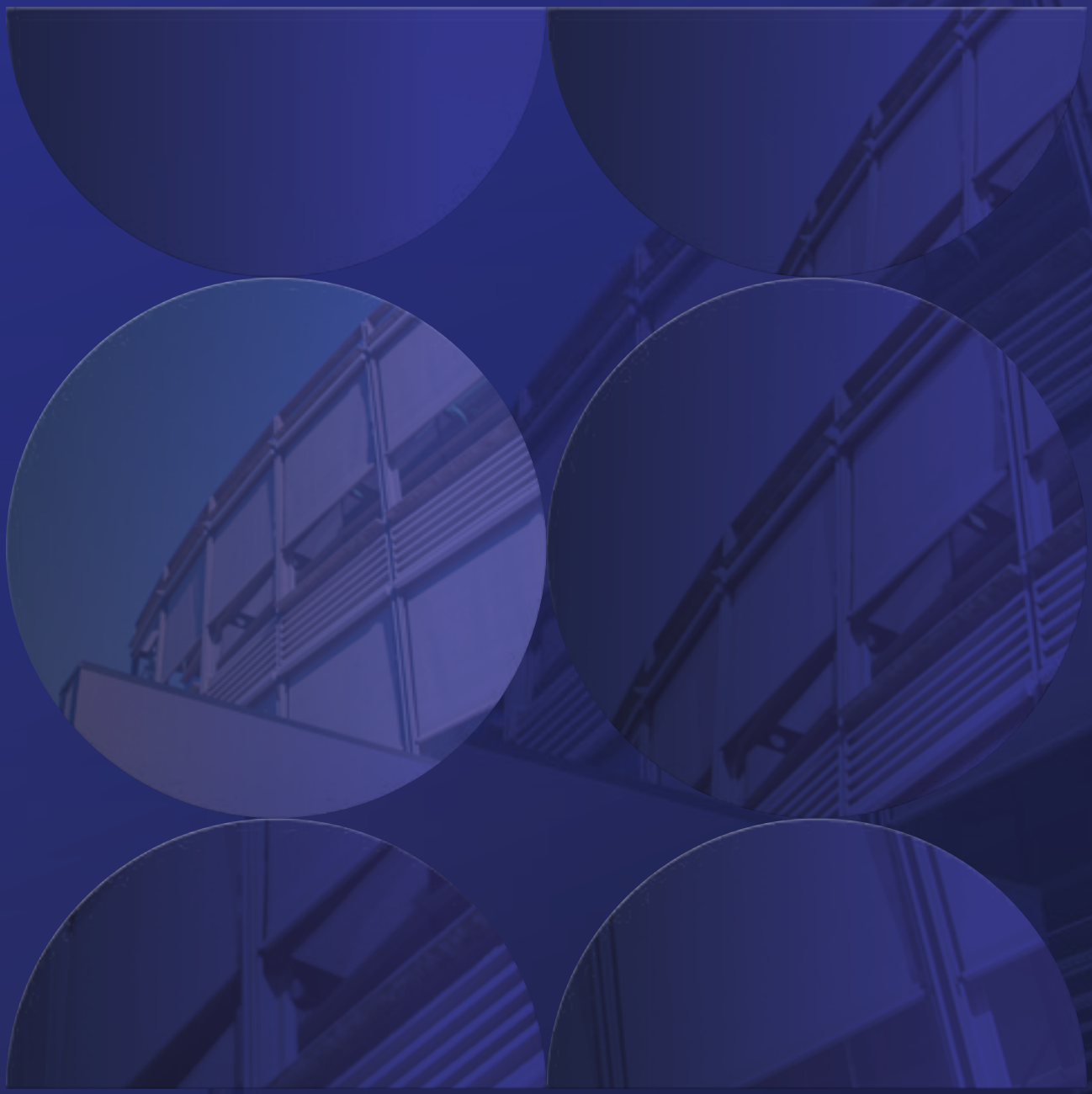


VOLUNTARY SUSTAINABILITY REPORT 2025

SOMFY

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ESRS 2 – General disclosures

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.

Against a backdrop of regulatory transition characterised by the end of the applicability of the Statement of Non-Financial Performance and preceding the entry into force of the CSRD, SOMFY has decided to publish a voluntary Sustainability Report. This Sustainability Report does not represent a sustainability statement in line with the CSRD but a voluntary declaration based on an ad hoc framework defined by SOMFY.

This approach is reflective of the Group's desire to anticipate regulatory developments and to prepare for future European requirements in a structured manner.

Basis for preparation

BP-1 – General basis for preparation of the voluntary sustainability statement

Scope of consolidation

Several scopes are used to present Voluntary Sustainability Report data.
– Group Scope: identical to that used for SOMFY's consolidated financial statements (excluding equity-accounted entities). The data covers all the Group's manufacturing, logistics, commercial and administrative activities. Newly acquired entities are integrated into the reporting following a period of adjustment lasting one financial year and entities disposed of during the year are excluded from the reporting scope on the date on which they exit the consolidation scope.
– Specific scopes: The definition of the scope varies depending on the type of data reported (environmental, social or governance related). This is covered in the methodology notes at the end of the document

For the double materiality analysis, please refer to the section "Management of impacts, risks and opportunities (IROs)". No subsidiary included in the consolidation scope is exempt from the individual or consolidated duty to provide sustainability information. All the consolidated entities are required to provide CSR data in accordance with the Group's reporting protocol, subject to the exceptions mentioned in BP-2.

