

PRESENTATION GROUP 2025

SOMFY

SOMFY, A GLOBAL GROUP, PIONEER IN THE CONNECTED HOME

THE STRENGTH OF AN INDEPENDENT AND INSPIRING COMPANY

SOMFY designs, assembles, and distributes motors and automation systems integrated into blinds, shutters, doors, and gates, as well as smart systems that ensure their control. It also distributes connected products and digital applications.

Present on five continents and in 59 countries, SOMFY provides tailored solutions for each market through its portfolio of complementary brands.

By reducing heat loss in winter and overheating in summer, SOMFY helps to decrease energy consumption related to heating and air conditioning.

As a key player in the connected home, SOMFY drives innovation in homes and buildings across three core areas:



COMFORT AND WELL-BEING

The SOMFY solutions promote an optimal indoor environment by efficiently managing solar gains. This enhances the health, well-being, and productivity of the occupants.



SAFETY OF PEOPLE AND PROPERTY

Somfy offers a comprehensive range of solutions to ensure the security of property and individuals, combining advanced technology, professional monitoring, and automation.



ENERGY EFFICIENCY

By reducing heat loss in winter and overheating in summer, SOMFY helps to decrease energy consumption related to heating and air conditioning.

STRONG PERFORMANCE IN A CHALLENGING ENVIRONMENT

OUR GROWTH IS DRIVEN BY SERVICES AND INTERNATIONAL MARKETS

With a clear, shared strategy and unwavering team commitment, SOMFY has fully leveraged its geographic reach, commercial momentum, and innovation to return to growth. The Group continues its path toward sustainable development, positioning it as a true differentiator and supporting users in the search for more responsible lifestyles.

1.500 M
euros
in revenue

59
countries

5 837
collaborators
worldwide

100%
of new suppliers have signed
the Code of Conduct

80%
of products sold follow
the Act for Green®
approach

SOMFY

BECOMING THE BENCHMARK FOR BETTER LIVING

INSPIRING THE BEST WAYS TO LIVE - ACCESSIBLE TO ALL

Every day, SOMFY is shaping the future of the home to enhance quality of life. It does so by being both useful and responsible. Living Better is both our philosophy and our commitment—it guides every action we take in improving quality of life while promoting smarter, more efficient consumption.

Living Better expresses our unique way of inspiring new ways of living, working, and consuming. Useful and responsible, it blends a sustainable business model, environmental protection, and individual fulfillment. Our ambition is to provide better living environments for as many people as possible by positioning ourselves as a leading player in connected, energy-efficient housing—without compromising between comfort and sustainability.







LIVING better

For the planet:
We develop durable, eco-designed, and repairable products that help adapt buildings to climate change.

For our teams:
We provide a workplace
where people can learn and thrive by sharing a common culture—our desired culture.

For Group performance:
We combine our expertise and foster innovation to maximize performance through close collaboration with our ecosystem.

SOMFY

A STORY WITH A FUTURE

OVER 55 YEARS OF INNOVATION SERVING THE CONNECTED HOME

SOMFY has always played a pioneering role in the evolution of home living and remote management of household equipment. From the first electric rolling shutter to comprehensive building management systems, our continued growth is the result of bold innovation, anticipating user needs, and forming strategic partnerships to deliver a wide range of interoperable and durable solutions.

1969
Founding of SOMFY (**S**ociété d'**O**utillages et de **M**écanique du **F**aucign**y**)



1996
Growth of interior product lines

2000
Access and security products (Somfy, BFT)



2010
The era of smart products starts with the first connected box—TaHoma®

2018
The So Open program delivers the connected home experience with prestigious partners

2021
Launch of TaHoma® Suite, democratizing the connected universe



2023
First solar-powered, intelligent, and silent motors for rolling shutters



2024
Arrival of automated connected solutions to tackle climate challenges

SOMFY

A GLOBAL GROUP, DEEPLY ROOTED IN ITS MARKETS

CLOSE TO CUSTOMERS AND USERS AROUND THE WORLD

SOMFY is strategically positioned near the world's major smart living markets.
Our R&D centers, production plants, and logistics hubs give us the power and agility to deliver exceptional customer service across all geographies.



COMMERCIAL PRESENCE
Subsidiaries
in 59 countries

R&D CENTERS
17 centers
in 8 countries

PRODUCTION SITES
8 factories
in 6 countries

LOGISTICS HUBS
55 centers
in 42 countries

SOMFY

OUR AMBITION: DELIVERING SUSTAINABLE, SHARED PERFORMANCE

ENHANCING EXPERIENCES FOR OUR CUSTOMERS AND TEAMS

SOMFY is committed to becoming the smart living benchmark in customer service, product durability, and team engagement.

