and natural regeneration projects.

While SOMFY is doing its share in combating global warming, the Group also focuses on other environmental challenges such as biodiversity and resource scarcity. Actions are carried out locally on the Group's sites.

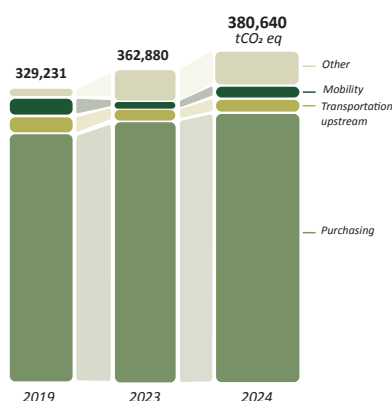


REDUCING THE CARBON FOOTPRINT

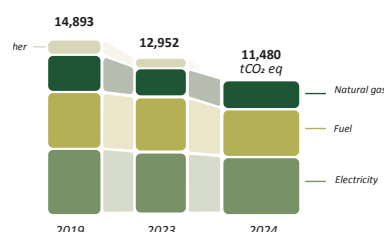
FOCUSING ON CARBON TO REDUCE THE GROUP'S IMPACT

SOMFY conducted in 2020 its first Bilan Carbone® for scopes 1, 2 and 3, based on 2019 data, for the entire Group. This assessment has been recalculated annually since then, an activity for which the Group specifically recruited an individual within the environment team.

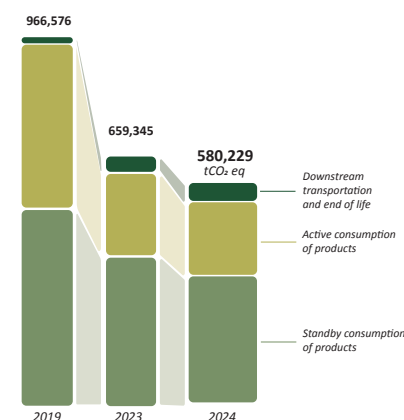
The main indicator guiding the Group's action plans is the breakdown of the Bilan Carbone® by emission sources.



Scope 3 upstream
39% of carbon assessment



Scope 1 & 2 (location based)
1% of carbon assessment



Scope 3 downstream
60% of carbon assessment

SOMFY's 2024 Bilan Carbone® totalled 972 kt CO₂e, i.e. a **reduction of 26% compared to 2019**, based on a stable volume of products sold.

In 2024, **99%** of greenhouse gas emissions related to scope 3 and in particular to the manufacture and use of SOMFY products (scope 3 indirect emissions) and 1% to emissions related to energy used by the Group's sites (scope 1 and 2 emissions on a location basis).

The targets for reducing greenhouse gas emissions by 2030 are as follows:

- **Reduce greenhouse gas emissions across scopes 1 and 2 in terms of absolute value by 50%** in relation to 2019 levels (using market-based calculations);
- **Reduce greenhouse gas emissions across scope 3 in terms of intensity by 50%** (per number of actuators sold).

These targets have been validated by the Science Based Target initiative (<https://sciencebasedtargets.org/>), in line with a global warming trajectory of 1.5°C by 2100 for Scopes 1 and 2.

Between 2019 and 2024, the downward trajectory was in line with the targets set for 2030:

Science Based Target Initiative indicators	2019	2024	Change
✓ Cutting greenhouse gas emissions - Scopes 1 & 2 GHG Protocol, Market based (kt CO ₂ e)	15	9	-44%
✓ Cutting greenhouse gas emissions Scope 3 GHG Protocol, Intensité (kg CO ₂ e/motor)	108	83	-23%

✓ means that the indicator has been audited with reasonable assurance.

The roadmap implemented by the Group to cut the greenhouse gas emissions generated by its solutions is a strategic priority whose monitoring is overseen by the Executive Committee and which is led by the Environmental Performance Department. The performance of these indicators also forms part of the interest rate subsidy criteria relating to the Group's loan and the variable remuneration of executives. The following paragraphs present the most significant actions undertaken by SOMFY.

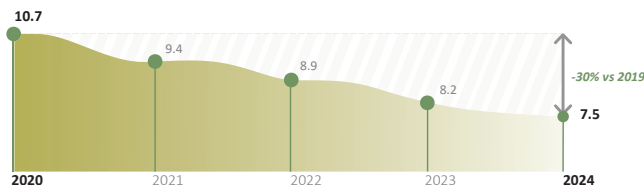
OFFERING GREENER PRODUCTS

SOMFY's Bilan Carbone® shows that **88% of the Company's greenhouse gas emissions come from products**, and, more specifically, from their electricity consumption. The rate was 92% in 2023.

SOMFY has therefore embarked on an ambitious programme to reduce the energy consumption of its products, with the objective of reducing it by 40% by 2030.

The Group has launched projects to design new electronic boards incorporating more energy-efficient components and original architectures, which will gradually be integrated into products. Since 2022, each product range development project has been assigned a CO₂ equivalent mass target. This objective is based on the best available technologies and allows each project to be part of the Group's roadmap for reducing greenhouse gas emissions. This target is reviewed each time a new stage is entered and represents a criterion in the decision to launch the project.

The result included an 8% reduction in the electricity consumption of products in 2024, continuing the trend seen in previous years. **Since 2019, electricity consumption has therefore fallen by 30%.**



Annual electricity consumption, per motor (kWh)

Beyond the power consumption of its products, SOMFY is committed to their eco-design to optimise their environmental impact. To support this mission, which is partly entrusted to its designers, the Group rolled out a new solution in 2022 enabling them to measure the impact of each ongoing project as it is being designed.

To bring this **eco-design approach** to life, SOMFY continues to roll out its Act for Green® certification, launched in 2015, which is awarded to products that meet environmental requirements that are more stringent than current regulations. All Act For Green® products are subject to an environmental impact declaration in the form of a PEP Ecopassport®, available on the organisation's website and on the INIES database.

Common to the entire Electric and Electronic Equipment profession, the PEP is established using recognised methodology and mechanisms, such as lifecycle analysis (which is based on ISO 14040) and EIME (Environmental Information & Management Explorer) software. The PEP complies with ISO 14025 (environmental labels and declarations), it is verified by an independent auditor and benefits from a State appointed programme.



79.9%

of products sold under the Somfy brand followed this eco-design process

By the end of 2024, **79.9%** of products sold under the Somfy brand had undergone this certification process, compared with 71.1% in 2023. This rate was 74.3% for all the Group's brands. The aim is to reach 100% of Group sales with eco-designed products with Act For Green® certification by 2030.

For SOMFY, reducing the carbon footprint of its products is a key area of collaboration with its customers. In addition, a close dialogue was established with some of them to help develop its own Bilan Carbone®.

In 2024, 28 of the Group's manufacturer clients also received carbon assessments covering their purchases from the Group.

ACCELERATING THE CONVERSION TO GREENER SITES

Although the greenhouse gas emissions of its sites form a minority in SOMFY's Bilan Carbone®, the Group has made them a driver of action.

As such, in 2024 **82%** of the electricity used on its manufacturing sites is of renewable origin with the objective of reaching 100% by 2030. In 2024, 6 of the 7 Group's manufacturing sites had signed green electricity contracts.

Focus on SOMFY ACTIVITÉS SA

SOMFY ACTIVITÉS SA's green electricity supply contract covered usage for the whole of 2024.

In 2024, the Group's sites continued their efforts relating to their energy consumption. The introduction of an Energy Management System (EMS), launched in 2023, continued in 2024 at the Group's main manufacturing sites. In order to go further, an energy audit is underway at the Group's oldest sites, which in 2025 should lead to the introduction of a blueprint for the redevelopment of the sites. In parallel, the Group's first solar installations have been rolled out at the Polish site in Niepolomice, with canopies installed in the factory car park. Another round will be rolled out in 2025, with the aim of covering approximately 30% of the site's electricity consumption. As well as working to cut their energy consumption, the manufacturing sites are working towards certification. In 2024, all the manufacturing sites were ISO9001 certified and three were ISO14001 certified. Furthermore, two of the seven sites obtained ISO45001 certification. The Polish site is also ISO50001 certified.

Environmental reporting scope

2023 83% 100%

2024 82% 100%

Focus SOMFY ACTIVITÉS SA

2023 100%

2024 100%

% of renewable electricity

Focus on SOMFY ACTIVITÉS SA

In 2024, the Group met its 2022 commitment to cutting its energy consumption in France by 10% in under two years. This target had been set within the context of the French governmental sobriety plan and the signing of the RTE charter. SOMFY ACTIVITÉS SA took action in relation to three main levers: heating, lighting and IT equipment. A large-scale communication campaign informed employees of the initiatives implemented by the Group and the eco-gestures that can be adopted by all.

Lastly, within the manufacturing systems, measures were rolled out to reduce their energy consumption. For example, fluorescent lighting on production equipment were replaced by LED devices, outdoor lighting was reduced, and a number of production facilities are now shut down at night.

	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Energy consumption	2023	2024	Variation	2023	2024	Variation
Gas (kwh/m ²)	41	39	- 3%	62	58	- 8%
Electricity (kwh/m ²)	54	57	6%	57	58	1%
Mineral fuels (kwh/m ²)	0.2	0.2	6%	0.5	0.2	- 59%
Energy consumption per m ² (kwh/m ²)	96	97	1%	120	116	- 4%

BEYOND THESE TWO MAIN AREAS, ACTING ON ALL THE GROUP'S ACTIVITIES

SOMFY believes it is important to **raise employee awareness** of the challenges of global warming to enable everyone to act at their own level.

More than 800 employees have been able to attend a climate fresco workshop since 2020 and more than 200 have taken part in a 2Tonnes workshop in 2024. Employees were sent messages to improve their awareness of eco-friendly habits throughout the year. The network of Sustainable Development officers, which became more professional during the course of the year 2023, with in particular official recognition of 10% of work time allocated to these tasks, has entered an operational phase. Green driving sessions were also organised in Germany and France, with others scheduled for 2025. Management of this network is ongoing and involves the identification of key actions and the sharing of best practice.

PURCHASING

Purchasing accounts for **32% of SOMFY's carbon footprint**, land is an important lever for action. In addition to its Supplier Code of Conduct, since 2022 the Group has included an environmental criterion in the selection of its suppliers. SOMFY now has a tool to measure the carbon footprint of its supplies. The associated database allows the comparison of technical solutions between them in terms of the impact of climate change (measured in kg CO₂ equivalent).

In parallel, each category of purchases develops a strategy for reducing its environmental impact. For example, the plastics category is working with suppliers to introduce recycled materials and the substitution of certain materials for less carbon intensive materials. These procurement strategies are reviewed annually by the Executive Committee.

To be able to ensure a sustainable and verifiable performance, SOMFY expects its suppliers to provide increasingly accurate environmental information verified by a third party. As such, they are asked for Environmental Product Declarations (EPD) to substantiate the performance of the materials purchased.

EMPLOYEE MOBILITY



To encourage soft mobility, events were organised in June 2024 at many Group sites during the internal sustainable development day.

Focus on SOMFY ACTIVITÉS SA

The one-off initiative of offering free train tickets was renewed in 2024 through the caretaker's office.

TRANSPORTS

Transport represents **3% of SOMFY's carbon footprint**. To reduce it, the Group rolls out a transport decarbonisation plan with three time frames – short, medium and long term – which in particular includes the following initiatives:

- The imposition on all its partners of a minimum EURO 5 criterion for road transport;
- The prioritisation of the least polluting mode of transport (or multimodal transport);
- The optimisation of the filling rate of lorries when SOMFY is responsible for transport.

At the same time, SOMFY raises team awareness of best practices through communication campaigns, training and change management.

Focus on SOMFY ACTIVITÉS SA

In 2024, transporting products intended for customers in the west of France benefitted from intermodality thanks to the introduction of rail-road transportation: from Bonneville to Lyon by lorry, Lyon to Rennes by train, then local delivery by delivery service.

In addition, a catalogue of delivery methods including their environmental impact has been provided to customers to encourage greener choices.

The Group's suppliers in the Arve Valley have been served by a "milkrun" since 2022, where components are collected at regular intervals according to a pre-defined circuit to facilitate a bundled delivery at the Cluses sites.

In 2024, the module for measuring CO₂ emissions, integrated into SOMFY's transportation management tool in 2023, covered the majority of flows and led to better consideration of the environmental criterion in the choice of transportation.

In the longer term, SOMFY plans to integrate transport data directly into its ERP system to improve monitoring and highlight areas for improvement in its action plan.

DIGITAL

The impact of digital is becoming a global concern with the explosion of digital services. Committed to a digital transformation, SOMFY intends to support it with virtuous practices. With this in mind, the Group's servers have been equipped with the MyITFootprint solution to measure and detail their environmental impact.

This solution has highlighted that a significant proportion of digital's carbon footprint comes from equipment, such as computers and mobile phones. To limit this impact, a decision was taken to extend the lifetimes of these devices and to encourage their repair.

Devices are now not replaced periodically, but only when they can no longer be used under appropriate conditions.

In relation to telephony, Fairphones® are offered to users to promote reparability, as well as reconditioned devices.



MAXIMISING AVOIDED EMISSIONS

PROVIDING SOLUTIONS FOR ENERGY EFFICIENCY

Solar radiation on a window pane is equivalent to the heating power of a 500W per m² radiator. The use of solar shading makes it possible to manage this energy input into the building.

SOMFY develops and markets motors and automation controls that make the most of the sun's energy input in winter and protect against it in summer. The benefit to building occupants is twofold: **improved thermal comfort** and **energy savings**.

There is regular innovation in this area. In addition to TaHoma® which features "thermal comfort" automation, in 2023 SOMFY launched a new MOTOR, RS100 Solar io, whose photovoltaic panel indicates the level of sunlight to the automation system. In 2024, the new range of wall controls, AMY®, includes a temperature sensor and algorithm enabling solar energy loads to be managed. This range is compatible with TaHoma® and complements the automation's ecosystem when it is connected.