Reference to the paragraphs of the standard or framework applied

This report is an ad hoc framework that draws on the former requirements of the SNFP and incorporates certain elements of the CSRD such as the reference paragraphs ESRS 1, §66-72 (principle of reliability and verifiability), ESRS 2, BP.1 to BP.2, ESRS E1 §AR 18-27 for climate calculation methods.

The main elements relating to the ad hoc framework, social, environmental, and health and safety scopes, and specific features of reporting for data related to greenhouse gas emissions, are presented in the appendix, at the end of the document, in the methodology notes. The reporting protocol including all the definitions is available upon request from SOMFY's registered office.

Upstream and downstream value chain covered by the Voluntary Sustainability Report

The Sustainability Report covers SOMFY's own activities and the main upstream and downstream links of the value chain:

Upstream: purchases of goods and services, transport and logistics, strategic suppliers.
Downstream: product usage, end of life and recycling.

Certain data relating to the value chain is estimated using indirect sources (see Methodology Notes – Specific reporting features for data relating to greenhouse gas emissions).

BP-2 – Disclosures in relation to specific circumstances

Specific time horizons

The 2030 roadmap clearly defines the Group's time horizons:

- Short-term: annual tracking of indicators
- Medium-term: intermediate targets in 2025
- Long-term: targets by 2030, in line with the strategic plan "Ambition 2030" and climate trajectories

These time horizons are consistent with the Group's strategic and budgetary cycles.

The 2030 horizon constitutes the sole reference for the three pillars of the strategy (Planet, People, Prosperity).

Promulgations of other legislation or reporting standards relating to sustainability

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.

PROOF OF COMMITMENT

External assessments have confirmed the progress made within the Group in terms of sustainable development. In 2025, the Group retained its Silver Medal in the EcoVadis Sustainability Assessment with SOMFY's overall score going up by five points in relation to 2024 to 76/100. Improving steadily since 2019, SOMFY is ranked in the Top 7% of the broad spectrum of companies subject to Ecovadis assessment each year and in the Top 3% of businesses within its sector.



As well as the ESRS requirements, SOMFY makes references to the following methodology frameworks:

- GRI: ESG standards in the Global Reporting Initiative.
- SDGs: Global Compact Sustainable Development Goals.
- ADEME GHG Protocol and Bilan Carbone® for greenhouse gas emissions,
- EIME CODDE (LCIE Bureau Veritas) for life cycle analyses,
- Carbone 4, AIB and EGRID databases for emission factors.

These benchmarks serve as a basis for the preparation and consolidation of the Group's sustainability indicators.

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

Composition, role and responsibilities of the administrative, management and supervisory bodies

TABLE: EXECUTIVE AND NON-EXECUTIVE MEMBERS OF ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

Number of executive members	**0**
Number of non-executive members	**9**

67 % of directors are independent.

Only SOMFY ACTIVITÉS SA has employee representatives on its Board of Directors.

The members of the Board of Directors and Executive Committee have extensive knowledge of the automation, home automation and connected device sectors, as well as international experience thanks to the Group's presence in 59 countries.

The sustainable development policy is overseen at Board of Directors level via the CSR Committee, which is comprised of four directors, including the Chairman of the Board of Directors and two independent directors. This CSR Committee meets three times a year to review progress, indicators and CSR action plans. Operational implementation is led by the CSR Director and their teams in coordination with the leaders of each strategic priority. The CSR Director sits on the Executive Committee.

Gender diversity within the administrative, executive and supervisory bodies

TABLE: MEMBERS OF ADMINISTRATIVE, EXECUTIVE AND SUPERVISORY BODIES BY GENDER

Gender	Number	Ratio (%)
Male	**5**	**55.56%**
Female	**4**	**44.44%**
Total members	**9**	**100%**
Ratio of male/female representation on administrative, executive and supervisory bodies [1]	**0.8**	

[1] The ratio of male/female representation on the administrative, executive and supervisory bodies is calculated as the average ratio between the number of men and women who are members of the Board of Directors.

Management's role in the processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities

Responsibilities related to sustainability are explicitly integrated into the mandates of the CSR Committee and the Executive Committee. These bodies ensure consistency between the Group's Ambition 2030 strategy, internal policies and the environmental, corporate and societal targets set for the medium and long term. Executive management, through the Executive Committee, oversees the implementation of the CSR policies and ensures the smooth integration of governance processes related to the impacts, risks and opportunities. The leaders of each strategic priority present their results and improvement plans regularly, ensuring ongoing monitoring.

The CSR Committee and Executive Committee monitor the CSR function via regular progress updates, ratification of key indicators and the monitoring of related roadmaps. Major decisions are referred to the Board of Directors for approval.

CSR reporting follows a defined chain of command: Leaders of priorities → CSR Director (Executive Committee) → CSR Committee → Board of Directors. This system ensures the reliability of the information and the company-wide circulation of results.

Sustainability matters are integrated into key internal functions: procurement, operations, human resources, compliance, health & safety, environment, legal affairs, internal audit and communication. This cross-company approach ensures coherence between business policies and CSR commitments.

The monitoring of CSR targets is based on quantitative indicators aligned with the 2030 roadmap. The results are consolidated and communicated to the Executive Committee and CSR Committee on a regular basis.

Since 2023, the members of the CSR, Audit and Risk Committees, as well as the Executive Committee, have been attending regular Corporate and Social Responsibility training. This upskilling helps to strengthen understanding of ESG topics within the governance bodies. The Group also has dedicated in-house expertise, through the CSR Directors and a specialist cross-company team.