Our ambition is to become the preferred partner for window and door automation. To strengthen our leadership and lasting impact, we focus on three key levers:



Performance Driver:

We have all the assets needed for sustainable performance: a clear strategy, an attractive and complementary brand portfolio, a balanced geographic footprint, and committed collaborators.



Value Creator for Our Customers:

Always on the lookout for emerging trends, we continuously innovate and adapt our solutions to deliver the best possible user experience while promoting better living on the planet.



Inspiring and Engaging for Our Teams:

We place great importance on the fulfillment of our collaborators by sharing an inspiring vision and strong values. We foster a caring and stimulating work environment conducive to excellence and innovation.

AN ENGAGED AND RENEWED GOVERNANCE

TO SET AND STAY THE COURSE AND MAXIMIZE VALUE CREATION

SOMFY is establishing a modern governance framework, reinforced by a strategic plan designed to guide its directions for 2026-2030.

This new team, led by Sébastien Picot, aims to optimize decision-making, focusing on the customer and promoting innovation. The expanded Executive Committee, which includes regional representatives for Europe and high-potential areas, along with an enhanced role for marketing, exemplifies this evolution. These changes support the ambition to effectively meet market needs while stimulating team engagement.



"In a world in constant evolution and in light of the challenges posed by climate change, we remain committed to providing our customers with increasingly efficient and sustainable solutions to contribute to the comfort, energy efficiency, and safety of buildings.

Tomorrow, SOMFY will be a larger, more international company that has successfully transitioned from products to services, evolving from an industrial leader to a technological pioneer. We have confidence in ourselves, in our collective strength, and in our future.“

Sébastien Picot
CEO of SOMFY

AN ECOSYSTEM OF COMPLEMENTARY BRANDS

A MULTI-BRAND MODEL TO MEET THE UNIQUE NEEDS OF EACH MARKET

Our brand portfolio offers clients a range of intuitive, reliable, efficient, and long-lasting solutions. Designed to meet every need, our brands anticipate and inspire new ways of living.

Innovative and Connected
Our brands form a coherent, interoperable ecosystem that addresses every automation need for building openings and closures.

Attuned to All Clients
Our brands meet the specific expectations of both professional and individual clients for all indoor and outdoor uses—delivering comfort, safety, and energy efficiency.

Built to Last
Complementary and comprehensive, our brands cover the entire product lifecycle with a service offering that includes after-sales support for residential and commercial buildings.



SOMFY

A COMPLETE OFFER FOR RESIDENTIAL AND COMMERCIAL BUILDINGS

SOLUTIONS TO MOTORIZE AND AUTOMATE ALL BUILDING OPENINGS AND CLOSURES

SOMFY continuously enhances its offering of solutions and services, grouped into three key categories: Access, Solar Protection, and Building Security. Our connected solutions simplify and optimize use, both within our ecosystem and with other smart environments.

HOME & BUILDINGS



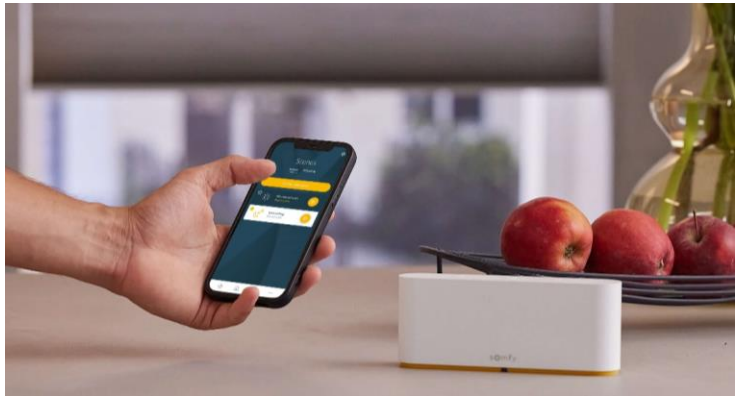
Our portfolio blends aesthetics with sustainability—offering shutters and blinds that provide comfort and elegance, along with high-performance façades that set new standards in energy efficiency.

ACCESS & SECURITY



Our Access range provides seamless integration of safety and convenience, including robust gates, secure garage doors, versatile security grilles, and reliable alarm systems.

CONNECTED SOLUTIONS



We bring homes to life through smart home hubs and advanced connectivity. TaHoma enables centralized, personalized control of all home devices, creating a smooth and intuitive experience.

SOMFY

SOLUTIONS FOR THE PROGRESSIVE AUTOMATION OF BUILDINGS

SOMFY SUPPORTS CUSTOMERS AT EVERY STEP

To simplify daily life for users and professionals while maximizing benefits, SOMFY addresses the entire value chain—from selecting the right product, installing it with the right professional, to day-to-day use and progressive complete building automation for lasting performance.