Thermal studies carried out in 2021 and 2022 and validated by Carbone 4, assessed the carbon impact of SOMFY solutions. The table below summarises the results of motorisation and automation of roller shutters installed in residential buildings in six European countries.

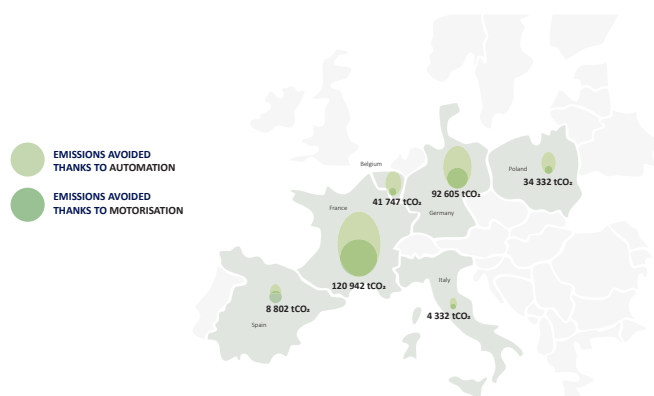
Country	Emissions induced by the products (kt CO ₂ e)	Reduced emissions in user customers buildings (kt CO ₂ e)	Avoided emissions (kt CO ₂ e)	Avoided emissions/ Induced emissions ratio
France	41	161	120	2,9
Germany	93	186	93	1,0
Belgium	7	49	42	6,0
Poland	30	65	34	1,1
Spain	5	13	9	1,9
Italy	6	10	4	0,7
TOTAL	182	484	302	1,7

Avoided CO₂ emissions by country in the European residential market.

The results are calculated in relation to a benchmark scenario consisting of the most commonly installed products in buildings, i.e. manual roller shutters.

The avoided emissions are the difference between the reduced emissions in the building and the emissions induced by the products. The main findings of these calculations are as follows:

- SOMFY solutions have a positive impact and avoid on average 1.7 times their carbon mass for user customers
- There are wide variations between countries, due to the energy mix of each country as well as to the level of automation of solutions. Over the scope considered, the emissions avoided thanks to automated solutions are in fact three times higher than those generated by motorised solutions.



Emitted avoided thanks to motorisation and automation
(Tonnes of CO₂)

Configurators taking into account the geographical location of buildings and the type of housing were introduced in 2023 so that user customers can assess potential energy gains in their location. A white paper approved by Carbone 4 on the calculation methodology and main results was circulated in 2024.



ACTING WITH AND FOR THE PLANET BEYOND CARBON

ADAPTING TO CLIMATE CHANGE

ANALYSING RESILIENCE TO CLIMATE RISKS

In 2022 and 2023, the Group carried out a climate risk resilience analysis for all its industrial sites. This three-step approach involves:

- **identifying climatic variations** with a potentially strong impact on the Group's operations. This analysis was performed by taking into account the historical data and the IPCC's RCP 2.6 and 8.5 scenarios for 2030, 2035 and 2050 respectively;
- **outlining a vulnerability profile** for each production site. This profile is based on the sensitivity of the processes to the climatic variations of the geographical area in which the site is located as well as the existing adaptation capacities. The vulnerability profile takes into account the highest risk according to the IPCC scenarios mentioned above;
- **defining an adaptation plan** for each of the most severe risks. These action plans are included in the sites' business continuity plans.

This analysis showed a relatively low level of residual risk. Mitigation initiatives are now included in the sites' business continuity plans.

EXTENDING THE SCOPE OF THE GROUP'S ENVIRONMENTAL ACTIONS

TAKING ACTION FOR BIODIVERSITY

The impact of SOMFY's operations on biodiversity is relatively limited. However, the Group is attentive to this and is developing initiatives to protect it. The major challenge is in the vicinity of its manufacturing sites.

Focus on SOMFY ACTIVITÉS SA

Located in the heart of the French Alps, close to Mont Blanc, the Company wants to act to protect the mountain ecosystem and is involved in local initiatives, including:

- The Club d'Entreprises pour la Montagne et son Développement Développement Durable (CEM2D);
- The installation of four apiaries, i.e. 12 hives in total, on the various Arve Valley sites in partnership with the Apidae organisation. The 2024 harvest amounted to 45 kg of honey, due to a wet summer. The apiaries have made it possible to reintroduce the Black Bee of Savoy, a local endemic species in danger of extinction;
- The introduction of a smart mowing regime on all sites
- The protection of certain parking spaces and planting of local species adapted to biodiversity in accordance with the recommendations of the diagnosis made by France Nature Environnement in 2022;
- In 2024, a new partnership was agreed with the association GEODE, based in Annecy-le-Vieux, at Glaisins business park, for the introduction.



In Niepolomice, Poland, the factory is located on the edge of two protected sites belonging to the Natura 2000 network: Puszcza Niepolomska PLB 120002 and Torfowisko Wielkie PLH120080. The local teams follow strict specifications for the protection of its immediate environment, which was as a precondition for the building of this factory. In 2023, the site installed a rainwater collection system.

To complete these actions, SOMFY joined forces with EDHEC to conduct a biodiversity inventory on its main manufacturing sites and their local regulatory challenges. In this way, eight golden rules were shared to provide information about best practices (removing artificial surfaces from car parks, stopping using chemicals in managing green spaces, turning off the car park lights at night... In 2024, a biodiversity audit, conducted according to the Global Biodiversity Score method, was carried out to assess the impact of SOMFY's manufacturing sites and products. The results are currently being analysed. The aim is to define an action plan to reduce the Group's negative impact on biodiversity, and to monitor its compatibility with the carbon roadmap already in place.

CONSERVING RESOURCES

The operations at the Group's industrial sites involve assembling metal and plastic parts to create finished products. These assembled products use processes such as embedding, screwing and clipping. These operations do not use water or effluents, or products likely to cause discharges into the air, soil or collection network. Moreover, SOMFY does not use SF6 gas in its manufacturing processes.

Water consumption detailed in the table below is therefore exclusively related to sanitary (toilets, showers) use. The sharp increase in consumption in 2024 was primarily related to the need to empty, clean and refill the sprinkler tank for the French site (mandatory every five years) and a leak in the main pipe at the Chinese site in September.

	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Water	2023	2024	Change	2023	2024	Change
Water consumption in m³	37,934	43,571	15%	9,341	12,883	38%
Ratio m³/personne	9.1	10.7	1%	5.3	7.4	40%

In addition to water, the resources used by SOMFY mainly include the materials and energy used to manufacture its finished products:

- for its products, **SOMFY is promoting the use of recycled materials**, starting with packaging (recycled cardboard and foam wedges expanded with bio-gas);
- **74% of the electricity used is renewable** for the Group as a whole. The aim is to reach 100% by 2030.

PROMOTING THE CIRCULAR ECONOMY

The increasing scarcity of resources is a challenge clearly identified by SOMFY. The Group decided to work on the issue via the eco-design of its products by promoting a more pared-back design and the use of recycled materials, and by ensuring the appropriate handling of end-of-life products.

Product sustainability is another lever for action. For example, commercial warranty periods have been extended to seven years on products such as the S&SO RS100.

The issue of the reparability of products is also being considered. As such, in 2024, SOMFY began selling repackaged security products on its website (<https://boutique.somfy.fr/produits/reconditionnes.html>). The quantities sold are limited by the number of products returned by customers, and they are subject to functional tests to guarantee they work properly for customers.

SOMFY participates in the collection of end-of-life products through its contribution to eco-organisations (Ecosytems, Corepile, etc.) and promotes this sector among its customers to optimise the collection of used products.

At operational level, SOMFY has modernised its facilities to reduce energy consumption and reuse functional components of finished products not fit for sale.

In addition, waste is sorted and **95% was recycled in 2024**, compared to 94% in 2023.

	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Waste	2023	2024	Change	2023	2024	Change
Non-hazardous waste in kg/unit	0.31	0.25	-20%	1.06	0.76	-28%
Hazardous waste in kg/unit	0.004	0.007	63%	0.02	0.05	132%
TOTAL WASTE IN KG/UNIT	0.32	0.26	-19%	1.08	0.81	-25%
% recycling of hazardous and non-hazardous waste	94%	95%	1%	98%	100%	2%

Changes in the amount of waste are primarily due to changes in the classification of certain categories of waste and to the increase in production. The waste recycling rate has increased slightly, notably thanks to the addition of new sorting channels by the waste processing company at the French sites.



BECOMING AN ENVIRONMENT CITIZEN

ENCOURAGING ENVIRONMENTAL COMMITMENT ACROSS SOCIETY

In terms of social commitment, SOMFY encourages local environmental initiatives, whether they involve its own teams or its Foundation.

Focus on SOMFY ACTIVITÉS SA

In 2024, SOMFY ACTIVITÉS SA renewed for the 4th time its support for the EcoTremplin competition, organised by the Alpine radio station «Radio Mont Blanc», as a partner in the social and solidarity category, which rewards the region's most exemplary organisation in this area. SOMFY supports the winner with the development of their project and the radio station finances a communication campaign to raise awareness of it.

SOMFY is also a founding member of the Green association, which works with industrialists in the Arve Valley to encourage local economic players to act rather than just pay taxes. SOMFY is the main financial backer of the organisation for educational initiatives and spin-off and prototyping projects on environmental issues.



The SOMFY Foundation is working to build a better world for future generations. A world where everyone has access to healthy and sustainable living spaces that respect people and the environment. Its scope was extended in 2021 to include the environmental aspect, enabling it to take part in public interest projects benefiting the environment.

Its first major environmental initiative is the restoration of 10 of the 70 hectares of Magland's communal woods ravaged by a storm in 2019, in partnership with the ONF's fund Agir pour la Forêt (Act for Forests). In 2024, the SOMFY Foundation and 7 Group employees undertook the upkeep of 1.7 hectares planted in 2022. In parallel, the ONF is continuing its recovery plan by maintaining the plots planted in 2023 and by planting 0.4 hectares of firs and larches.

In the subsidiaries, this commitment to the environment is implemented locally. With the involvement of the Foundation and the Belgian and French subsidiaries, SOMFY is, for the second consecutive year, a Silver partner of "Villes de demain – une exploration en 1000+ solutions" (Tomorrow's Towns – an exploration in 1,000+ Solutions), an exhibition by the Solar Impulse Foundation which took place in Paris in 2023 and in Brussels in 2024. In Japan and the UK, 14 employees were involved in cleaning projects, and in the Czech Republic, 11 employees planted trees.

The SOMFY Foundation also nurtures partnerships with local associations based near the Group's main sites. It therefore collaborates with 9 environmental organisations who work to promote biodiversity, for local waste sorting solutions or who raise population awareness. In 2024, the Foundation completed 26 environmental projects with the involvement of 348 employees which enabled the creation of composting sites, the upkeep of dry pasture, the uprooting of invasive plants, the planting of hedges and the collection of waste during World Clean Up Day.



ENSURING THE LONG-TERM EMPLOYABILITY OF EMPLOYEES

Becoming a learning organisation
Promoting career development

27

PROMOTING FAIRNESS AND INCLUSION IN THE TEAMS

Strengthening gender equality
Supporting the employment of people with disabilities
Supporting the employment of young people

31

HARNESSING THE WORKING ENVIRONMENT TO BENEFIT EMPLOYEE PERFORMANCE

Developing new ways of working
Ensuring safety at work

34

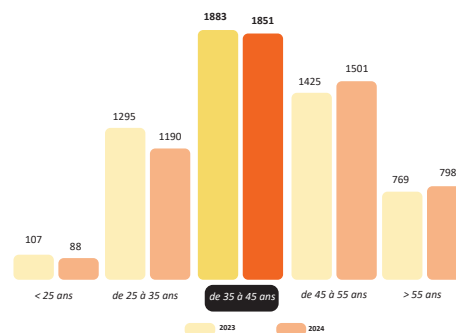
STRENGTHENING EMPLOYEE COMMITMENT

Onboarding new hires
Cultivating employee commitment

36

The workforce within the social reporting scope at 31 December 2024, including permanent and temporary staff but excluding trainees, work/study students and seasonal staff, stood at 5,428 people, compared with 5,479 in 2023, with the breakdown by age range as follows.

This total workforce is made up of people who have worked for the Company for many years, as well as new hires. This rich and diverse combination makes up the driving force behind SOMFY. It is essential that every member of this large team, whether longstanding or new, adopts and shares the same culture we all aspire to. This not only guarantees better collaboration, but also improved performance within the Group.



Tendance des effectifs par tranche d'âge

Rolling out the culture we aspire to

The culture we aspire to is the foundation of SOMFY's transformation and this constitutes a long-term strength for the Company. Since 2021, SOMFY has promoted this new corporate culture and supported its managers through a broad leadership and culture programme.

Taking ownership of this culture takes place in several stages. In 2021, the Group's top 80 managers, members of the «One Team», participated in a series of workshops with a coaching firm specialising in transformation. In 2022, the 250 most senior managers, all members of the «One Team Conference», joined the programme. In a year, these rollout modules represent more than 40 hours of workshops and coaching per employee.

In 2024, more than 4,000 employees benefited from training run as part of this initiative, whether in the form of modules or fun and educational sharing activities. These activities will continue and will be added to in 2025, and represented a total of 9,700 training hours completed in 2024.

The five behaviours of the culture we aspire to:

- **Focus on Customers:** develop active listening and problem-solving skills to meet customer needs;
- **Play One Team:** establish effective collaboration between functions, put the interest of the Group above that of the team, and build diverse and inclusive teams;
- **Take Responsibility:** make each employee committed and responsible for implementing the priorities in order to deliver with the expected level of quality and an appropriate sense of urgency;
- **Grow and Learn Everyday:** as employee development is an essential part of this desired culture, everyone must be able to play their part in coping with constant change. Therefore, opportunities for development must be seized and encouraged by managers. Feedback is becoming an established practice at the heart of the dialogue between the manager, his employees and his peers, in order to progress but also to facilitate mutual adjustments. It allows you to try out different ways of doing things, in full transparency with your manager;
- **Act Authentically:** employees must be able to express their ideas, to say transparently and without fear what they are good at, and what they need others to do.