Sustainability-related expertise

Once a year, the Appointments and Remunerations Governance Committee recommends a Training Plan to the Group's Board of Directors. The recommendations made in 2025 notably covered best governance practices in relation to CSR and the impact of the CSRD.

Certain members of the Board of Directors and CSR Committee have specific skills in the field of ESG as a result of their professional experience. This expertise is mobilised to oversee in particular the plans to cut greenhouse gas emissions (Scopes 1, 2 and 3), social topics - notably health and safety - and governance.

GOV-2 – Information provided to and sustainability topics addressed by the undertaking's administrative, management and supervisory bodies

The CSR Committee is informed of results and progress concerning the sustainability priorities three times a year. The Audit and Risk Committee is also kept informed several times a year. Regular interaction with the Executive Committee facilitates the ongoing monitoring of indicators and action plans.

The sustainability topics are incorporated into the Ambition 2030 strategy and are built around the pillars Planet, People and Prosperity. They are taken into consideration in the strategic decisions, internal policies and risk management processes.
The 17 material topics resulting from the double materiality analysis cover all the environmental, social and governance matters and serve as a basis for coordinating the Group's indicators and actions.

GOV-3 – Integration of sustainability-related performance in incentive schemes

Sustainability-related performance in incentive schemes

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 criteria account for 20 to 40% of the long-term incentive (LTI) variable remuneration , which applies to a population of approximately 120 Group managers.

The SOMFY ACTIVITÉS SA 2024- 2026 incentive agreement includes two CSR indicators representing approximately 10% of overall targets.

Performances are assessed each year based on the attainment of carbon trajectory targets. Social and customer satisfaction targets are also included depending on the year.

Indicators from the net zero roadmap are the benchmark in relation to the environment.

Incentive schemes are approved by the Executive Committee and the Board of Directors and updated according to the priorities included in the 2030 CSR roadmap.

GOV-5 – Risk management and internal controls over sustainability reporting

SOMFY has an internal control and risk management function dedicated to ESG data, to ensure the reliability, comprehensiveness, consistency and traceability of the information.

- **Data collection:** Information is submitted by the Group's entities, and HR, Health & Safety, and Environment teams. It is reported via and ESG data collection system (kShuttle). Local CSR coordinators are responsible for inputting and managing local data.

- **Internal controls:** System (completeness, format, variations) and manual (reviews by coordinators, reconciliations) controls are put in place. Data is archived to ensure traceability.

- **Risk management:** Risks of error, omission, non-compliance and security related to information systems are identified and managed via action plans (awareness raising, network management).

- **Governance:** Executive management and CSR Management coordinate implementation. The Board of Directors oversees the system through the Audit Committee and the CSR Committee. Cross-company and specific ESG controls are in the process of being integrated into inspection grids for the Group's internal control function.

- **Data validation and assurance:** Data is reviewed by the managers, validated by the functions and the Executive Committee before being reviewed at Board of Directors level via the Audit and Risk Committee and CSR Committee. It is subject to an external limited assurance audit by a statutory auditor. The reporting protocol is improved each year.

There are several types of risk: risk of error, omission or failure to understand definitions.

The strategy for mitigating these risks is structured around several areas:

- Leading a network of focal points throughout the year
- Raising employee awareness and providing them with information and training at the start of and during each collection process
- Provision of a reporting protocol
- Consistency checks on the reported data

The results of the risk assessments are shared with the departments concerned (CSR, HR, Procurement, Compliance, Internal Control) and integrated into each's planning and coordination processes.

The findings from the risk and internal control assessments are presented to the Executive Committee, Audit and Risk Committee and CSR Committee. These presentations are conducted by the functions themselves and/or the external auditor, ensuring ongoing monitoring and consideration of ESG topics in the overall governance.

Strategy

SBM-1 – Strategy, business model and value chain

Corporate strategy

SOMFY designs, assembles and distributes motors and automated devices (remote controls and adaptors) 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 supplier 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.

SOMFY's target markets cover residential and commercial buildings, with a commercial presence in 59 countries. Customers include B2B (installers, distributors, manufacturers) and B2C end users, with SOMFY combining product and service offers to address requirements in terms of comfort, energy efficiency and security.

SOMFY does not report any lists of products/services explicitly prohibited on certain markets; regulatory compliance (REACH, RoHS, Conflict Minerals etc.) is nevertheless a systematic criterion integrated into the procurement and supplier selection process.

Business model and value chain

VISION

Inspiring better ways of living accessible to all

AMBITION

To be the trusted partner for door and window automation in the home and commercial buildings.

RESOURCES

Human

- **6,071** employees, including **39.5%** in France and **60.5%** internationally [1]

Intellectual

- **18** R&D centres in **8 countries**
- **5%** of sales invested in innovation
- **80%** of employees received training during the year [2]

Industrial and commercial

- **8** production **sites** in **6 countries**
- Commercial presence in **59 countries**

Financial

- Long-standing and stable family shareholding
- Financial strength

Environmental

- Carbon footprint team
- Product eco-design approach since 2015 [3]

Civil society

- SOMFY Foundation since 2004

Business functions

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



Organisational principles

- **Architecture by function**
- **Customer-centric culture**
- **Digitalising the organisational model**

[1] Group scope.
[2] Social reporting scope.
[3] SOMFY's internal eco-design process, certified by an independent third party and formalised by Ecopassport PEPs.