1



State-of-the-art motorizations and technology

SOMFY offers a wide range of products to protect glazing, ensure secure building access, and guarantee safety. These systems combine motorization with physical or digital control points to suit all configurations.
Known for reliability, durability, and quiet operation, our motors—wired, radio (RTS, Io), and solar—are cutting-edge.

2



Installation and remote maintenance support

SOMFY supports its professional clients step by step with a range of services for the installation and remote maintenance of home automation solutions. Designed for professionals, these services help them save time, grow their business, and extend the lifespan of users' products. For users, it's the assurance of quality support throughout the buying and usage journey.

3



Control solutions to optimize connected device usage

To eliminate the need to choose between comfort, security, and energy efficiency, SOMFY offers control solutions for both individuals and professionals, from complete beginners to the most experienced users. The Group supports each of them at their own pace in the progressive automation of their building.



CUTTING-EDGE PRODUCTS

EASY TO INSTALL, COMFORTABLE, AND CONNECTED

SIMPLE TO INSTALL

SOLAR RANGE

A solar-powered, quiet, and intelligent offering that operates autonomously, without electrical wiring.

RS100 solar io is the quietest solar solution for rolling shutters, featuring a built-in light sensor.

Altea 50 solar io is solar-powered to motorize large-format screens.

RANGE zigbee

Easy to install and wire-free, Zigbee is a wireless communication protocol that connects all devices through the TaHoma application.

Zigbee enables control of rolling shutters, blinds, lighting, outlets, door opening sensors, and security systems.

COMFORTABLE

SILENT MOTORS

The benchmark in acoustic comfort with the most discreet motors on the market.

Ilmo 3 50 WT is a new ready-to-use, wired motor for rolling shutters, designed to improve acoustic comfort.

J4S io Protect is a new motor for adjustable sunshades, offering the best acoustic performance in its category.

THERMAL COMFORT

To avoid choosing between comfort and budget, our products are equipped with thermal sensors.

Amy® sun protect io shields against heatwaves thanks to its built-in indoor temperature sensor and embedded intelligence.

CONNECTED

INTUITIVE CONTROL

Natively connected and integrated into SOMFY's global ecosystem, our access products provide seamless integration between the gate, garage door, and video intercom.

All our solutions are interoperable within the SOMFY ecosystem and can be controlled via the box, the app, or automotive and voice assistants.

PROGRESSIVE AUTOMATION

Advanced building automation provides benefits throughout the year.

For residential homes, Amy® io 1-channel and TaHoma® offer full-home automation.

Animeo Suite io is the solution that automates solar protection for small and mid-sized commercial buildings.

SOMFY

A FULL RANGE OF SERVICES TO SUPPORT OUR SOLUTIONS

SALES, INSTALLATION, AND MAINTENANCE SUPPORT FOR EQUIPMENT

As the primary point of contact for users of SOMFY Group products, installers benefit from services provided by our flagship brand, Somfy, to optimize product deployment and enhance user experience. The best among them join the Somfy Expert program and become true brand ambassadors.

SUPPORTING PROS IN THEIR SALES, INSTALLATION, AND MAINTENANCE ACTIVITIES

To support the sale of the first connected device:
TaHoma® switch is a smart control device that centralizes and connects all home equipment.

To simplify installation for homeowners
TaHoma® pro is a mobile application that streamlines setup and reduces errors.
Help me application is a step-by-step installation guide.

To simplify remote maintenance
Serv-e-go is an online tool for maintaining SOMFY's connected devices.
Animeo Suite is acomprehensive ecosystem for designing, commissioning, and controlling automation systems in commercial buildings.

DELIVERING PREMIUM SERVICES THROUGH SOMFY EXPERTS

Beyond installer services, the Somfy brand has built a community of experts who ensure users receive premium installation services.

Representing the Somfy brand around the world, the 4,736 experts form an extensive network across all markets. They receive training on product features and installation, along with personalized support for each new launch.

This community brings real added value to residential customers and builds loyalty among installer clients who embody the brand's values.

EXTENDING PRODUCT LIFESPAN

SOMFY has expanded its brand portfolio with two companies specializing in solar shading repair in Europe.

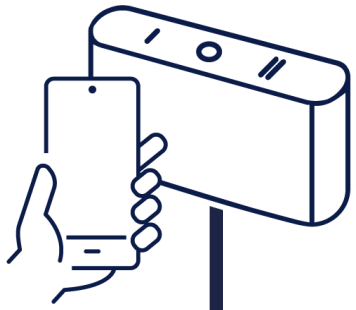
Repar'stores is France's leading company for repairing and upgrading rolling shutters and blinds. The franchise network includes over 170 locations and is now expanding into Belgium, Luxembourg, and Spain.

De Han Westerhoff specializes in the installation and repair of exterior solar protection for the commercial market in the Netherlands.