As part of this process, we called upon a member of the Executive Committee to sponsor the launch of each promotion, in order to reiterate the Group's vision through our Ambition 2030. Members of the leadership team took turns to share their experiences and explain how they are adopting the five behaviours on a daily basis. The main aims of this culture and leadership process are to:

- Understand how the culture shift is a central element in SOMFY's transformation and advance this change.
- Adopt the behaviours, be able to cite them and explain them to managers and employees, and strengthen the link between the HR community and the Top 250.
- Enable the managerial community to embark upon this adventure and accompany the teams in this managerial and cultural transformation, by adopting these behaviours in their managerial routines.

Embracing this positive culture involves the adoption of new behaviours and requires the acquisition of new skills, such as providing regular feedback. The top priority regarding the adoption of this new practice was for the managers to complete a 15-hour training module in 2024, accompanied by two sessions of peer-coaching for each group of 500+ managers, in virtual class format. In total, 5 sessions were organised in French and English focused on how to provide feedback.

Another cornerstone of this culture is managerial transformation and the approach of the manager coach. The managerial approach is essential in inspiring and guiding teams towards the achievement of shared goals. It is based on a combination of interpersonal, leadership and management skills. A good manager must be able to communicate clearly, listen actively and demonstrate empathy. It is also important to know how to delegate effectively, to recognise and value everyone's contributions, and to create a positive and inspiring working environment. By adopting an open and collaborative managerial approach, the manager promotes commitment and efficiency from their team, whilst also ensuring the wellbeing and professional development of each member. In 2024, 30 Project Managers from the P&S teams and 30 Resource Managers from the E&CS teams took part in monthly one-hour joint coaching sessions, for a six-month period, in order to develop the Manager Coach approach to their project teams.

All these new acquired skills have been shared within the newly created management community. The aim is to train a community of confident and collaborative top managers to improve communication, the effectiveness of transformation projects and, over the long-term, engage employees as drivers of change by transforming their perception of change.



ENSURING THE SUSTAINABLE EMPLOYABILITY OF EMPLOYEES

SOMFY has always put people at the heart of its corporate vision since the Group firmly believes that it is through people that it will make the difference in all that it does. SOMFY thus seeks to offer every employee a plan that enables them to develop their internal and external employability in a sustainable manner. The Company is a vital setting in which every person can grow, both professionally and personally. Conditions in the workplace and under which they perform their role, and maintaining the health and safety of everyone are priorities of the Group's people strategy.

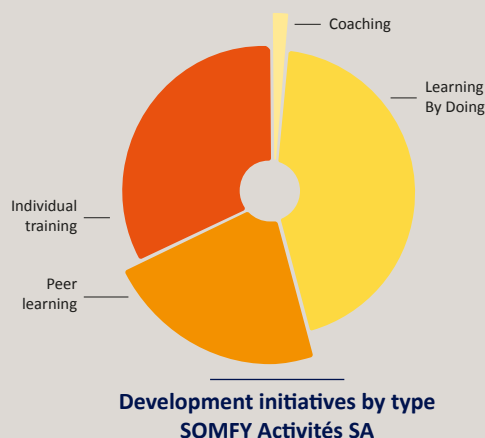
Ambition 2030 outlines SOMFY's social strategy, the main actions of which are described in the paragraphs below.

BECOMING A LEARNING ORGANISATION

ROLLING OUT CAREER DEVELOPMENT REVIEWS TO ALL EMPLOYEES

As part of the HR cycle, employees have a development review once a year. The review is separate from the performance review and is dedicated to the career prospects and development of employees. Together with their manager, employees take stock of their experience and skills acquired and those to be developed. It is now a digital event that is rolled out across the Group. In 2024, 92% of employees benefited from this review, which enabled the identification of more than 17,000 development actions.

SOMFY encourages employees to become actors in their own development and therefore in their employability. The Group promotes the development of business and technical skills as well as personal development, and applies the 70/20/10 model which structures learning into three parts: 70% through role playing, 20% through social interaction and discussion with peers and 10% through traditional training.



This graph presents the various learning methods used within the SOMFY structure. It shows that 13% of learning takes place in pairs, which includes interaction and knowledge sharing between colleagues. The majority of learning, at 64%, takes place through practical application, in particular through experiences such as "Live my Life", job shadowing and the completion of assignments. These methods enable employees to acquire skills directly on the ground. In addition, 21% of learning takes place through individual training, during which employees follow specific lessons or training programmes. Lastly, 2% of learning takes place through individual coaching, offering personalised support to develop skills.

TRAINING IN-HOUSE TRAINERS IN GENERATIVE AI

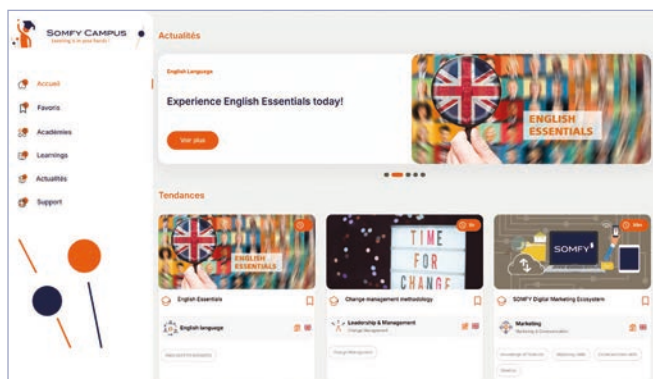
The aim of this initiative is to introduce in-house trainers to innovative tools that will allow them to design training programmes more quickly and efficiently. These tools include AI prompt engineering, Canva, podcasts and videos. This training is open to all in-house trainers and should involve more than 50 participants, thereby offering a unique opportunity for them to familiarise themselves with the design of content and improve their teaching skills.



OFFERING ACCESS TO SOMFY CAMPUS TO ALL EMPLOYEES

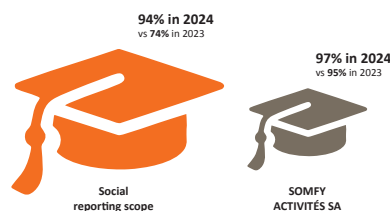
In 2021, the Group launched SOMFY Campus, its corporate university which offers development opportunities for all employees. These programmes facilitate the skills training of teams and help to develop leadership and professional skills.

In June 2024, SOMFY Campus became a portal in which 4,500 employees can create individual skills-based development plans (650+ modules relate to business skills).



The systematic roll-out of the Culture we aspire to offered the opportunity to train employees in five behaviours to adopt and to expand their skills during their practical application.

In 2024, SOMFY developed its approach via the use of LinkedIn Learning and is focusing on collective strength. LinkedIn Learning is now exclusively accessible in joint sessions. This is to help develop skills and share knowledge, whether in relation to teams, business areas or personal development topics. For the skills expert roles and managers, this means running sessions that will help develop skills on subject areas and consolidate expertise and soft skills. In 2024, 376 Speexx licences were used, accounting for just over 4,600 hours, thus helping to address the business challenge of improving English language skills.



% of employees who received training

ROLLING OUT CAREER PERFORMANCE REVIEWS TO ALL EMPLOYEES



SOMFY offers an HR cycle to all its employees, with individual meetings with their managers throughout the year. Among these, the performance review is used to assess the achievement of targets and employee proficiency in the position. This interaction is an opportunity to identify areas of progress for the coming year and to share information on the employee's work-life balance. This is also a time for both the employee and their manager to set targets for the following year. In 2024, 93% of employees completed a performance review (within the scope of employees connected to the Group, workers at the Cluses plant and the Bonneville production site), totalling 3,441 people.

STRENGTHENING THE GROUP'S COMPETENCY FRAMEWORK

A Group-wide **Jobs and Competencies framework** has been developed over the past three years. Today, this framework covers 18 functions, 93 job families with a list of associated skills, almost 200 generic positions with associated descriptions. These documents, which are accessible to all Group employees, enable each employee to find out about existing vacancies within the Company and identify the next steps in their career. This work is also the basis for a forward-looking approach to the development of careers, in order to anticipate the Group's future skill requirements.

In conjunction with this referencing work within the Group, in 2023 SOMFY complied with the new classification of metal industry jobs for its French entities: SOMFY ACTIVITÉS SA, SIMU, SOMFY Protect by Myfox, Domis SA, SOMFY SA and CMC, equating to 2,320 employees. This major work resulted in the breakdown of SOMFY's generic posts into 441 UIMM (French Union of Metal Industries and Professions) job descriptions. Added to the preliminary work in relation to the Jobs and Skills Reference Framework, this classification becomes the backbone of its employment structure, and will lead to the establishment of strong HR policies based on objective responsibility levels.

PROMOTING CAREER DEVELOPMENT

Attracting talent and developing the skills of its employees are central to SOMFY's challenges. The Group's growth and performance, as well as the success of Ambition 2030, is dependent on its ability to secure the right talents, in the right place, at the right time. The resources devoted to promoting career development are key to overcoming these challenges. In addition to the risk of not having the human resources necessary for the achievement of its ambitions, neglecting the development of employee skills could result in talents leaving or a fall in their commitment levels. Supporting employees in their development helps to improve their employability and their sense of security in relation to the next steps in their career, which makes it a factor in terms of commitment.

INCREASING TALENT REVIEWS

Talent Reviews are collective meetings between managers aimed at anticipating organisational changes, defining development plans, identifying talent pools in order to offer them attractive career paths, developing succession planning for key roles in the organisation, and analysing changes to the organisation and to jobs. Since 2020, this annual event has been extended to the entire Group. In 2024, the careers and development of more than 4,112 employees were evaluated as part of Talent Reviews, i.e 4% more than in the previous year.



After four years of implementation and continuous improvement, the Group is beginning to see the real benefits of this exercise. It allows us to get to know our employees better, to define tangible development and career action plans, and to identify global talent pools to fill key positions. This process is supported by regular mobility committees (at several management levels) which have resulted in more than 200 transfers across the Group.



2024 has also improved the talent assessment process in the following areas:

- Improve the quality of succession plans for all the Group's critical positions, or report when no successor is identified;
- Develop retention schemes for One Team members with an assessment of criticality, irritants and action plans in terms of employee remuneration, development and exposure;
- Tighten up the definition of the classification of talents according to performance and potential;
- Strengthen the skills of the HR community to support and optimise the process.

The Company's maturity journey in this regard is a long-term process. Therefore, continuous improvement will remain an important topic over coming years, with several focus areas:

- Forward-looking management of roles and career paths in strategic areas such as skills and positions related to digital and artificial intelligence;
- Overseeing strategic workforce planning for each function;
- An enhanced pipeline for key roles and skills.

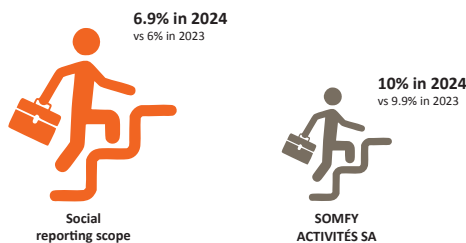
PROMOTING INTERNAL MOBILITY

Through internal mobility, SOMFY wishes to promote career paths that enable the development of key skills that are specific to the Group, to provide it with the talent it needs for the years to come, notably to prepare for the digitalisation of business lines, and to build a common base of experience that is conducive to cross-functional collaboration and innovation. Through these actions, SOMFY also aims to attract and retain employees, thanks to inspiring career paths.

Through its **internal mobility policy**, the commitments made are as follows:

- The Group is committed to giving preference to internal applicants over external recruitment;
- Managers encourage employee mobility by considering first and foremost the interests of the Group and the development of the employees;
- In France, particular attention will be paid to applications from people whose positions are considered to be under threat or sensitive/critical in order to support possible organisational or job changes;
- Managers are responsible for organising and carrying out the integration process and the employee skills development plan to support mobility;

SOMFY is committed to ensuring that each employee receives information on the outcome of their application, whether or not they are selected for the position in question. If unsuccessful, the applicant is supported to strengthen their development plan and their next career steps.



% of employees promoted or transferred

Managed mobility exists in the Group's policy to address its strategic challenges, fill vacancies in urgent and/or confidential positions and offer roles to the identified talents. Initiated by management, Human Resources Business Partners or the Talent Management Department, it can take place as part of a development plan defined for the employee or as part of a reorganisation. By way of example, new "springboard positions" were identified in 2024. These are roles in which the Group can place employees with high potential, so that they can strengthen their management and leadership skills.

RAISING THE INTERNATIONAL PROFILE OF THE TEAMS



SOMFY's international profile has been boosted since 2020. Many recruitments are made with this in mind, either by recruiting people of different nationalities or by giving foreign employees responsibilities within the so-called «Group» teams. This progress was accelerated thanks to the development of the smart working policy, which reaffirmed SOMFY's desire to recruit internationally, for example by offering the option to work remotely to more employees and creating a "remote worker" status. This drive to mix cultures establishes English as the common language. This gives more opportunities for mobility to non-French speaking employees and makes SOMFY more attractive. In addition, an **international mobility management procedure** is now in place: it provides a more reliable framework for the expatriation or secondment of certain employees (legal, salary, accommodation, support for the family, etc.).