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 CREATION

ENVIRONMENT

- **42%** reduction in scope 1 and 2 greenhouse gas emissions compared with 2019 [4]
- **38%** reduction in scope 3 greenhouse gas emissions with 2019 [5]
- **83%** of products sold have followed an eco-design process [6]
- **24%** reduction in annual electricity consumption per motor compared with 2019
- **84%** of electricity from renewable sources at manufacturing sites

SOCIAL

- **5%** of employees were promoted
- **26.6%** of women in management

GOVERNANCE

- EcoVadis Silver Medal: up 5pp vs 2024

Finance

- Sales = **€1,538 m**
- Current Operating Result = **€211 m**

Customers

- **21,243** customers interactions
- **2,175** patents in portfolio
- **9%** of sales generated by new products in the last two years [7]

Partners

- **4,757** experts
- Long-term relationship with suppliers

Commitment to local communities

- 836 community days

[4] Absolute reduction in emissions from energy consumption using market-based methodology.
[5] Reduction in the relative value, based on the number of motors sold, of indirect emissions over the entire value chain.
[6] All Group brands. [7] Scope excludes Teleco Automation.

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

The value chain covers: inputs (materials, components), operations (factories, logistics sites), downstream (distributors, installers, end customers) and business relationships (suppliers, partners, shareholdings).

SOMFY's internal operations involve assembly: inputs include materials (plastics, metal, electronic components), energy and external services.

The primary outputs are end products and services (motorisations, connected objects, aftersales services) that generate value: improved comfort and energy efficiency for customers, recurring service flows for the company, and creation of local jobs and knock-on effects for supplier ecosystems. SOMFY is also actively involved in developing the local economy through its Corporate Foundation.

In its value chain, SOMFY positions itself as an industrial-technology integrator, overseeing the design and logistics coordination whilst simultaneously driving forward CSR requirements in relation to its suppliers. Upstream, SOMFY sources all its components and materials from a large pool of suppliers of varying size and maturity and downstream distributes its solutions globally to a B2B or B2C ecosystem.

Sustainability and business model

SOMFY has made sustainable development a key element of its strategy and its Ambition 2030 programme. By bringing to life its vision – better ways of living accessible to all, the Group 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: Environment, Social and Governance.

Environment
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.

Social
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.

Governance
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.

2030 ROADMAP

SOMFY has drawn up a roadmap with key targets between now and 2030.
This roadmap is divided into operational indicators presented in each ESRS standard in the section, Indicators and Targets. Listed below are the high priority topics.

ENVIRONMENT

Challenges	Indicators	2021 benchmark	2025	2030 target
Reducing carbon footprint	Cutting greenhouse gas emissions Scopes 1 & 2 GHG Protocol, Market based (kt CO2e) [1]	15 kT CO_2e	-42%	**-50% vs. 2019**
	Cutting greenhouse gas emissions Scope 3 GHG Protocol, Intensity (kg CO2e/motor) [1]	108 kg CO_2e/motor	-38%	**-50% vs. 2019**

SOCIAL

Challenges	Indicators	2021 benchmark	2025	2030 target
Promoting fairness and inclusion in the teams	Proportion of female representation in management roles [2]	25.7%	26.6%	**40%**
Strengthening employee commitment	Percentage of Group employees involved in sponsorship, public interest and pro bono initiatives [3]	3.9%	14.1%	**40%**

GOVERNANCE

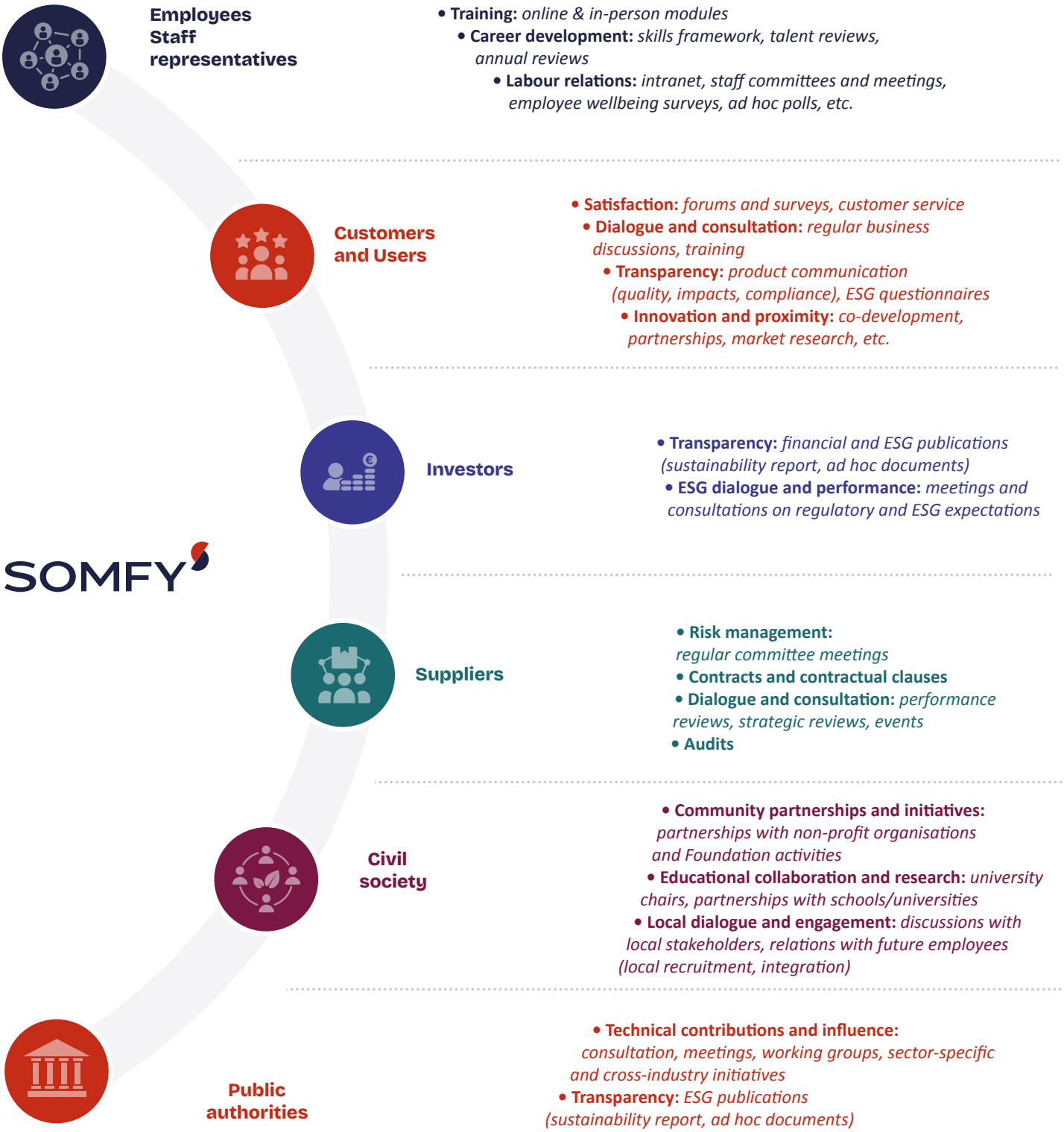
Challenges	Indicators	2021 benchmark	2025	2030 target
Growing with the Group's ecosystems	AAdherence to Suppliers Code of Conduct [4]	59% direct purchases	71.5% direct purchases	**95% direct purchases**
Putting business ethics into practice	Number of people trained in ethics and compliance [5]	657	3,024	**3,000**