SOMFY

AN INTUITIVE, ACCESSIBLE SMART LIVING EXPERIENCE FOR ALL

LIVING THE CONNECTED HOME EXPERIENCE ON YOUR OWN TERMS



As a home automation solution for residential use, the TaHoma® box centralizes, automates, and controls all the connected devices in the home. In addition to shutters and doors, it manages lighting, heating, alarms, and surveillance cameras. TaHoma® scenarios are also accessible via voice assistants.

Ok Google · WORKS WITH alexa · Works with Apple Home

AN ECOSYSTEM THAT BRINGS TOGETHER ALL SOMFY GROUP EQUIPMENT

RTS · io homecontrol® · zigbee

TECHNOLOGICAL INTEROPERABILITY THAT SIMPLIFIES LIFE

Yale · DAIKIN · HITACHI · SONOS · atlantic · SAMSUNG SmartThings · Netatmo · enki · legrand · Danfoss · VELUX · LEDVANCE · Schneider Electric · PHILIPS hue

A NETWORK OF PARTNERS TO ENHANCE THE HOME AUTOMATION EXPERIENCE

SOMFY

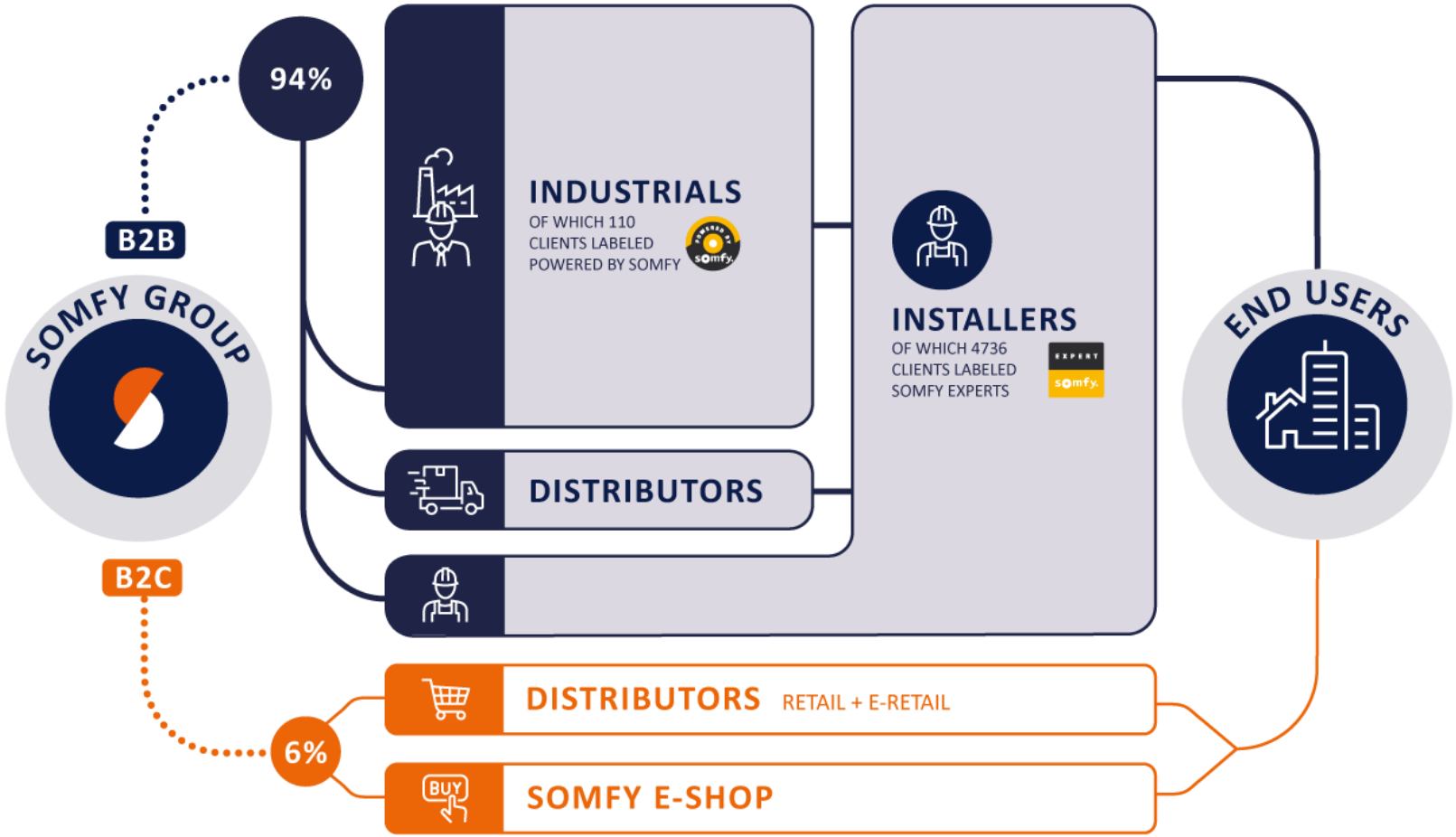
AN OMNICHANNEL DISTRIBUTION STRATEGY, PRIMARILY B2B

MANUFACTURERS AND INSTALLERS ARE AT THE HEART OF SOMFY'S PRODUCT DISTRIBUTION MODEL.