PROMOTING FAIRNESS AND INCLUSION IN THE TEAMS

STRENGTHENING GENDER EQUALITY



SOMFY places diversity and inclusion at the heart of its priorities. The Group considers that this diversity is a driver of performance and an important element of its social responsibility. In this context, equality between women and men is being strengthened through numerous measures. In 2024, for example, 17 women (2 more than in 2023) followed a «Women in Leadership» development programme (EVE and TREMPILIN programmes), whose ambitions are to support women in asserting their managerial style, to boost their self-confidence, to listen to inspiring testimonies, to raise awareness against prejudice and to create their own support network. A discussion focused on the promotion of women is organised in each annual Talent Review. Similarly, SOMFY ensures it identifies as many women as possible for each role in its Talent pools.

Gender equality is closely monitored in its recruitment process: SOMFY strives to ensure that its shortlists for each position are made up by 50% women.

RENEWING COMPANY AGREEMENTS

Diversity and inclusion are at the heart of our focus on people and have been identified as major levers for collective performance. The gender discussion is one of the foundations of this. SOMFY aims to achieve 40% female managers by the end of 2030 (25.5% achieved by the end of 2024 within the Group) and also to generalise the actions already implemented by SOMFY ACTIVITÉS SA at Group level.

Focus on SOMFY ACTIVITÉS SA

A new agreement on gender equality in the workplace was signed for the period 2025-2027. It is intended to accelerate awareness and the change in mentality amongst managers and employees, to improve male/female representation in business units and genuine equality in career paths, and combat the “glass ceiling” and “glass walls”. It notably provides for awareness raising and leadership training measures for women, the introduction of a dedicated coaching offers and various related communication initiatives. In 2024, SOMFY ACTIVITÉS SA continued to measure the Rixain law indicator on the share of women in its leadership bodies. The share of women represented in these bodies in 2024 was 28%. The target set for 2026 is to reach at least 30%.

To ensure compliance with this policy, the proportion of senior positions held by women is a performance criterion for incentives for SOMFY ACTIVITÉS SA and the “AGA 2025” long-term free performance-based share allocation plan for top managers.

	Social reporting scope			SOMFY ACTIVITÉS SA		
	2023	2024	Change	2023	2024	Change
Proportion of women in total workforce	44.3%	45.4%	2.5%	39.2%	40.0%	2.0%
✓ Proportion of female representation in management roles	25.3%	25.5%	0.6%	33.6%	32.5%	-3.3%

✓ means that the indicator has been audited with reasonable assurance.

In 2024, the percentage of women in the workforce increased slightly in comparison with 2023. **The gender equality targets remain very clear for the SOMFY leadership team.** Female representation in management fell slightly for SOMFY ACTIVITÉS SA.

SUPPORTING THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

Through diversity and inclusion, work environments are safer, more fulfilling and more productive. SOMFY welcomes all types of diversity, especially people with disabilities. Knowing how to welcome and accept difference enriches and strengthens the Group. SOMFY's teams that include a variety of profiles are more efficient and more innovative. The Group will therefore maintain the momentum of its focus on people and its disability policy initiated in 2020.

In 2024, the Group rolled out the following mechanisms:

- Disability agreement concluded: renewal of commitments from 2023 to 2025;
- Monthly employee awareness campaigns;
- Collaboration with a communication agency with sheltered workshop status and specialising in the field of disability;
- Support from an agency for the recruitment of candidates with a disabled worker status;
- Training for the HR France community and all Company managers to enable them to better understand disability at work;
- Recruitment, professional integration and employee retention measures, with more than 300 people trained to date;
- Measures to encourage employee retention: four-days of paid unauthorised absence per year over three years, flexible working hours, flexibility in terms of role, etc.
- The introduction of a Relais Handicap (Disability Representatives) network, ensuring a local presence for teams, across all our sites in France. Their role is to promote SOMFY's disability policy and to support employees and managers according to their needs and in coordination with the Mission Handicap. This network is coordinated and managed by the Disability Officer;
- Listing of a new jobs board with one platform dedicated to job vacancies and the second to work based learning and work placement offers, open to people with disabilities.

Focus on SOMFY ACTIVITÉS SA

A new disability agreement was signed for SOMFY ACTIVITÉS SA in order to renew its commitments for the period 2023-2025 in favour of the employment of persons with disabilities and the pursuit of its objectives: understanding training stakeholders, recruiting differently, maintaining employment, facilitating access to sites, etc.

In 2024, SOMFY ACTIVITÉS SA participated in the following national and European events:

- Fifth in-house edition of European Disability Employment Week, with initiatives to raise awareness of cognitive disabilities, innovative methods of compensation and on unconscious bias, on different hosting formats such as dramatised talks, virtual reality, shows and participatory webinar;
- DuoDay event (a day of interaction and induction in relation to the workplace) with 17 duos formed, a figure that has constantly increased since 2022
- Fully digital national recruitment forums: Hello Handicap and Talents Handicap for disabled job seekers, as well as in-person forums such as LinkDay and, more locally, the "Talent " and "Rencontres handibiennavaillantes" forums;
- CSR & Disability: partnerships with the local community aid project for young people and supporting organisations to promote inclusion through professional placements for disabled people overlooked by the employment market or undergoing vocational retraining;
- The Université du Réseau des Référents Handicap and various workshops coordinated and run by L'Agefipho.

SUPPORTING THE EMPLOYMENT OF YOUNG PEOPLE

SOMFY is also committed to promoting the employment of young people by increasing the use of apprenticeships, work/study programmes, internships and VIEs. In 2024, more than 90 students completed work experience at SOMFY in France. The managers and HR teams also contribute to the future of these young people at the end of their contract by making recommendations or, if they are satisfied with their work, offering to hire them. This experience is of great benefit to these students.



Focus on SOMFY ACTIVITÉS SA

To support their integration, in 2024 SOMFY ACTIVITÉS SA extended a programme dedicated to work/study students, called "360 Mon Alternance", which holds special events during the year to develop their employability and foster interaction between young people. For example, a welcome morning hosted by the Deputy CEO responsible for Human Resources took place in the autumn, as well as introduction to jobs modules, site tours, careers day, etc.

The Group promotes work/study programmes and vocational training in close collaboration with a number of schools through initiatives such as:

- The development of forward-looking training courses via the Club des Entreprises de l'Université Savoie Mont-Blanc and, in particular, the sponsorship of a class within Polytech Annecy-Chambéry;

- Presentation of the Group's professions in the form of testimonials from female employees to secondary school girls in Cluses to promote technical professions to a female audience;
- Participation in development events such as hackathons within the EDHEC Innovation Chair;
- The participation of SOMFY employees in the roll-out of educational programmes;
- Hosting groups of 14-15 year-old pupils from Cluses for their placements: a week to promote interaction with SOMFY employees and finding out about their jobs and working environments;
- Participation in various events: Industry Week, Girls in Technology, COM LES PROS & COM LES PROS COLLÉGIENS, SALON FORMA (meetings about future careers), etc.



MAKING THE WORK ENVIRONMENT CONTRIBUTE TO EMPLOYEE PERFORMANCE

DEVELOPING NEW WAYS OF WORKING

ROLLING OUT THE SMART WORKING POLICY

A smart working project was designed in 2020-2021 to roll out key principles focusing on remote working, remote management and well-being at work.

SOMFY pays great attention to the well-being of all its employees and considers that this key element of its social responsibility leads to improved performance. It is also a reflection of the “symmetry of attention” SOMFY extends to both its employees and customers. Several ambitious e-learning courses have just or will soon support this approach, such as “Managing priorities”, “Preventing burn-out”, “Managing stress”, “Workstation ergonomics”.

For example, the following initiatives were implemented:

- The inclusion of a question on work/life balance in the performance review. This indicator is monitored annually by the Executive Committee in its Balanced Score;
- In accordance with legislation, SOMFY ensures it promotes the Nation/Army link, by making available reservists who express the desire to take part;
- SOMFY commits to take into account the difficulties experienced by employees with caring responsibilities. To facilitate the adjustment of working time to family responsibilities related to a child or relative, provision has been made for employees on variable shift patterns to move temporarily to a set shift pattern.

This mechanism allows the employee to maintain their role and therefore their remuneration, whilst benefiting from an adjustment in their working time, thereby enabling them to fulfil their caring role more easily.

For example, in 2023 SOMFY had accelerated the implementation of the following initiatives:

- Four weeks of remote working to work from any location;
- The Group-wide implementation of “Team charters” to facilitate the management and collaboration of teams in hybrid mode.

In 2024, the preventing employee burnout workshop was extended to include managers outside France. In total, 230 managers training, and the initiative is continuing in 2025.

Many of these initiatives were designed with the support of Human Resources Business Partners to define appropriate ways of organising work and collaborating within teams.

SUPPORTING OUR HR TEAMS IN MANAGING THEIR ENERGY LEVELS

It is important to find the right balance with our teams in order to look after them and safeguard their wellbeing. We do this by working on our collective efficiency, cutting the number of interfaces and workload, and by having a leaner organisation, to ensure they have enough breathing space and energy.

Five collective coaching sessions were organised to teach our HR teams how to be efficient at the right time, when they are under pressure and over the long-term. And to know how to evolve and change mentalities and habits in an increasingly fast-paced world.

Learning methods:

- A launch session (90 mins)
- A monthly one-hour session over 4 months
- Virtual collaborative mode (50 participants)

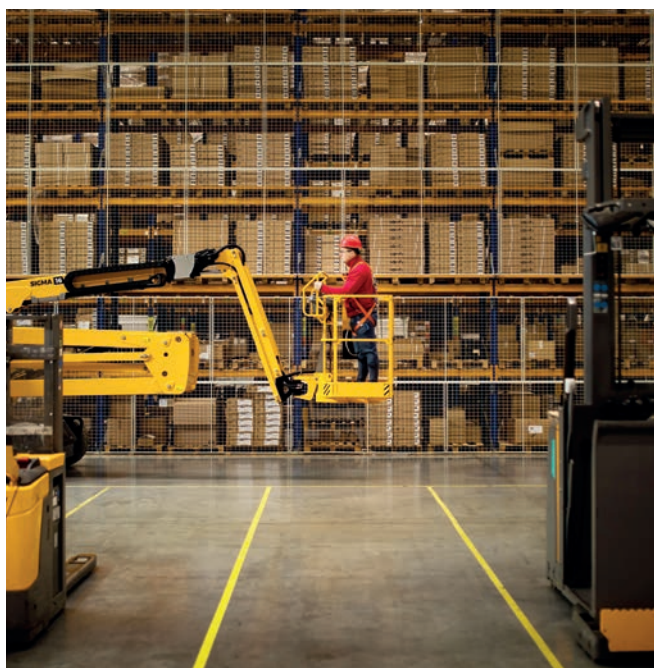


ENSURING SAFETY AT WORK

DEVELOPING PREVENTIVE HEALTH AND SAFETY POLICIES

SOMFY places the protection and safety, and physical and mental health of its employees at the very forefront of its concerns. Depending on the type of activity carried out, this covers the risk of accident at work, risk of occupational disease, as well as psychosocial risks.

The Group's Health & Safety policy primarily focuses on employees. It pays particular attention to the individual and collective state of mind defined as essential in targeting the reduction of risks and the elimination of work-related incidents and accidents.



This policy relies on standards and tools rolled out across the entire Group while taking into account the context and specific features of each site.

Management's Health & Safety in the workplace policy addresses these aims and is based on four fundamental principles: leadership and individual responsibility, the preventative approach, awareness of risks and continued improvement.

Governance of Health & Safety in the Company is ensured by a Steering Committee involving all operational functions and cross-company business units. This Committee approves targets and the roadmap, and facilitates the roll-out of the policy.

A three-year excellence plan has been implemented to **develop the Health & Safety culture** by targeting Zero Accidents.

Major achievements in 2024 helping to ensure a healthy and safe working environment and preventing work-related accidents and occupational diseases included:

- Several events focused on health were organised, including Breast Cancer Awareness Month and Movember, to complement the initiatives already undertaken as part of the safety culture (SOMFY safety day, etc.);
- Faced with the risks emerging around management of batteries, a Hazardous Materials community is now running, new standards have been published, a dedicated e-learning solution has been rolled out, and visits to the major sites have helped to increase awareness of risks and led to the introduction of safety measures;
- As part of the ongoing support of sites and the roll-out of standards in recent years, audits were completed in the field in 2024 to check their application, help local teams make progress and adjust the management system when necessary.

Within the framework of the 2030 roadmap, it has been decided to focus on the frequency rate of accidents at work resulting in at least one day's sick leave at the industrial and logistics sites. These are the activities most likely to cause accidents, and as a result, requiring the most attention.

Other management and performance indicators, such as the severity rate, are monitored.

	Reporting scope for Health & Safety data			Manufacturing and logistics sites			SOMFY ACTIVITÉS		
	2023	2024	Variation	2023	2024	Variation	2023	2024	Variation
Frequency rate of accidents leading to absence	2.83	3.42	20.8%	3.80	4.2	10.5%	4.69	6.09	29.9%
Severity rate	0.15	0.29	93.3%	0.29	0.37	27.6%	0.32	0.52	62.5%

This table shows an upward trend. However, each accident was the subject of a thorough investigation to identify the root causes. Corrective measures were rolled out across all the sites when similar situations were identified. The effects of action plans will be visible over the medium and long term.



STRENGTHENING EMPLOYEE COMMITMENT

ONBOARDING NEW HIRES

Every new employee joining the Group, a new site or a new business line, benefits from an **induction programme** called “onboarding”. It allows the employee to learn more about:

- SOMFY, its customers, its products, its footprint;
- The trade position they join and the associated ways of working;
- The site on which they will work;
- Remote sites via virtual visits.

In 2024, just over 500 people were enrolled in the Group onboarding programme (326 in 2023).