[1] 2019 is the reference year for SBTi indicators.
[2] SOMFY employees on permanent contracts who are hierarchically responsible for at least one SOMFY employee excluding trainees are considered to be managers.
[3] Engagement of Group employees includes philanthropic activities, charitable and pro bono activities, recorded with effect from 4 hours of participation.
[4] The benchmark year is 2024. The scope has changed in order to separate direct and indirect purchases. Adherence is fully established by one-off acceptance of the supplier Code of Conduct.
[5] Over the last two years for connected employees.

SBM-2 – Interests and views of stakeholders

The Group conducts regular or occasional dialogue with its stakeholders, to take into account their points of view and interests. The results of such dialogue can influence the company's decisions concerning the direction to give its strategy or its business model.

These are presented in the diagram below.



SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Material impacts, risks and opportunities

The list of material Impacts, Risks and Opportunities (IROs) is presented at the start of each ESRS chapter.

Resilience of the strategy and business model

1. Long-term expectations regarding living environments

Recent crises (pandemic, rise in energy costs, geopolitical tensions, inflation) have increased demand for more comfortable and energy efficient homes. These expectations, now embedded in consumer behaviour, remain high despite the changing environment. SOMFY solutions, focussed on comfort and energy sobriety, continue to meet these effectively.

2. A business model adapted to continuing challenges

SOMFY has demonstrated its ability to adapt to recurrent disruption (supply chain pressures, geopolitical instability, etc.). Its model, tested by these successive crises, remains robust enough to absorb shocks and capitalise on opportunities within an environment that remains uncertain.