Multiple channels to meet every need
SOMFY relies on a variety of distribution channels, primarily targeting professionals—manufacturers, distributors, and installers—but also reaching individuals through home improvement retailers and online sales platforms.

Manufacturers: Strategic Partners
Manufacturers integrate SOMFY motorization systems into their products—rolling shutters, blinds, pergolas, garage doors, and more—for turnkey installations at the user's site. They account for 75% of the Group's sales, and the "Powered by Somfy" program certifies that their products incorporate SOMFY motors and home automation systems—a guarantee of quality, reliability, and compatibility with SOMFY's connected ecosystem for end customers.

The Critical Role of Professional Installers
They are the primary point of contact between the brand and users—advising on product selection, handling installation, and ensuring optimal usage.



FOCUSED ON CUSTOMER SATISFACTION

TO BETTER SERVE ITS CLIENTS, SOMFY CONTINUOUSLY OPTIMIZES AND DIGITALIZES ITS PROCESSES

Customer relationship quality is a constant area of improvement. Each year, SOMFY conducts a customer satisfaction survey. The most recent one, conducted in early 2024 across 15 countries, revealed a global satisfaction score of 8.2 out of 10.



AN ENHANCED CUSTOMER EXPERIENCE

SomfyPRO: Everything SOMFY at Your Fingertips

A personalized platform, SomfyPro strengthens the digital experience for professionals and boosts the commercial efficiency of the SOMFY brand. It provides access to SOMFY solutions, order tracking, a B2B e-shop, and online training.

The benefits? Better access to information for more effective sales, smoother installations, and improved maintenance of SOMFY equipment.

SoOne: SOMFY's Global ERP

SoOne enhances the traceability and flow of all business operations. It covers finance, logistics, warehouse management, and production. By the end of 2025, 75% of the Group's scope will be integrated into SoOne.

The benefits? Greater operational efficiency, increased responsiveness to market needs, and enhanced customer service quality.



FROM FACTORY TO CUSTOMER: COMBINING QUALITY AND AGILITY

PRODUCING CLOSE TO OUR MARKETS

SOMFY operates manufacturing plants close to its markets in France, Tunisia, Poland, China, and Italy. In 2025, a new plant will open in Portugal.
These facilities are undergoing a full digital transformation to boost operational performance. This includes the adoption of systems like MES (Manufacturing Execution System) for better traceability and data accuracy, and process automation to reduce errors and improve efficiency.
The plants are fully integrated into SoOne, the Group's new ERP.

DELIVERING THE RIGHT PRODUCT TO THE RIGHT PLACE AT THE RIGHT COST

Attuned to its customers' needs, SOMFY continuously adapts, improves, and expands its logistics capabilities to ensure reliable delivery times. A new logistics center will open in Western France in 2025 with a logistics partner.

SOMFY

MORE THAN SUPPLIERS: TRUE PARTNERS

SUPPLIERS PLAY A VITAL ROLE IN SOMFY'S VALUE CHAIN.

SOMFY purchases all the components that go into its products. The quality of its supplier relationships is therefore essential.

Together, the Group and its suppliers build lasting partnerships, with ethics and long-term investment at the core. This approach ensures a responsible supply chain and reinforces mutual commitments through a spirit of reciprocity and co-development.

SOMFY measures the strength and quality of its supplier relationships through the "Relation Impact Index." In 2024, the index scored 2.88 out of 4, indicating a solid foundation that reflects both achievements and areas for improvement.

THE THREE PILLARS OF OUR SUPPLIER RELATIONSHIPS

1 BUILDING LASTING, ETHICAL RELATIONSHIPS

SOMFY is committed to building long-term relationships with its suppliers based on ethics and transparency. Performance and strategic reviews help align efforts and identify areas for improvement. A Supplier Code of Conduct clearly defines the ethical, social, and environmental standards to be upheld.

2 DRIVING A RESPONSIBLE PURCHASING APPROACH

SOMFY incorporates sustainability criteria into its supplier selection process. For the Planet pillar, suppliers must demonstrate compliance with environmental standards, such as proximity to our assembly sites. For ethics, they must adhere to the Responsible Purchasing Charter.

3 COLLABORATE AND CO-INNOVATE

SOMFY has launched a collaborative approach with suppliers to better understand their challenges and co-develop improvement plans. They share best practices—for example, securing strategic product ranges and improving user performance. Throughout the year, meetings are held to review performance and outline strategic directions for the months ahead.