CULTIVATING EMPLOYEE COMMITMENT

ACTING ON THE SOMFYSCOPE RESULTS

Every two years, a Group-wide engagement survey is conducted (scope: all Group employees excluding trainees, fixed-term contracts and employees in probationary periods, and excluding RepairStore, Teleco and DHW). 110 action plans were implemented following the 2022 edition. The survey carried out at the end of 2024 showed a participation rate of 87% (compared to 89% in 2022) and an engagement rate of 7.1/10 (compared to 7.3/10 in 2020). The next survey will be conducted in the last quarter of 2026. This indicator makes it possible to measure the understanding of the Group's ambitions among employees, their commitment to the Company, their well-being within the organisation and their team. It is a fundamental tool for capitalising on the strengths of a team and improving working methods, in general and in particular within the context of our transformation.

DEVELOPING SKILLS SPONSORSHIP AND THE INITIATIVES OF THE SOMFY FOUNDATION

SOMFY strives to put the skills of its employees, developed individually and collectively, for the benefit of all through meaningful projects of public interest.



An important driver of employee commitment for the past 20 years, the SOMFY Corporate Foundation “Coming Together to Live Better on our Planet” offers both financial support and skills sponsorship for organisations and those involved in the field who operate in SOMFY's area of expertise. In France and internationally, the Foundation acts to give everyone decent living conditions, in particular by promoting access to decent and sustainable housing, to higher quality social integration or a healthier environment.

Focus on SOMFY ACTIVITÉS SA

The company has set up a scheme currently being rolled out across all entities located in France that allows employees to dedicate up to three working days to the Foundation's projects. In 2024, 688 days of skills sponsorship benefited French non-profit organisations. Examples of community days in 2024 included upgrading accommodation and living spaces for people with disabilities or reintegrating into society, assembling furniture, maintaining natural areas, landscaping shared gardens, sorting foodstuffs, sorting of donations in charity organisations, relocation assistance.

In 2024, in France and internationally, 127 projects were completed with governmental and youth associations and organisations (against 143 in 2023), involving 795 employees (690 in 2023). This represented 13.6% of the Group's workforce, across approximately 15 subsidiaries, as well as 24% of employees in France, up from 22% from 2023.



PROSPERITY

DEVELOPING A CUSTOMER-CENTRIC MODEL

Developing a relationship of trust
 Innovating with and for customers
 Developing proximity with customers

38

PUTTING BUSINESS ETHICS INTO PRACTICE

Promoting the Group's Code of Ethics
 Respect for human rights
 Preventing corruption
 Ensuring fair competition
 Protecting personal data
 Fight against tax evasion

40

GROWING WITH THE GROUP'S ECOSYSTEMS

Developing the business ecosystem
 Developing local ecosystems

43



DEVELOPING A CUSTOMER-CENTRIC MODEL

DEVELOPING A RELATIONSHIP OF TRUST

Customers are now moving towards meaningful and sustainable consumption, by limiting environmental impacts and choosing to shop locally. Today, providing good quality products is no longer enough. The customer must be at the heart of all the company's concerns and must receive an outstanding end-to-end service. SOMFY has initiated this process.

"Customer Centricity" means thinking above all about the customer, making every decision with the customer in mind, and making them the focus of everything". The purpose of this approach is customer satisfaction. A satisfied customer is a loyal customer and a potential ambassador for SOMFY in increasingly competitive markets where demands are high. Reflecting this drive, in 2020 SOMFY renamed its Quality Department **"Customer Satisfaction & Quality"**.

SOMFY has implemented a structure to attract, listen to and involve customers by creating communities and fostering a culture developing innovation and flexibility to address and respond rapidly to changing needs.

With the aim of placing customers at the heart of its concerns, of better understanding their expectations and sources of dissatisfaction, SOMFY has created forums and surveys. This is the purpose of the community platform, **"My SOMFY Lab"**, which brings SOMFY together with Internet users so that they can jointly create the products and services of the home of tomorrow.



In 2024, 11,302 interactions took place (consumers and professionals from all countries) out of a total of 76 surveys conducted.

Interaction notably helped to better understand customer experiences when purchasing SOMFY solutions, whether that happened in-store, online or via a professional. The SOMFY teams also met consumers during home visits or remote interaction to identify their needs and expectations routinely and at every stage of their life.

The analysis of data regarding the use of our connected solutions related to one third of studies conducted and our **"Datalab"** going live allows us to better understand the actual use of our solutions by customers to improve the usage benefits.

Customer satisfaction is measured in several complimentary ways:

– **Overall satisfaction surveys** are now conducted annually to maintain customer proximity.

The last took place in during the first quarter of 2024, including the brands Somfy, Simu and BFT.

The study covered 15 countries with approximately 3,100 respondents and was conducted by a market research firm.

The Group Customer Net Promotor Score (CNPS) was 59, i.e. up 8 points in relation to the 2021 result (on a like-for-like scope).

Overall satisfaction was 8.2/10, i.e. up 1 point in relation to the 2021 results.

Despite these healthy results in respect of the different benchmarks, we know that a CNPS of 70 must be obtained in order to offer our customers the best possible experience!

In order to achieve this target, the teams have worked on action plans at 3 levels:

- Telephone callback with all those providing negative feedback to understand their reasons
- At local country level: identify the 3 key actions required to improve customer satisfaction
- At global level: set out cross-company action plans.

– **Ongoing satisfaction** surveys through a CRM solution. Used by the distribution subsidiaries, it includes an instant measurement of customer satisfaction (CSAT). Operational KPIs and targets are defined. The results are analysed by customer segment and localised action plans mean customer satisfaction can be improved in each country;

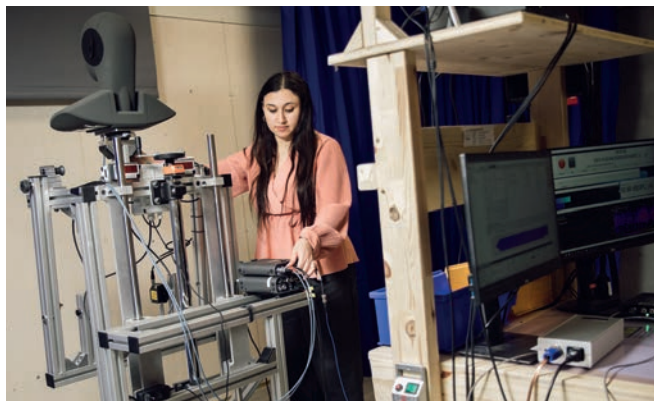
Results for FY 2024 for our main channels are positive:

Industrial: 4.60/5 – Installer: 4.49/5 – End consumers: 4.18/5.

– **A measurement of satisfaction connected with the digital experience** (website navigation, online purchasing process and everything connected with satisfaction on social media). It is key to take into account the crossover of channels and address them appropriately.

INNOVATING WITH AND FOR CUSTOMERS

Guided by its vision “Inspiring a better way of living accessible to all”, SOMFY innovates through its products and services, primarily in the area of motorisation and in its key sales territories. In addition to the services provided, these innovations are environmentally friendly, have a very high level of quality and capitalise on connectivity.



In order to provide customers with relevant innovations, the ranges developed by SOMFY meet five criteria:

- **Sustainability:** products and services are environmentally friendly and have an extended life span;
- **Simplicity:** SOMFY manages the complexity of the technology, which allows it to offer ergonomic, intuitive and easy-to-install products;
- **Accessibility:** its fairly and reasonably priced ranges create value for every link in the value chain;
- **Service-ready:** its products rely on connectivity to enable its customers and partners to gain maximum potential from digitalisation;
- **Discretion:** the design of the products matches various interior styles and the noise level is reduced for greater user comfort.

In parallel to its core business innovations, SOMFY offers complementary products such as connected locks and motorised shutters, enabling it to provide consumers with complete solutions that adapt to several lifestyles.

Innovation can also be partnership-based via the development of products, specific packaging, or the co-development of complete solutions. A perfect example is the sliding window motorisation with the Liébot Group.

When they lead to new technical solutions, these innovations are the subject of patent applications or other industrial property titles. SOMFY respects the rights of third parties, and intends to enforce intellectual property rights covering its products or those resulting from partnerships. This guarantees customers can be confident of the origin of the products and of its high quality.

FORGING CLOSER LINKS WITH CUSTOMERS

Keen to best address its customers' needs, Somfy seeks to promote interaction with its ecosystem and develop programmes tailored to each customer type.



 **4,763**
Somfy experts in 28 countries.

A series of partnerships have therefore been established:

- The **Somfy Expert Network** brings together **4,763 SOMFY product installers in 28 countries**, who benefit from specific support and services. As ambassadors, they participate in the governance of the network and contribute to the strategic direction of the Company's activities, which in turn enables Somfy to remain in tune with market needs;
- The **Powered by SOMFY partnership** brings together solar protection manufacturers who motorise their products with Somfy motors.

Somfy is also a promoter of interoperability of connected systems through its So Open programme. The Group participates in several initiatives:

- Direct integration of third-party protocols in TaHoma, or Somfy protocols in partner systems;
- The provision of APIs to manufacturers who wish to do so, allowing them to access Somfy connected products through the cloud;
- A longer-term programme, as a member of the Open Connectivity Standard alliance that defines and maintains the Zigbee and Matter protocols.

Thus, Somfy interacts with all its customers to tailor its products and services to their individual needs and anticipates the future needs of an increasingly connected world.



PUTTING BUSINESS ETHICS INTO PRACTICE

PROMOTING THE GROUP'S CODE OF ETHICS

Since 2015, SOMFY has had a Code of Ethics that provides guidelines for individual and collective behaviour. Updated in 2021, this document is a framework that guides employees in their daily actions and decision-making. This Code is systematically provided to every employee joining the Group and is available on the Group's website and intranet in 23 languages.

The Ethics Committee, supported by the Audit and Risk Committee and the Executive Board, ensures a collective vision of ethics and monitors the application of the principles outlined in the Code.

In 2022, an **e-learning module** was made mandatory for all connected people and new hires to remind them of the importance of ethics, and to make it open to discussion by all. At 31 December 2024, this module had been taken by 93.1% of the target group. The rate was 90.3% in 2023.

A **whistleblowing system** is also in place, notably via a platform that can be easily accessed by a QR code, allowing the reporting of any behaviour in breach of the Code of Ethics, in a confidential and secure manner. A specific procedure, formally set out in 23 languages, presents this system and the conditions of its use.

The indicator used to monitor the performance of the ethics mechanism is the number of ethics alerts reported to the Committee, which was 19 in 2024 (against 12 in 2023 and 15 in 2022). This figure has increased slightly over the last three years. Out of the 19 reports received, 11 were closed at 31 December 2024.

Since 2021, a new indicator has been calculated: the rate of connected employees who have completed at least one training course related to ethics and compliance over the last two years. At 31 December 2024, this indicator was 82.7% of all people employed by the Group at that date, i.e. 3,544 people (compared with 83.1% and 3,595 at 31 December 2023). The objective is to keep the number of trained employees at around 3,000 to ensure that their knowledge is regularly updated.

Since 2023, two e-learning modules, one relating to preventing corruption, the other relating to conflicts of interest, have been rolled out to connected individuals and new arrivals.

RESPECT FOR HUMAN RIGHTS

The Group's approach to human rights is based on three principles:

- Full compliance and application of the laws of the countries in which it operates;
- Support and promote human rights at all its operational sites and subsidiaries;
- Support human rights beyond its own operations and leverage its extensive network of partners and stakeholders to promote measures to ensure respect for human rights.

The Group adheres to the following principles and guideline:

- The ILO Declaration on Fundamental Principles and Rights at Work;
- The international human rights principles enshrined in the Universal Declaration of Human Rights, which sets a common standard for all types of organisations;
- The OECD Guidelines for Multinational Enterprises, which provide recommendations for companies, including on human rights.

In 2021, SOMFY decided to join the UN Global Compact.

The actions mentioned above or below illustrate SOMFY's commitment to promoting diversity and inclusion, decent working conditions in terms of health & safety, personal data protection, and skills development. In addition, SOMFY remains committed to setting an example in all areas of human rights.

Since 2023, SOMFY has formally set out and distributed internally a **Human Rights Policy** to highlight that as a responsible company, the Group is taking the necessary steps to identify and manage every negative, potential or actual incident related to its activities and commercial relationships.

Targeted communication actions are regularly carried out to raise employee awareness of other fundamental rights such as those concerning child labour or forced labour.

Internal processes are also in place to ensure that:

- employees work to a schedule that respects the statutory hours and legal provisions concerning rest and leave periods, and that they have the opportunity to have a good work-life balance;
- pay employees a fair wage in view of their profile, skills and qualifications;
- not allowing any situation of potential inequality to develop either at work or during the recruitment process, based on the personal characteristics of an employee;
- have the Group's suppliers sign an appendix to their contracts in relation to their obligations in terms of respect for employment laws and human rights.

Moreover, the proportion of employees covered by collective agreements is an indicator that has been collected annually since 2023 to monitor the Group's performance in terms of protecting the rights of employees. This rate reached **82%** within the corporate scope in 2024.

Finally, the ethics whistleblowing system is also available to employees to report any incidents of harassment, discrimination or any other breach of human rights to the Group's Ethics Committee. In 2024, nine alerts were handled in relation to these issues and were subject to penalties or remedial plans.

PREVENTING CORRUPTION



In addition to the Group's Code of Ethics and following the enactment of the French law on transparency, the fight against corruption and the modernisation of the economy, SOMFY has set out is **anti-corruption policy**, available on the Group's website, and implemented an anti-corruption programme.

In this way, the Group has formally set out mapping dedicated to the analysis of corruption related risks in each of its geographic regions, in accordance with its activities. This mapping is regularly updated.

An **E-learning** module has been rolled out since 2019 to all the Group's employees (excluding manual workers and equity-accounted entities) in 22 languages to raise their awareness of core anti-corruption principles. A second e-learning module was launched in mid-2023 to refresh and verify everyone's knowledge on this issue. Both modules are mandatory. At 31 December 2024, 92.3% of the individuals targeted completed this training. In addition, **face-to-face training** will be provided for employees considered to be most at risk.