3. Value chain and risk management: a sustainable approach

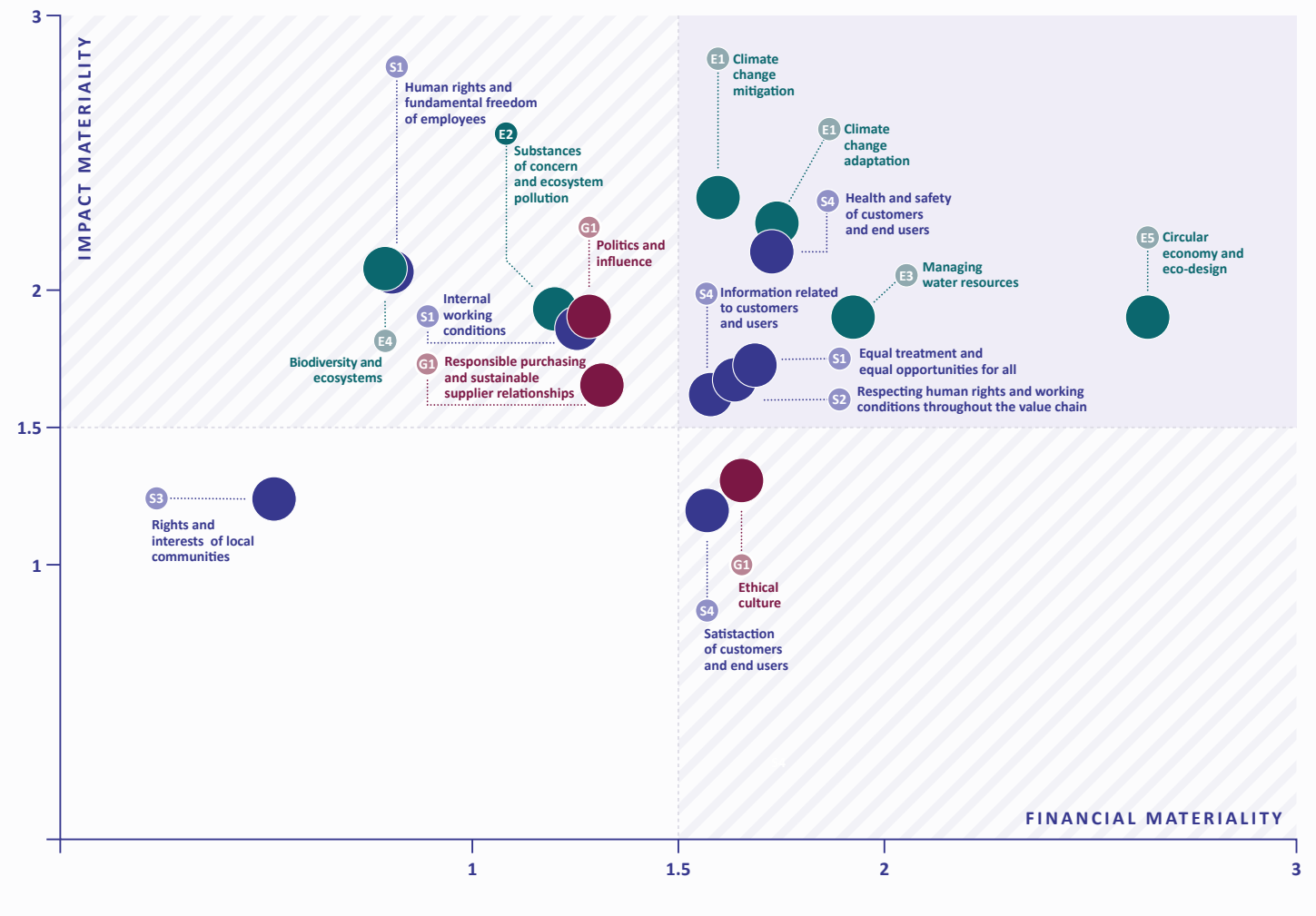
Faced with problems sourcing electronic components, SOMFY has diversified its sources and strengthened its business continuity plans. These measures, initially reactive, are now structural and safeguard production against a backdrop of persisting supply chain pressures. The Group also monitors physical (natural disasters) and transitional (environmental regulations, resource shortages) risks, with targeted action plans to limit their impact and capitalise on current opportunities.

Impact, risk and opportunity (IROs) management

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

Process to identify and assess material impacts

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



Environmental topics Social topics Governance topics

SOMFY's **double materiality analysis was conducted** in accordance with the requirements of the CSRD directive and cross-company ESRS 2 standards. It is based on the distinction between materiality of impact and financial materiality, as defined in ESRS 1.

The **impact analysis** assesses SOMFY's actual or potential, positive or negative, impact on people and the environment, while **financial materiality** aims to identify the ESG topics likely to generate significant financial effects on the company, notably in terms of performance, cash flows, costs, reputation or access to financing.

The scope used covers SOMFY's own operations, its supply chain (suppliers ranked 1 to N), the downstream chain (B2B clients and B2C end customers) as well as all business relationships.

The methodology is based on the 2022 single materiality matrix, reviewed through the prism of the ESRS to cover the sub-topics and sub-sub-topics in the section Application Requirements 16 (AR 16) of Delegated Regulation (EU) 2023/2772 of the Commission dated 31 July 2023.

The 18 initial topics were consolidated into 17 topics, facilitating the integration of the expectations expressed by stakeholders and ensuring complete coverage of the ESRS matters. An internal team of business experts has approved this structuring.

They then identified the actual and potential impacts associated with each topic, analysing the impacts of SOMFY's activities on the environment, company and stakeholders. Individual interviews helped to detail the nature of the impacts. Lastly, the project team plans to conduct a collective review to confirm the relevance and comprehensiveness of the impacts used.

Identification of the impacts, risks and opportunities (IROs) takes into account characteristics specific to SOMFY: a major operator in the electrical and electronic equipment sector, managing direct and indirect business relationships and operating in 59 countries.

For each IRO, the analysis specifies whether the origin of the risk or impact is located upstream, within direct operations, or downstream of the value chain. This approach has helped to focus the analysis on the areas, partners or activities presenting increased exposure to potential negative impacts.

The process analyses the impacts for which SOMFY can be responsible either directly through its activities (industrial, logistics and operations sites) or indirectly through its business dealings, whether relating to suppliers, commercial partners or clients.

The analysis is based on the consultation conducted in 2022 with 489 stakeholders, complemented by 17 interviews (internal and external), an in-house questionnaire (345 responses on Viva Engage) and customer surveys via My SOMFY Lab (116 B2C and 11 B2B responses).

In 2024, workshops with in-house business experts helped to integrate the updated perspective of employees regularly in contact with the principal stakeholders. This dual approach — broad consultation and in-house expertise — ensures a firm understanding of the expectations and concerns of stakeholders. These experts were further consulted during the revision in 2025 covering the IROs entering their scope.

The assessment of the IROs was conducted "gross", that is to say without incorporating the existing mitigation measures.

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. The materiality score of a topic has been set by the average of the materiality scores obtained for each of the IROs that comprise it.

This methodology has enabled the IROs to be ranked in order of priority in a coherent and comparable manner.

Scoring criteria for impacts:

For actual negative impacts, the importance depends on the severity of the impact, while for potential negative impacts, it depends on their severity and their likelihood.

Severity is determined based on the following factors: scale, scope and irremediable character of the impact. In the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood.

For positive impacts, the importance depends for actual impacts on the scale and scope of the impact; and for potential impacts, on the scale, scope and likelihood of the impact.