BEING PART OF THE SOLUTION FOR A BETTER WORLD

SUSTAINABLE DEVELOPMENT: THE FOUNDATION OF OUR SUSTAINABLE GROWTH AND SOCIAL COMMITMENT

SOMFY embeds sustainable development at the heart of its strategy through three pillars: Planet, People, and Prosperity. The Group is committed to reducing the environmental impact of its operations and products, maintaining high-quality partnerships, and contributing to the communities where it operates.

PLANET

Reducing its carbon footprint is SOMFY's top priority. To meet its ambitious targets, the Group is acting on its operational carbon impact by lowering its own GHG emissions and purchasing green electricity (Scopes 1 and 2). It is also working to improve the environmental performance of its products over their full life cycle (Scope 3).

PROSPERITY

SOMFY engages its full upstream and downstream ecosystem by building long-term, trust-based relationships with suppliers and maintaining a constant focus on customer satisfaction. To ensure adherence to its ethical policies, the Group provides anti-corruption and business ethics training for its collaborators.



Scopes 1&2

-44%

in 2024 (vs 2019)
Objective 2030 :
-50% vs 2019



Scope 3

-23%

in 2024 (vs 2019)
Objective 2030 : -50% vs 2019



Supplier code of conduct signing rate

100%

in 2024
(nouveaux fournisseurs)
Objective 2030 : 100%



Number of people trained in Ethics and Compliance

3.544

in 2024
Objective 2030 : 3.000

SOMFY

ACT FOR GREEN®: PROMOTING SUSTAINABLE HOMES

OUR ECO-DESIGN APPROACH PROMOTES MORE RESPONSIBLE PRODUCT USE

Since 92% of its carbon footprint is attributed to its products, the Group has committed to reducing its environmental impact throughout its entire lifecycle.

DURING DESIGN

DURING USE

BY EXTENDING THEIR LIFESPAN

2030 AMBITION

100% of products sold will follow our ACT FOR GREEN® eco-design approach.

Reduce Scope 3 greenhouse gas emissions intensity by 50%
(based on number of actuators sold) compared to 2019.

PEP ECOPASSPORT®: A COMMITMENT TO TRANSPARENCY FOR ALL OUR CLIENTS

SOMFY can now provide its customers with environmental data related to its products.

ACT FOR GREEN®, SOMFY's eco-design initiative, focuses on key criteria:

- Reducing standby power consumption,
- Increasing battery life,
- Facilitating disassembly for repair and recycling,
- Preferentially using recyclable and recycled materials in packaging.

ACT FOR GREEN® products come with an environmental impact declaration in the form of a PEP ecopassport® verified by Bureau Veritas. Over 200 PEPs for products from the Somfy, Simu, and BFT brands are accessible on the PEP Ecopassport® website.

This serves as a reference under France's RE 2020 environmental regulation and contributes to certifications for commercial buildings such as LEED or BREEAM.

WHAT'S NEW IN 2024

ACT FOR GREEN



The Sonesse2 28 ZigbeeB Li-Ion is now eco-designed under the ACT FOR GREEN® initiative. It's the first Window Fashion motor designed for easy battery replacement while maintaining the motor's quality and durability standards.

SOMFY

ADAPTING BUILDINGS TO CLIMATE CHANGE

SOMFY CLIMATE COMBINES THERMAL COMFORT AND ENERGY SAVINGS IN ALL SEASONS

In Europe, buildings account for 35% of greenhouse gas emissions and 40% of energy consumption.* As a major player in the connected home, SOMFY develops automated solar shading solutions that improve the energy performance of buildings.

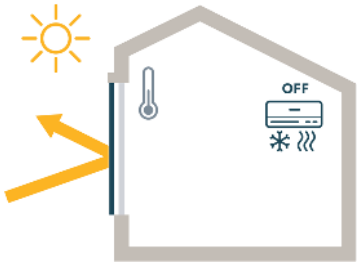
Faced with climate change, buildings are on the front lines. In summer, they must protect occupants from heatwaves. In winter, they must keep them safe from cold and humidity without increasing energy costs. This challenge is even more complex considering that by 2040, two-thirds of the global building stock and 85% of Europe's building stock will already exist.

THE SOLUTION

Use windows as natural radiators by adjusting solar energy intake based on the season. Automation triggered by sensors allows precise, hands-free control.

SUMMER

Automation can **reduce indoor temperatures by 4 to 7°C**[1] during heatwaves and cut air conditioning use **by up to 70%**[2].

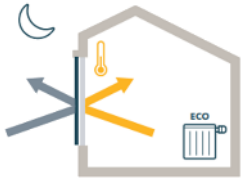


BLOCKING OUT HEAT

During the day, blinds and rolling shutters close automatically when the sun is out. The home stays cooler and more comfortable.