Accounting controls were implemented to detect potential fraudulent acts. They are carried out by operational staff, the Compliance team and Internal Audit. **Assessment of third parties** is ongoing based on the defined strategy, with the help of a dedicated platform.

ENSURING FAIR COMPETITION

The Group's compliance with rules governing competition is a priority. Since 2022, the Group widely circulates its **Competition Law Compliance Code** to all employees, who signed it and committed to upholding it.

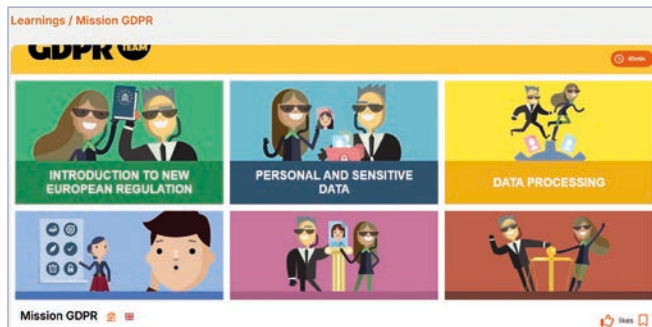
The Group has also undertaken a wide-ranging awareness-raising campaign for employees concerned by these challenges by providing

them with dedicated face-to-face and remote training. Digital factsheets are available to everyone, and immersive e-learning modules are mandatory for certain targeted key populations. Finally, a process for detecting and reporting incidents on this subject has been put in place.

PROTECTING PERSONAL DATA

Since 2018, SOMFY has been actively engaged in ensuring the Group is in compliance with regulations governing the processing of personal data and, in particular, the General Data Protection Regulation (GDPR).

Within the framework of the disclosure and transparency requirement provided for by GDPR, the Group has adopted **data protection policies**: one intended for employees and a second intended for customers, partners and consumers. The data protection policy covering employee information applies at global level, going beyond European scope, to ensure an equivalent level of protection for all employees wherever they are located.



An Information System Security policy has been formally outlined and rolled out in order to structure governance and define each person's role in ensuring the security of SOMFY's IT system. It is supported by General Management and implemented across the board by the Group's Information System Security Manager (ISSM). It covers all information assets: IT, industrial and products. The Group has appointed a Data Protection Officer (DPO) responsible for monitoring data protection and the roll-out of the roadmap. It relies on a network of GDPR specialists, the Privacy Champions, and on a global GDPR Steering Committee that meets quarterly. At European level, local steering committees (for each business area) meet several times a year.

A new e-learning module was launched in September 2024 on the protection of personal data, which is mandatory for employees located in countries in the European Economic Area (EEA), Switzerland and the United Kingdom. In 2024, 56.1% of individual concerned successfully completed this training. A training module specifically aimed at SOMFY's HR population was also implemented in October 2022. This training is mandatory for the entire HR community in Europe.

The management of GDPR incidents is integrated into the single IT incident management process, in order to identify, track and manage GDPR incidents as soon as they are flagged. If first level operators identify a potential data or information security breach, they escalate the incident ticket to the information security team which then classifies it via an objective and expert analysis.

In addition, **IT security** has been strengthened for several years now:

- email and internet access filtering with machine learning and sandboxing technologies;
- setting up an outsourced Security Operations Center (SOC) to strengthen the capacity of internal IT security teams;
- subscription to a Cyber Threat Intelligence (CTI) service to detect potential information leaks or anticipate potential attacks;
- organisational or technical audits, as well as intrusion tests, regularly carried out by accredited and independent third parties on various areas of the information system.

Finally, in 2021 SOMFY launched a global cybersecurity awareness and training programme (Cyber 360), aiming to reinforce the awareness of all employees of IT security risks and challenges, and to embed good practices. This programme will continue for several years and will be supplemented with additional content and assessment questionnaires. In 2024, the existing e-learning modules on IT security were completed by 358 additional people.

FIGHT AGAINST TAX EVASION

SOMFY undertakes to observe the spirit and the letter of the law in all countries in which it does business. It wants a frank and transparent relationship with all tax authorities, seeks to clarify all uncertainties and resolve all disputes in due course. Beyond mere compliance with applicable tax laws, the Group's vision is to establish high standards that promote productive collaboration with the tax authorities, thus contributing to overall economic prosperity. SOMFY considers that it pays its fair share of taxes in those countries in which it operates.

The Group notably undertakes to pursue the following actions in its drive for tax transparency and to combat tax evasion:

- Participate in compulsory reporting such as the Country-by-Country Reporting (CBCR) in France for all Group subsidiaries;
- Monitor compliance of intragroup transactions with arm's length principles and OECD actions on taxation base erosion and profit shifting (BEPS);
- Implement robust internal control procedures to ensure that all the Group's operations are fiscally compliant;
- Actively monitor changes to international regulations, notably the new reporting requirements and the application of the minimum overall tax rate pursuant to the provisions of the States and the OECD.



GROWING WITH THE GROUP'S ECOSYSTEMS

DEVELOPING THE BUSINESS ECOSYSTEM

HAVING A POSITIVE IMPACT ON THE ECOSYSTEM

Given that SOMFY buys all the components that make up its products, relationships with its suppliers are key. The Group goes further, driven by the firm belief that its Purchasing Department can have a positive impact on the ecosystem.

FOSTERING SUPPLIER ENGAGEMENT

The Purchasing Department promotes the commitment of each supplier. This commitment is incorporated in the Responsible Purchasing Policy. In 2023, SOMFY published its **new Code of Conduct** that it distributed to its main suppliers. This Code of Conduct embodies the Group's fundamental values and clearly sets out what is expected of commercial partners, entirely consistent with the principles applied to the rest of the value chain. This Code is available on the Group's corporate website.

Signing the Code of Conduct is an overall aim of the Purchasing Function. An annual target is set and the indicator is monitored on a monthly basis.



100%

of new suppliers have signed
the Supplier Code of Conduct

As such, at the end of 2024, the result was **85%. 152 suppliers** have signed the new Code of Conduct, including **100% of new suppliers**, which is in line with the target. In 2023, 63 suppliers, including all new suppliers, had signed the Code. In 2022, 58 suppliers, including all new suppliers, had signed the Codes.

In 2024 SOMFY formally set out its new **Purchasing Terms and Conditions** which include the Supplier Code of Conduct, the Ethics Charter as well as the Group's Anti-Corruption Code of Conduct. These new Purchasing Terms and Conditions are attached to orders issued to the suppliers of SOMFY Group companies. In addition, in the stake of transparency with its suppliers, the new Purchasing Terms and Conditions are shared during request for quotation; they are also available on the Group's corporate website.

The framework agreements setting out the relationship between SOMFY and its partners include the latter's commitments as well as SOMFY's regarding corporate and social responsibility, Human Rights, employment, the environment, fair practices and combatting corruption.

In 2024, the Purchasing Department organised its second "E-Supplier Day" with the Group's 231 major suppliers. The 11 main suppliers visited the site for in person discussions with members of the Group's management. 191 suppliers took part in the first edition in 2023.

After presenting the progress from the action plans shared during the 2023 E-Supplier Day, the Purchasing Department highlighted the contribution made by the suppliers to the results achieved. The

joint 2024/2025 roadmap included details of the subject areas key to the implementation of the One Way 2025 plan: performance, resilience, sustainable development, product ranges, innovation and digitalisation.

In 2024, a second survey was carried out with SOMFY suppliers to obtain their relevant feedback. It provides a clear measurement of the quality of the relationship between SOMFY and its suppliers which is monitored annually, in accordance with the commitments made. In 2024, this RII (Relation Impact Index) stood at 2.88, compared with 2.83 in 2023, thanks to the efforts made since the previous survey. Of the nine areas included in an action plan since 2023, the greatest progress was made in relation to performance, innovation and corporate and social responsibility. The 2024 survey reflects an even greater improvement for the Group's 40 leading suppliers. The participation rate remained high, and the quality of the feedback and comments helped to update the action plan in order to improve the collaboration and commitment of suppliers and to continue to nurture the relationship over the long-term for mutual benefit.

Given that suppliers have an essential role in SOMFY's value chain, in 2023 the Purchasing Department had also organised a "**Supplier Innovation Day**" by launching a tendering process involving a selection of suppliers covering different technologies. On this occasion, the suppliers had presented, in the form of workshops in SOMFY's R&D Center, their capabilities and potential in terms of technology innovation and sustainable development. There were many productive discussions with the Purchasing, R&D and Sustainable Development teams. In 2024, the Purchasing Department organised **TechDays** with some suppliers to discuss visions on the future of certain technologies and customer expectations in certain markets, such as the connected home.

In addition, the Purchasing Department has improved its structure with the creation of the Purchasing Innovation function, thereby strengthening collaboration with suppliers in relation to innovation.

REAFFIRMING CONVICTIONS AND UPGRADING EXPERTISE

The Purchasing Academy, created in 2022, helps to strengthen a common culture across the Group's purchasing community. The onboarding rolled out to all buyers, regardless of their seniority, reaffirms the convictions and values that each buyer must embody. Taking positive action for the supplier ecosystem is at the heart of what SOMFY Purchasing does: every day each purchaser embodies this ambition when dealing with the Group's stakeholders. The Excellence Department is also developing the expertise of buyers in relation to CSR challenges. Purchasing onboarding includes a chapter dedicated to Responsible Purchasing and highlights business ethics through role playing. At the end of 2024, as in 2023, 100% of SOMFY Group purchasers had been trained as had every new hire. In 2022, 96% of SOMFY Group purchasers had been trained. In addition, onboarding was opened up to other functions in interaction with the Purchasing Department to facilitate better collaboration. **The Purchasing Academy** continues to expand, adding new modules and various topics, reaffirming that "We Make our People Grow". By way of example, CSR topics such as "management of substances", "eco-design", "the sourcing process and supplier selection criteria" and "the contractual framework", have been covered under the One Hour Academy format. 100% of the SOMFY Group purchasers have completed these modules.

PROXIMITY

In 2024, 52% of suppliers were located within 500 kilometers of a Group assembly site. The indicator now consolidates the Rumilly site with the Bonneville site. Since 2022, the indicator has included the Rumilly (France) and Nanxun (China) sites. Only the BFT (Italy) site is not included.



In 2023, 51% of purchases met this criterion, the indicator having at the time been impacted by the launch of the initial manufacturing phase of new products. In 2022, 54% of purchases met this criterion. In 2021, this rate was 44% across a smaller scope, as the Rumilly and Nanxun sites were not yet included.

ASSUMING RESPONSIBILITY FOR THE FUTURE OF ECOSYSTEMS

LONG-TERM RELATIONSHIPS

SOMFY's Purchasing Department believes that it must operate within the framework of long-term relationships with suppliers. **Performance and strategic reviews** allow SOMFY and its suppliers to align and identify areas for improvement, making these relationships beneficial for all parties. These reviews are carried out on a regular basis. In 2024, during the strategic reviews, the focus was put on CSR and innovation with the sharing of the product roadmap.

REDUCING THE CARBON FOOTPRINT OF THE SOMFY SUPPLY CHAIN - PROMOTING LOW CARBON SOLUTIONS

Compliance has for many years been at the heart of the work of the Purchasing Department, which ensures that suppliers comply with the following directives and regulations: Conflict Minerals, REACH, RoHS and PoP. Each year, campaigns are launched to guarantee the compliance of the products purchased with the latest applicable regulations.

In line with the objectives mentioned in the «Planet» paragraph to reduce the carbon footprint of SOMFY's supply chain, supplier selection now includes sustainable development criteria. The carbon footprint of the products on offer, as well as the sustainable development approach of the partner suppliers, are considered in their selection. SOMFY's Purchasing Department implemented a carbon footprint assessment tool for all procurement in 2022.

FOSTERING ECOSYSTEM RESILIENCE

MONITORING OF SUPPLIER RISKS

The Group firmly believes that the resilience of its supply chain is key to ensuring sustainable growth and the Purchasing Department has implemented a reinforced supplier risk management system for SOMFY's various entities:

- In 2024, coverage was extended to include 287 suppliers assessed according to the risk analysis matrix and now covers rank 1 and 2 suppliers. In 2023, it covered 169 suppliers. 141 suppliers were assessed in 2022, 76 in 2021 and 49 in 2020;
- Risk assessment is now carried out with a rating review every three months;
- Governance including the escalation procedure has been strengthened as has management of the action plans.

Risks are analysed according to the likelihood principle and the measurement of impact. For example, the risks analysed include Conflict Minerals in reference to the Dodd-Frank Act adopted in the United States. This risk is handled by an annual campaign addressed to suppliers of the electronics commodity and required to submit their CMRT.

SHARING GOOD PRACTICE

SOMFY promotes the sharing of best practices from the Group and its suppliers.

For example, new suppliers share their plan to secure supplies during the SOMFY qualifying process. The Group and its suppliers also hold working sessions based on securing certain strategic ranges to improve shared resilience.

In 2024, the Group developed a policy involving operators in the upstream electronic supply chain to deliver a better performance to the end customer. This is ensured through the transparent communication of needs and inventory levels to the different parties involved in the upstream supply chain.

DEVELOPING LOCAL ECOSYSTEMS

SHARING THE VALUE CREATED WITH LOCAL COMMUNITIES AND ECOSYSTEMS

SOMFY fulfils its role as a citizen with local stakeholders by striving to give back to the local ecosystem a proportion of the fruits of its growth. This created value is shared by activating several levers: inclusion and equal opportunities, development through sport, and the fight for decent and healthy homes.



Focus on SOMFY ACTIVITÉS SA

Recognised as an inclusive business keen to ensure the integration of all, SOMFY ACTIVITES SA is joint leader of the Haut-Savoyard "Committed Companies" club. In 2024, SOMFY organised three weeks of placements for secondary school pupils and two weeks of placements for sixth form students from establishments in key neighbourhoods in Cluses de Bonneville. In addition, as part of the disability agreement, SOMFY has committed to achieving by 2025 a minimum of 15 contracts to support vulnerable people or those excluded from the jobs market and beneficiaries of an employment obligation: work taster placements, springboard contracts, subsidised contracts, etc. 10 contracts were signed in both 2023 and 2024.