Process to identify and assess material risks and opportunities

For each topic, business experts assessed the potential financial impacts: effects on revenues, costs, assets, reputation, cash flows and the cost of the share capital.

The materiality of risks and opportunities was assessed by taking into account the likelihood of occurrence and the potential scale of the financial impacts.

Financial scoring criteria aligned with internal control criteria have been integrated at different levels of scale using the 2025 revision.

The risks and opportunities have been assessed according to the following criteria:

- Likelihood of occurrence from zero to five
- Importance of the risk/opportunity and financial score: from €0 to more than €50 million
- Scope of the risk: upstream, downstream, own activities and value chain
- Time horizon: short, medium, long term

The sustainability risks are taken into consideration alongside other categories of strategic risks affecting SOMFY within the Group's risk mapping, so as to guarantee balanced consideration in the management priorities.

Methodologies and assumptions

The double materiality analysis was completed by an internal multidisciplinary team made up of the HR, Sustainable Procurement, CSR, Ethics, Compliance, Health & Safety, Environmental, Data Protection, Lobbying and Sales functions.

Numerous interviews, workshops and collective review work mobilised significant resources and knowledge in order to ensure complete coverage of the topics and IROs. In addition, in order to best achieve this new exercise, the Group commissioned the services of consultancy firm, Goodwill Management, for the single and double materiality analyses.

Management process

The process is based on structured internal ratification.

In 2024, business experts supported and approved the restructuring of the single materiality topics, followed by the IROs and their scoring; and, during a second phase, were involved in reviewing the 2025 double materiality analysis.

Each time following the involvement of the business experts, the project team reviewed then approved the new elements.

The 2024 double materiality matrix was presented in 2025 to the Executive Committee which then granted permission to simplify and align them with the existing benchmarks.

The results from the double materiality analysis help to support the overall view of SOMFY's risks and are intended to be integrated into the Group's risk management processes.

The Group's list of strategic risks includes a number of ESG risks. The risks included are physical, transition-related and social risks representing a threat or obstacle to the company's viability, strategic objectives or business model. One section of the ESG risks is therefore reported and monitored at the highest level of the company, in particular by the Audit and Risk Committee.

The opportunities assessed to be material during the double materiality analysis are consistent with the opportunities identified in the Group's overall risk mapping process.

These opportunities make up the strategic plan, a key part of the growth drivers, which aim to provide a structured response to cover and mitigate the strategic risks.

Changes to the process for identifying, assessing and managing IROs

2024 marked the first time SOMFY conducted a double materiality analysis in line with the ESRS, based on the 2022 single materiality matrix.

Within the context of simplifying the ESRS standards following Omnibus and the presentation of the double materiality matrix to the Executive Committee, a revision of the double materiality analysis was carried out:

- The Executive Committee requested the clarification and summary of the Impacts, Risks and Opportunities (IROs) to improve their legibility and ensure their consistency.
- The financial scoring criteria aligned with those for internal control were integrated.
- The professional organisation, FIEEC (French Federation of Electric, Electronic and Communication Industries), conducted a sectoral materiality analysis in 2025. Its results were taken into consideration via a top-down approach.

This work led to a more coherent matrix, aligned with the sector's specific practices and expectations.

Ultimately, the number of material IROs identified was reduced to bring them into line with the number seen in comparable companies and in keeping with the sectoral matrix (105 IROs 51 of which are material).

IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's voluntary sustainability statement

The information published reflects the results of the double materiality analysis, based on the materiality threshold set at 1.5/4 and on the scoring criteria defined according to the ESRS.

It should be noted that, within the context of a voluntary report (see preparation basis), each material IRO does not systematically trigger a declaration in the 2025 report, therefore a certain amount of material information is not presently disclosed.

Explanation of the materiality assessment of a non-material ESRS

Given its activity and its geographic presence, SOMFY Group was not considered to have any material IROs for the sub-sub-topics related to ESRS S3.

In line with the FIEEC's sectoral matrix, ESRS S3 "Affected Communities" was considered to be non-material. As such, SOMFY Group does not disclose information on this ESRS in its report.



Environment

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ESRS E1 – Climate change

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material climate-related impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 1: CLIMATE CHANGE MITIGATION				
⊖ **Significant greenhouse gas emissions in the value chain**	The Group's activities and its entire value chain generate GHG emissions, which are linked to **the use of SOMFY products and the raw materials required for their manufacture**	**Value chain** **Own operations**	**REGULATORY** • **Financial penalties for non-compliance with European regulations** on the carbon footprint of products • **Increase** in EU carbon border **tax**	*No material opportunities have been identified for this topic*
⊕ **Development of products and solutions**	The development of SOMFY products and solutions contributes to climate change mitigation by **reducing the energy consumption of end users/customers** (smart building products and services)	**Upstream** **Downstream** **Own operations**	**OPERATIONAL** **Supply chain reorganisation** driven by new carbon regulations, resulting in **higher costs** **FINANCIAL** • **Transition costs** to more sustainable practices (R&D, investments, etc.) • **Increase in energy costs**	

Positive impacts ⊕ **Negative impacts** ⊖

To identify the topics related to **climate change mitigation**, SOMFY has taken into account:

- The double materiality requirements provided for in ESRS E1, by assessing both the significant impacts of its activities on the climate and the potential effects of climate change on its business model, operations and value chain.
- All its greenhouse gas emissions across scopes 1, 2 and 3, as well as the results of its lifecycle analyses, in order to identify the main levers to reduce them.
- Recognised climate scenarios (including those aligned to the goals of limiting global warming to 1.5 °C) to identify transition-related risks and opportunities.