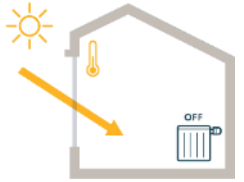
WINTER

Thanks to automation, it is possible to reduce heating consumption **by up to 30%**[2]



STORING HEAT

In the evening, they close automatically to retain heat inside.



TAKING ADVANTAGE OF SOLAR HEAT

During the day, the protections open automatically, allowing the window to act as a natural radiator and heat the home.

Sources based on residential market data:

(1) Maximum temperature compared to a house not equipped with sun protection. TBC study for the French Building Federation: Analysis of the energy contribution of roller shutters normative & regulatory study, 2010.

(2) Compared to manual solutions. Somfy simulations implemented with the support of Carbone 4. Depending on a house's size, geolocation, year of construction, window equipment (roller shutter, EVB), 2021.

SOMFY

SOMFY CLIMATE RANGE: INNOVATIVE, EFFECTIVE, AND CUSTOMIZABLE

THE RIGHT SOLUTION FOR REDUCING HEAT IN SUMMER AND RETAINING IT IN WINTER

To optimize thermal comfort in residential and commercial buildings across all seasons and regions, Somfy launched its Somfy Climate range.

This automated solar shading solution adapts buildings to climate challenges by improving both thermal comfort and energy efficiency.



FROM **RESIDENTIAL** TO **COMMERCIAL** BUILDINGS



FROM **NEW CONSTRUCTION** TO **RETROFITTING**

THE SOMFY CLIMATE SOLUTION

Solar protection automation maximizes benefits. Somfy's latest innovations are powerful allies in the quest for comfort and performance:



Amy io



TaHoma switch



TaHoma App



Animeo suite

EQUIPMENT AUTOMATION

From simple to advanced automation

Rolling shutters function as true solar protection when automated. The Somfy Climate range is customizable, offering adaptive scenarios and configurable options to meet every user's needs. It delivers thermal comfort that evolves with the home's level of equipment, supporting all types of projects.

Simple Automation Solution

Amy sun protect io makes solar protection intelligent by automatically lowering the shades to keep buildings cool, thanks to its built-in temperature sensor.

Solutions with Preconfigured Scenarios

- **TaHoma**: preset thermal comfort scenario for residential use
- **Suite Animeo** automates solar protection in small to medium-sized commercial buildings

SOMFY

DESIRED CULTURE: AT THE HEART OF OUR PEOPLE PROJECT

OUR BEHAVIORS CONNECT US AND HELP US SHINE

SOMFY's people project is at the heart of our performance and our appeal as an employer. It is embodied in our desired culture, which aligns our values, behaviors, and strategic goals.

Our culture fosters a fulfilling work environment where everyone can contribute actively, grow, and make a lasting impact. It offers both the coherence of a unified international group and the human touch of a multi-local organization.

Driven by five core values, our desired culture fuels collaborator engagement, creates unity, and reflects our unique identity. It enables us to stand out externally, excel in customer service, and perform at the highest level.



A new corporate culture must be embodied, not imposed, with managers playing a key role in its success. The goal is to create a customer experience that is easy, seamless, and truly differentiated—requiring empathy and an understanding of customer needs. To achieve this, we rely on collective intelligence and leaders who empower their teams. Authenticity, the right to make mistakes, and trust are the key ingredients of this success.

Valérie Dixmier, Deputy CEO in charge of People, Culture, and Organization

SOMFY

DIVERSITY ENLIGHTENS AND STRENGTHENS US

OUR STRENGTH IN UNDERSTANDING CLIENTS, INNOVATING, AND ATTRACTING TALENT

More than a commitment, diversity is a given. We see it as a source of strength that fuels our performance and our corporate culture. We firmly believe that inclusive teams—where every individual can thrive, regardless of background, gender, age, or socioeconomic status—are the key to innovation and long-term success.

SOMFY, a company with French roots, is now a global player enriched by diverse talent. We aim to build more international teams to broaden perspectives and support informed decision-making. Diversity is a driver of creativity and strengthens our appeal in attracting talent. It also ensures we better understand our customers and respond more effectively to their needs.