500.000€
of funding for the SOMFY Foundation

This civic commitment is also supported by the SOMFY Foundation, which received **€500,000 in funding** in 2024. This funding has enabled various achievements, such as:

- Support for **Les Petites Pierres endowment fund** which, in 2024, facilitated 66 projects to combat poor housing through €1 0910 000 in funding to non-profit organisations, half of which was provided through crowd funding;
- **Support for organisations committed to taking action in priority areas as part of the urban policy: "Ma Chance Moi Aussi"** which supports primary school pupils and **"Sport dans la Ville"** supporting young people through sport;
- The Foundation acts in partnership with certain of the Group's subsidiaries to finance international NGO initiatives such as **"Acted"** and **"Habitat for Humanity"**. In 2024, the SOMFY Foundation also provided financial support to the **"Fang Fang education project"**, **"Couleurs de Chine"**, **"L'Arche International"** (for a project in India) and **"ARRELS"** (Spain).



SOMFY's subsidiaries are also active within their local ecosystems supporting educational or inclusive charitable projects, through donations of equipment. Examples of equipment donated in 2024 include safety boots, furniture, cameras, solar panels and batteries as well as previously collected kitchen, arts & crafts and sports equipment.

The German, British, Czech, Indian, Chinese, Polish, Belgian, Spanish, Tunisian and Hungarian subsidiaries have between them paid €54,800 to various organisations, primarily to educational programmes.

METHODOLOGY NOTE

The non-financial statement was drafted using the reporting protocol introduced for 2024 CSR reporting.

REPORTING PROTOCOL

The Groups' CSR reporting protocol is the reference guide for all those involved in CSR reporting within the Group. It is drawn up in French and English. Its purpose is to define all the Group's CSR indicators along with their method of calculation, and to describe the procedures for their collection and for reporting in order to promote the consistency and comparability of data. This document is distributed to and applied at all levels of data reporting. The reporting protocol is updated annually to take into account Group developments.

The CSR reporting protocol also serves as a benchmark for external data verification. It is available on request from Head Office.

SELECTION OF INDICATORS

The Group's indicators were defined by the CSR officers for each pillar in line with the Group's CSR strategy, the non-financial risks identified and the resulting corporate, environmental, social and ethical objectives. They address the main challenges (risks and opportunities) related to the Group's activity and illustrate, through clear communication, the Group's non-financial performance and the policies it has introduced to address these challenges, while at the same time supporting the CSR approach in each of the areas for improvement identified by the Group.

Certain mandatory areas are not included in this statement as they are not significant in relation to the Group's activities:

- Food waste;
- Food poverty and responsible, equitable and sustainable food choices;
- Animal welfare.

COLLECTION INTERNAL CONTROL AND CONSOLIDATION

The collection of CSR indicators is ensured by the CSR officers within their respective fields of expertise. They rely on their network of local experts who provide the data. The CSR officers are also responsible for monitoring the consistency and plausibility of the data prior to its consolidation in order to generate the Group indicators included in the non-financial statement.

In 2021, a non-financial reporting solution was introduced to make the CSR reporting more professional and improve its reliability. Historical data is stored in the solution and helps to better track the responses from previous years. Most environmental, social and health & safety indicators are concerned.

REPORTING PERIOD

The data collected covers the period from 1 January to 31 December 2024.

Depending on the indicators, it can relate to:

- An annual consolidation of the data from 1 January 2024 to 31 December 2024;
- The data measured at 31/12/2024.

Where historical information is available, data is reported on the

last two financial years.

Unless otherwise indicated, the scope of the data is like-for-like.

REPORTING SCOPE

For reasons of organisation and access to information, a number of Group entities have not been included. The Group wants to use the scopes that are the more relevant depending on the topics covered. As such, certain companies are excluded from the corporate scope due to very low workforces in certain organisations (distribution subsidiaries spread out over vast geographic areas such as South America), or the lack of Human Resources information systems designed for collecting data easily.

However, the Group integrates all significant companies that it fully owns.

Newly acquired companies are integrated into the reporting scope following a probationary period necessary for the introduction of reporting. Companies which were sold during the financial year are not included within the reporting scope.

Specifics of the scope for 2024 reporting:

The Group's overall workforce at 31 December 2024 (including permanent, fixed-term and work/study employees, and excluding interns and temporary staff) was 5,837 people compared with 6,395 in 2023.

The **scope of analysis of 2024 corporate data** relates to 36 Group entities and a workforce at 31 December 2024 of 5,428 people, representing 93% of the Group's total workforce. Répar'stores (142 people), Teleco Automation (99 people) and De Haan Westerhoff (195 people), entities acquired in 2021, 2022 and 2023 respectively, are not included in the scope of social data reporting but will be gradually integrated over the next few years.

These companies are spread across five continents, and 30 countries (South Africa, Germany, Australia, Austria, Belgium, Brazil, China, South Korea, Egypt, Spain, United States, France, Greece, India, Israel, Italy, Japan, Morocco, Norway, Netherlands, Poland, Republic of Cyprus, Czech Republic, United Kingdom, Russia, Singapore, Sweden, Switzerland, Tunisia and Turkey).

The **reporting scope for Health & Safety data** comprises 67 entities in 2024, including all manufacturing sites, and will be progressively extended.

The **environmental reporting scope** is exclusively comprised of industrial sites (seven sites since an industrial site was closed at the end of 2023). The industrial sites were selected in priority over the distribution sites given their more significant impact on the environment.

The methodology used for calculating average annual electricity consumption was refined in 2021 to take into account a greater granularity of data, down to the SKU. This methodology was retained and improved every year with a more detailed breakdown of product categories. The reporting scope of the "procurement location rate" indicator was extended to two additional sites in 2022 (in China and France). The indicator is published on a like-for-like basis.

SPECIFIC FEATURES OF REPORTING FOR DATA RELATING TO GREENHOUSE GAS EMISSIONS

BASELINE YEAR

2019 is the baseline year for the Group's Bilan Carbone®, completed with the support of Carbone 4. The results helped to set the 2030 targets and to define the trajectories for scopes 1 and 2 and for scope 3.

The targets for reducing greenhouse gas emissions by 2030 are as follows:

- A 50% reduction in greenhouse gas emissions across scopes 1 and 2 in terms of absolute value in relation to 2019 levels (using market-based calculations);
- A 50% reduction in greenhouse gas emissions across scope 3 in terms of intensity (per number of motors sold).

These targets have been approved by the Science Based Target Initiative (<https://sciencebasedtargets.org/>). For scopes 1 and 2, they are in line with the global warming trajectory of 1.5°C by 2100 according to the commitments of the 2015 Paris Agreement.

REPORTING PERIOD

The data collected covers the period from 1 January to 31 December 2024.

REPORTING SCOPE

The reporting scope is identical to the financial consolidation scope. It covers the entire Group with the exception of Dooya (equity-accounted company).

METHOD AND PRESENTATION

The information relating to greenhouse gas emissions (GHGs) has been calculated according to the Bilan Carbone® methods and the GHG Protocol.

For the item “non-current assets”, the Bilan Carbone® method selected in 2019 was used and was based on data from financial amortisation (this item accounted for 0.4% of the carbon footprint in 2019). In 2024, this item was assessed according to the GHG Protocol method.

The results are presented according to three scopes (1, 2 and 3) according to the model recommended by the GHG Protocol.

Uncertainty is between 15 and 20% of the total amount.

EMISSION FACTORS

Emission factors are taken from several sources:

- The Footprint base from the French Environmental and Energy Management Agency (ADEME - Agence De l'Environnement et de la Maîtrise de l'Énergie);
- The database of the LCA EIME CODDE software from the LCIE Bureau Veritas (its central laboratory of electrical industries) for the modelling of products;
- Carbone 4 with data from the International Energy Agency (IEA) for electricity emission factors by country;
- The AIB and EGRID bases for the residual mix in calculating the market based scope 1 and 2 indicator;
- Aguaro, a digital services provider for data on IT equipment.

METHODOLOGY AND DATA COLLECTION

Data from the entities' activities is collected using the Acuredge solution. Physical data is prioritised over monetary data to limit uncertainty concerning the calculation of GHG emissions. It is subject to an annual process, involving the local officers at the sites. In 2024, 100% of the data from the manufacturing sites and 63% of the data from the marketing, sales, storage and delivery sites was collected. Non-participating sites were extrapolated based on the number of Full Time Equivalents employees.

Data gathering took place in December 2024 and January 2025. In order to cover the entire year, different methods were used:

- Either the rolling 12 month method which corresponds to the cumulative sum of values for the last 12 known months;
- Or an estimate of the final months of the year based on an average or assumptions.

When data is not available, expenses from the income statement are used and a monetary emission factor is applied.

Four types of **data relate to the products**:

- The PEP (Product Eco Passport). For this, a Life Cycle Analysis (LCA) was conducted using the EIME CODDE software which was then approved by LCIE Bureau Veritas. In 2024, 79.9% of products sold had a PEP;
- Equivalent products. Products are linked to another product's PEP or LCA as a result of similar features in terms of material or energy consumption;
- Simplified LCAs. These are conducted for specific products with no viable equivalents. These LCAs are completed internally, with the same methodology as that used for PEPs but which are not verified;
- Extrapolation method according to product sales. The average carbon impact per euro of products sold is calculated using the data from the previous three methods and this value is then reused to estimate the carbon impact of the remaining products. It represents 11.9% of Group revenue.

The sales data by product category is provided by the Finance Department.

DETAILS OF SCOPES

Scope 1

Scope 1 covers direct emissions physically produced by the Group's activity, such as natural gas consumption, fuel consumption of company vehicles, refrigeration fluid leaks.

This data is provided by representatives/officers from the collection sites and can come from invoices, monitoring software and maintenance sheets.

Scope 2

Scope 2 covers indirect emissions related to energy consumption, such as grey and green electricity, heating and cooling systems.

This data is provided by representatives/officers from collection sites and comes from invoices or internal tables monitoring consumption. The emission factors used for CO₂ emission conversion take into account the energy mix of each country.

Scope 3

Scope 3 covers all other indirect emissions necessary for the Group's activity. This scope is divided into two parts: upstream and downstream.

Scope 3 upstream*Purchase of goods and services*

- The percentage of GHG emissions of the product material comes from the LCA, excluding components gathered directly from the entities (packaging, energy consumption of the sites, transportation, waste).
- Expenditure in the income statement is used for approximately 20 types of expense, such as expenses related to training, the maintenance of industrial machines, marketing, insurance, etc. A monetary emission factor is then applied to convert them into GHG emissions.
- Purchases of packaging and chemicals for equipment come from representatives from the collection sites. Data is provided in monetary form or in overall figures for the Vallée de l'Arve sites (volume of wood, chemicals, etc.).
- Water consumption is provided by the sites based on invoices or internal tables monitoring water consumption.
- Data on the number of meals served in the company restaurants is provided by the sites based on invoices or directly by the company SOGERES, provider for the three Cluses sites (Crêtet, Garette, R&D).

Capital goods

- IT equipment (sources: Aguaro and SOMFY) Since 2023, the specific emission factor of each device was used. This increases the accuracy on the carbon impact of IT, which grew 22% between 2023 and 2024.
- Surface area of buildings (source: collection site officers) The surface areas of the buildings are provided by the site officers. A distinction is made between concrete surfaces and metal surfaces. Emissions are calculated for all the buildings combined over the full year.
- Vehicle fleet (source: collection site officers) SOMFY's vehicle fleet is monitored by each site and the site officers provide this data. A distinction is made between vehicles leased or owned by the Group, and their usage classification (standard vehicle for sales representatives and vans). Emissions are calculated based on the entire vehicle fleet over the full year.
- Depreciation (source: income statement, Finance Department) This relates to the depreciation of equipment excluding buildings, company-owned vehicles and the IT base. This data is centralised and completed in the Bilan Carbone® for all entities.

Transportation and transformation of energy used

Gross data for 1 and 2 is collated taking into account only the impact of transporting this energy. It relates to gas, fuel, refrigeration fluids, grey and green electricity and heating systems.

Transportation and distribution of goods: upstream part

Data related to the transportation of goods stemming from the Group's operations is broken down into four modes: road, rail, sea and air. Data can be collected in monetary value (in euros or converted into euros when in another local currency) or in tonnes per km.

It is provided by the officers at the collection sites or is calculated on the basis of 2.95% of suppliers' sales (for the Bonneville, Garette factory and Somfy USA sites). This rate of 2.95% was calculated in 2020 based on a study carried out with 13 major suppliers.

Production waste

Production waste is connected with the manufacture of SOMFY products. Officers from the collection sites provide this data.

Business travel

This collates all journeys made by employees for work, such as seminars, travel between sites or to customers. This data is collected from the sites and broken down into four modes of transport: car, bus, train and aeroplane. In 2024, data was collected in kilometres and monetary value.

Commuting

In July 2022, a mobility survey was conducted internationally involving all Group entities. This enabled ratios by transport type and average commuting distance to be obtained. In early 2023, a second study was carried out for the Vallée de l'Arve entities and helped to refine the results previously obtained.

Scope 3 downstream*Transportation and distribution of goods: downstream part*

The process for collecting data for this indicator is identical to that used for the data for the Transportation and distribution of goods – upstream part, with the exception of the Vallée de l'Arve entities. For 2024, the transport management system (TMS), Shiptify, was used to calculate the transportation part of the Vallée de l'Arve entities which includes the Group's largest logistics entity. A reprocessing of data was necessary for journeys without comprehensive data (mass, distance).

Use of products sold

This refers to the electricity consumption related to the use of products by customers, multiplied by the electricity emission factor of the country in which the product is sold.

Consumption is calculated over 15 years of use for motors and over 10 years for remote controls and accessories connected to the electricity network.

End of life of products sold

At their end of life, the products sold are considered to be Waste Electronic and Electrical Equipment (WEEE) which is disadvantageous as not all of them contain electric or electronic components.

The WEEE/Group Household Goods excluding cooling /Average industry end of life - Impacts – France emission factor, used for calculating the carbon impact of the end of life of products sold was updated in the ADEMA database in 2023 and was 10 times higher in 2023 than in 2022.

METHODOLOGY LIMITATIONS

The methodologies used for the reporting of certain CSR indicators may present limitations due to:

- Particularities of local legislation in the various countries in which the Group is located;
- Lack of availability of information on certain scopes;
- Use of estimates in the absence of assessment tools;
- Practicalities of collecting and processing data.

GLOBAL REPORTING INITIATIVE CROSS-REFERENCE TABLE

GRI STANDARD	DISCLOSURE	Components of Somfy's Non-Financial Statement: Section title	Sub-section title
GRI 2 : General Disclosures 2021			
	2-1 Organizational details	Presentation of the business model	Présentation of SOMFY
	2-2 Entities included in the organization's sustainability reporting	Methodology note	Reporting scope
	2-5 External assurance	Report of one of the statutory auditors, appointed as Independent Third-Party Body, on the verification of the consolidated non-financial statement	Conclusion
	2-6 Activities, value chain and other business relationships	Presentation of the business model	Présentation of SOMFY
	2-7 Employees	Business model	Resources
		People	Introduction People
	2-14 Role of the highest governance body in sustainability reporting	Presentation of the Group's sustainable development strategy	Sustainable development governance
	2-15 Conflicts of interest	Prosperity	Putting business ethics into practice
	2-17 Collective knowledge of the highest governance body	Presentation of the Group's sustainable development strategy	Sustainable development governance
	2-19 Remuneration policies	Presentation of the Group's sustainable development strategy	Sustainable development governance
	2-20 Process to determine remuneration	Presentation of the Group's sustainable development strategy	Sustainable development governance
		People	Respect for human rights
		People	Renewing company agreements
	2-22 Statement on sustainable development strategy	Presentation of the Group's sustainable development strategy	Presentation of the Group's sustainable development strategy
	2-23 Policy commitments	People	Respect for human rights
		Prosperity	Having a positive impact on the ecosystem
	2-24 Embedding policy commitments	People	Respect for human rights
		Prosperity	Having a positive impact on the ecosystem
	2-25 Processes to remediate negative impacts	Prosperity	Putting business ethics into practice
	2-26 Mechanisms for seeking advice and raising concerns	Prosperity	Putting business ethics into practice
	2-28 Membership associations	Prosperity	Sharing the value created with local communities and ecosystems
	2-29 Approach to stakeholder engagement	Presentation of non-financial risks	Methodology
	2-30 Collective bargaining agreements	Prosperity	Respect for human rights

GRI STANDARD	DISCLOSURE	Components of Somfy's Non-Financial Statement: Section title	Sub-section title
GRI 3 : Material Topics 2021			
	3-1 Process to determine material topics	Presentation of non-financial risks	Double materiality matrix
	3-2 List of material topics	Presentation of non-financial risks	Presentation table of challenges and risks
	3-3 Management of material topics	Presentation of non-financial risks	Presentation table of challenges and risks
	3-1 Process to determine material topics	Presentation of non-financial risks	Double materiality matrix
GRI 205 : Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Presentation of non-financial risks	Preventing corruption
	205-2 Communication and training about anti-corruption policies and procedures	Prosperity	Preventing corruption
GRI 206 : Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Presentation of non-financial risks	Presentation table of challenges and risks
		Prosperity	Ensuring fair competition
GRI 301 : Materials 2016	01-2 Recycled input materials used	Planet	Purchases
		Planet	Offering greener products
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	Planet	Accelerating the conversion to greener sites
	302-3 Energy intensity	Planet	Accelerating the conversion to greener sites
	302-4 Reduction of energy consumption	Planet	Accelerating the conversion to greener sites
	302-5 Reductions in energy requirements of products and services	Planet	Providing solutions for energy efficiency
		Planet	Offering greener products
GRI 303 : Water and Effluents 2018	303-5 Water consumption	Planet	Conserving resources
GRI 304 : Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Planet	Taking action for biodiversity
	304-2 Significant impacts of activities, products and services on biodiversity	Planet	Taking action for biodiversity
GRI 305 : Emissions 2016	305-1 Direct (scope 1) GHG emissions	Planet	Focusing on carbon to reduce the Group's impact
	305-2 Energy indirect (scope 2) GHG emissions	Planet	Focusing on carbon to reduce the Group's impact
	305-3 Other indirect (Scope 3) GHG emissions	Planet	Focusing on carbon to reduce the Group's impact
	305-4 GHG emissions intensity	Planet	Focusing on carbon to reduce the Group's impact
	305-5 Reduction of GHG emissions	Planet	Focusing on carbon to reduce the Group's impact
		Planet	2030 roadmap

GRI STANDARD	DISCLOSURE	Components of Somfy's Non-Financial Statement: Section title	Sub-section title
GRI 306 : Waste 2020	306-2 Management of significant waste-related impacts	Planet	Promoting the circular economy
	306-3 Waste generated	Planet	Promoting the circular economy
	306-4 Waste diverted from disposal	Planet	Promoting the circular economy
	306-5 Waste directed to disposal	Planet	Promoting the circular economy
GRI 308 : Supplier Environmental Assessment 2016	08-1 New suppliers that were screened using environmental criteria	Prosperity	Growing with the Group's ecosystems
GRI 401 : Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People	Making the work environment contribute to employee performance
GRI 403 : Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People	Ensuring safety at work
	403-2 Hazard identification, risk assessment, and incident investigation	People	Ensuring safety at work
	403-3 Occupational health services	People	Ensuring safety at work
	403-4 Worker participation, consultation, and communication on occupational health and safety	People	Ensuring safety at work
	403-5 Worker training on occupational health and safety	People	Ensuring safety at work
	403-6 Promotion of worker health	People	Ensuring safety at work
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People	Ensuring safety at work
	403-9 Work-related injuries	People	Ensuring safety at work
GRI 404 : Training and Education 2016	404-1 Average hours of training per year per employee	People	Becoming a learning organisation
	404-2 Programs for upgrading employee skills and transition assistance programs	People	Becoming a learning organisation
	404-3 Percentage of employees receiving regular performance and career development reviews	People	Becoming a learning organisation
GRI 405 : Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People	Raising the international profile of the Teams
		People	Promoting fairness and inclusion within teams
GRI 407 : Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Prosperity	Respect for human rights
GRI 413 : Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Prosperity	Sharing the value created with local communities and ecosystems
GRI 414 : Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Prosperity	Growing with the Group's ecosystems
GRI 416 : Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Prosperity	Developing a customer-centric model

REPORT OF ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY, ON THE VERIFICATION OF THE CONSOLIDATED NON-FINANCIAL STATEMENT

Year ended December 31th 2024

To the annual general meeting,

In our capacity as Statutory Auditor of your company (hereinafter the "Entity") appointed as independent third party, and accredited by the French Accreditation Committee (COFRAC) under number 3-1884, we have undertaken a limited assurance engagement on the historical information (observed or extrapolated) in the consolidated non-financial statement, prepared in accordance with the entity's procedures (hereinafter the «Guidelines»), for the year ended December 31th, 2024 (hereinafter, the «Information» and the «Statement» respectively), presented in the Group's management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (code de commerce).

At the request of the entity, we also performed work designed to express a reasonable assurance conclusion on the information selected by the entity and identified by the sign √.

LIMITED ASSURANCE CONCLUSION

Based on the procedures we performed as described under the «Nature and scope of procedures» paragraph and the evidence we obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

REASONABLE ASSURANCE CONCLUSION ON A SELECTION OF NON-FINANCIAL INFORMATION

In our opinion, the information selected by the entity and identified with the symbol √ in the Statement has been prepared, in all material respects, in accordance with the Guidelines.

PREPARATION OF THE NON-FINANCIAL PERFORMANCE STATEMENT

The absence of a commonly used generally accepted reporting framework or of a significant body of established practices on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarized in the Statement or available on the Entity's website or on request from its headquarters.

INHERENT LIMITATIONS IN PREPARING THE INFORMATION

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

RESPONSIBILITY OF THE ENTITY

Management of the entity is responsible for:

- selecting or establishing suitable criteria for preparing the Information,
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators
- preparing the Statement by applying the entity's "Guidelines" as referred above, and
- designing, implementing, and maintaining internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by the Board of Directors.

RESPONSIBILITY OF ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY

Based on our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- The compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code,
- The fairness of the historical information (observed or extrapolated) provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e., the outcomes of policies, including key performance indicators, and measures relating to the main risks.

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

At the request of the entity and outside of the scope of our accreditation, we may express reasonable assurance that the information selected by the entity, presented in the Appendices, and identified by the symbol √ has been prepared, in all material respects, in accordance with the Guidelines.

It is not our responsibility to report on:

- the entity's compliance with other applicable legal and regulatory provisions,
- the compliance of products and services with applicable regulations.

(1) Accreditation Cofrac Inspection, number 3-1884, scope available at www.cofrac.fr

APPLICABLE REGULATORY PROVISIONS AND PROFESSIONAL GUIDANCE

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) applicable to such engagements, in particular the professional guidance issued by the *Compagnie Nationale des Commissaires aux Comptes*, “*Intervention du commissaire aux comptes - Intervention de l’OTI - Déclaration de performance extra-financière*”⁽²⁾, supplemented, where applicable, with our own procedures⁽³⁾, acting as the verification program, and with the international standard ISAE 3000 (revised)⁽⁴⁾.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L. 821-28 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

MEANS AND RESOURCES

Our work engaged the skills of 4 people between December 2024 and March 2025 and took a total of 5 weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted about 10 interviews with people responsible for preparing the Statement.

NATURE AND SCOPE OF PROCEDURES

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- We obtained an understanding of all the consolidated entities’ activities, and the description of the main related risks,

- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector,
- We verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III of the French Commercial Code and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code,
- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the main risks,
- We verified that the Statement presents the business model and a description of main risks associated with all the consolidated entities’ activities, including where relevant and proportionate, the risks associated with their business relationships, products or services, as well as policies, measures and the outcomes thereof, including key performance indicators related to the main risks,
- We referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented,
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in the Appendices. Concerning certain risks, our work was carried out on the consolidating entity, for the other risks, our work was carried out on the consolidating entity and on a selection of entities,
- We verified that the Statement covers the consolidated scope, i.e. all the entities within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code, within the limitations set out in the Statement,
- We obtained an understanding of internal control and risk management procedures the entity implemented, and assessed the data collection process aimed at ensuring the completeness and fairness of the Information,
- For the key performance indicators and other quantitative outcomes that we considered to be the most important, presented in the Appendices, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,
 - tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out at the entity’s headquarters and covers between 40% et 100% of the consolidated data relating to the key performance indicators and outcomes selected for these tests,
- We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities’ activities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidance of the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*), a higher level of assurance would have required us to carry out more extensive procedures.

(2) Avis Technique - Intervention du CAC - Intervention de l’OTI - Déclaration de performance extra-financière – Actualisation décembre 2024

(3) The procedures of KPMG France’s ESG Center of Excellence relating to the verification of Extra-Financial Performance Declarations as independent third party.

(4) ISAE 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information

**NATURE AND EXTENT OF ADDITIONAL WORK ON THE
INFORMATION SELECTED BY THE ENTITY AND IDENTIFIED BY THE
SIGN V**

With regard to the information selected by the entity, presented in the Appendices and identified by the symbol V in the Statement, we conducted the same work as described in the paragraph «Nature and scope of our work» above for the Information considered to be

the most important, but in a more in-depth manner, in particular with regard to the number of tests.

The selected sample accounts for between 60% and 100% of the information identified by the symbol V.

We believe that our work is sufficient to provide a basis for our reasonable assurance opinion on the information selected by the entity and identified by the symbol V.

Lyon, **April 4th 2025**
KPMG SA

Sara Righenzi de Villers
Partner

Isabelle Lhoste
Partner ESG Expert

APPENDIX

Qualitative information (actions and results) considered most important

Action to integrate new hires

Measures to attract and retain talents

Policy and initiatives to reduce the environmental footprint of products

Employee initiatives for the environment and local ecosystems

Measurement and action systems to improve customer satisfaction

Key performance indicators and other quantitative results considered most important	Level of assurance
Total workforce	Limited
Proportion of women in management √	Raisonnable
Percentage of employees promoted or who have moved to a different position	Limited
Percentage of employees who received training	Limited
Frequency rate of accidents leading to absence	Limited
Severity rate	Limited
Percentage of reduction of greenhouse gas emissions of scope 1 and 2 in absolute value in relation to the reference year 2019. GHG Protocol method, Market based. √	Raisonnable
Percentage of reduction of greenhouse gas emissions of scope 3 in intensity (i.e. per number of actuators sold) in relation to the reference year 2019. GHG Protocol method √	Raisonnable
Total waste in kg/unit	Limited
Rate of hazardous and non-hazardous waste recycled	Limited
Energy consumption (gas, electricity and mineral fuel) of industrial sites per m ²	Limited
Rate of electricity consumed from renewable sources	Limited
Average electricity consumption per motor	Limited
Rate of products sold under the Somfy brand that followed the Act For Green® eco-design process	Limited
Percentage of connected employees present at 31/12/2023 who have completed at least one training course related to ethics and compliance over the last two years	Limited
Percentage of connected staff employed at 31 December 2024 who completed a GDPR module in 2024	Limited
Number of suppliers assessed according to the risk analysis matrix	Limited
Percentage of suppliers located within 500 kilometres of an assembly site	Limited



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