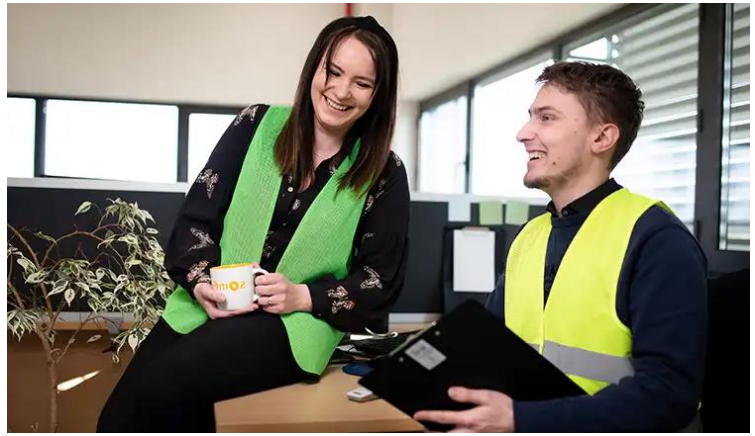


25,5%

DIVERSITY & INCLUSION

Share of women in management

Objective 2030: 40%



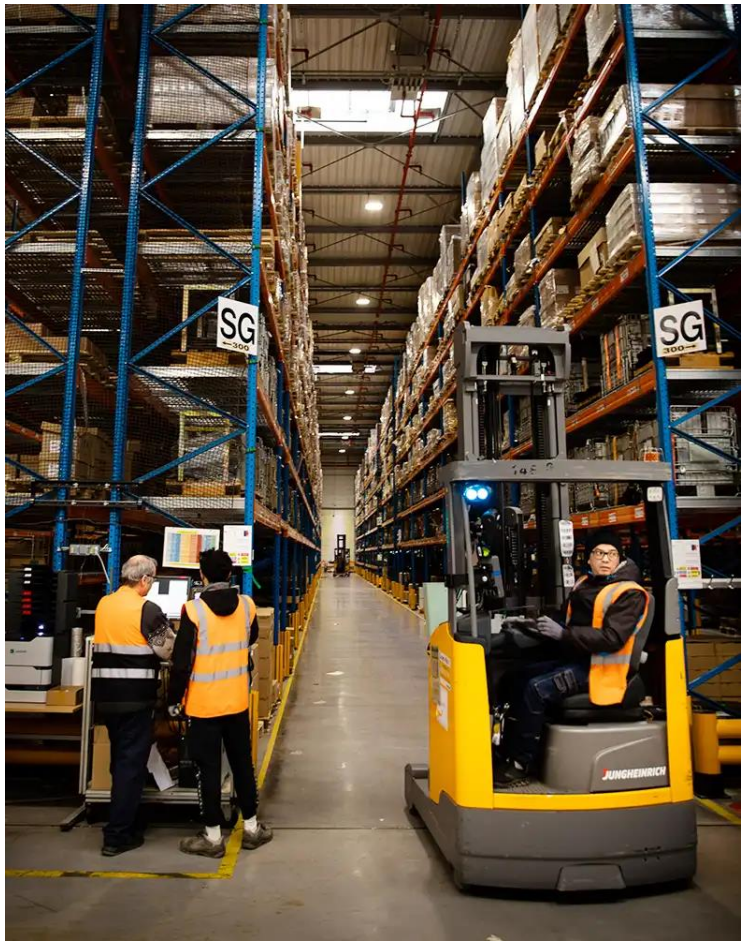
SOMFY

WE EMBRACE MOBILITY AT EVERY LEVEL

SUPPORTING INDIVIDUAL GROWTH AND THE COMPANY'S PERFORMANCE

At SOMFY, mobility is a key lever for attracting young talent, developing skills, and supporting the Group's strategic transformations.

We prioritize internal mobility while addressing the company's evolving needs. Our policy is based on three principles: transparency around opportunities, personalized support, and the recognition of skills. Our collaborators take part in annual development and performance reviews to define their career paths. Through our internal platform, we have access to nearly 3,000 detailed profiles, allowing us to offer cross-functional and geographical mobility opportunities that help individuals thrive while driving performance. We also have a framework to support external mobility, enabling personal projects to move forward securely. SOMFY is committed to enhancing long-term employability for its teams, making mobility a driver of collective excellence and personal motivation.



I joined the SOMFY teams as a temporary employee 15 years ago. Over the years, SOMFY broadened the scope, giving me opportunities to grow, learn, and move into different roles. Today, I'm an operations manager and a member of the Management Committee, overseeing a team of nine people. This mobility reinforced my motivation and my commitment to SOMFY. I want to give back to the company that has given me so much.

Heikeil Yahiaoui
Operations Manager

SOMFY

A COMMITMENT THAT NEVER WAVERS

OUR COLLECTIVE SPIRIT IS OUR STRENGTH AND OUR SIGNATURE

The engagement score reflects how our collaborators perceive their experience within the Group, particularly in terms of personal growth. We measure it every two years. According to our SOMFYSCOPE 2024 survey, the engagement score is 7.2—a strong result. Respect for our collaborators, the planet, ethical standards, the quality of human relationships, and work-life balance all stand out as key strengths.

This commitment is also evident in our support programs to help young people enter the workforce and to include individuals with disabilities. Through the SOMFY Foundation, collaborators can dedicate three days per year to community service or international solidarity missions. The Foundation focuses on three main areas: access to decent, sustainable housing, social integration, and environmental preservation.

13,6%

LOCAL ENGAGEMENT

Percentage of employees involved in community outreach initiatives

Objective 2030: 15%