These elements helped instruct the priorities in its plan to transition to a greener model and to define coherent actions.

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 2: CLIMATE CHANGE ADAPTATION				
⊖ **Exposure of employees in the value chain**	Les collaborateurs sont davantage exposés du fait de la croissante intensité et fréquence des **risques**	**Value chain** **Upstream** **Own operations**	**OPERATIONAL** **Disruption in the supply and production chain** due to the occurrence of a significant climate event, resulting in negative financial impacts	*No material opportunities have been identified for this topic*
⊕ **Provision of products or services**	These products and services help adapt infrastructures and improve habitability within the downstream value chain (e.g., solar protection, home automation, etc.)		**FINANCIAL** **Increased insurance costs for certain assets** (buildings) or inability to obtain cover for specific risks	

Positive impacts ⊕ **Negative impacts** ⊖

To identify the topics related to **climate change adaptatio**n, SOMFY has taken into account:

- The double materiality requirements defined by ESRS E1, by assessing both the potential impacts of climate hazards on its business model, sites, operations and value chain, as well as the way in which its activities can impact the territories in which the company operates;
- Analyses of exposure and vulnerability to physical risks, covering chronic (temperature rises, water stress) and acute (floods, storms, extreme events) climate hazards, on part of its sites, critical infrastructures and logistics flows;
- Climate scenarios recognised at international level, notably those of the IPCC, helping to anticipate changes to physical risks over the short, medium and long term.

The ongoing analyses will enable the identification of key vulnerable areas for the business and to guide the definition of its adaptation plan.

Governance

ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes

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. SOMFY's performance in relation to these indicators also forms part of the interest rate subsidy criteria relating to the Group's loan and the variable remuneration of executives.

A climate criterion is taken into account in remuneration: decarbonisation trajectory set by the Group and in particular across scope 3.

Strategy

E1-1 – Transition plan for climate change mitigation

Emission reduction targets

Climate change mitigation - Transition plan and targets

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.

This plan is led by the Environmental Performance Department and tracked annually.

Decarbonisation drivers and key actions

The key drivers are:

- Lower electricity consumption of the solutions
- Eco-design, in particular on materials
- Lower electricity emission factors in each country
- The use of electricity from renewable sources in our own operations

Details of the drivers and key actions are provided below, in Section E1-3.

Contribution of the Company to Climate Goals and Compliance with the European Taxonomy

All the automation and motorisation products related to solar protection help to reduce the environmental impact of buildings and in this regard are eligible for the Taxonomy.

Alignment of the transition plan with the Group's overall and financial strategy

With the appointment of a new Chief Executive Officer in 2025, the Group launched its strategic plan Play 2030, which replaces Ambition 2030. This new plan places financial targets and commitments to cutting the carbon footprint on an equal footing. Eco-design is now integrated into the heart of the product strategy, whilst a significant portion of investments is focussed on reducing the environmental impact. These priorities are directly reflected in the company's overall budget.

Progress made

The Group uses the SBTi (Science Based Targets initiative) framework to measure, monitor and assess the progress made in the implementation of its transition plan.

Submitted in 2021, the SBTi targets will be reviewed in 2026.

Science Based Target Initiative indicators	2019	2025	2025 change vs 2019	2030 target
Cutting greenhouse gas emissions Scopes 1 & 2 GHG Protocol, Market based *(kt CO_2e)*	15 kt CO2e	9 kt CO2e	**-42%**	**-50% vs. 2019**
Cutting greenhouse gas emissions Scope 3 GHG Protocol, Intensity *(kg CO_2e/motor)*	108 kg CO2e/motor	67 kg CO2e/motor	**-38%**	**-50% vs. 2019**

Management of impacts, risks and opportunities

ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

A Carbon Assessment® led to the creation of a mapping of the Group's environmental impacts and found that the leading driver of action was climate disruption. This Carbon Assessment® was carried out across scopes 1, 2 and 3 for the entire Group. It found that 86% of GHG emissions were related to the manufacture and use of SOMFY products (indirect scope 3 emissions) and 14% to the operations of the Group's sites (scope 1, 2 and 3 emissions).

SOMFY decided to set itself targets to reduce its carbon footprint by 2030 and to help limit the greenhouse gas emissions of buildings through the promotion of solutions that maximise the use of solar gains for thermal regulation.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Climate-related risks

Types of climate-related risks

SOMFY has identified two major categories of climate risk:

- Physical risks, primarily linked to extreme climate phenomena, energy availability and international supply chain dependency;
- Transition risks, linked to regulatory changes, new customer expectations, eco-design standards and energy efficiency market transformations.

These risks are monitored by the Environmental Performance Department and integrated into discussions between the Executive Committee and the CSR Committee.

Analysis of resilience

Scope

In 2022, the Group carried out a climate risk resilience analysis for all its industrial sites.

In 2025, the scope of analysis was extended to include the top 100 direct suppliers.

Methodology

The process took place in several stages.

The first steps for the industrial sites involved:

- **identifying climatic variations** with a potentially strong impact on the Group's operations. This analysis was performed using the EY CAP solution 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 remediation plans are included in the sites' business continuity plans concerned.

This analysis showed a relatively low level of residual risk.

In 2025, 100 supplier sites were added to the analysis thanks to the integration of their GPS coordinates in the AXA Climate's dedicated platform Altitude. The Group now has a current and prospective assessment of the related physical climate risks.

The next steps for all the sites will be the following:

- Verify potential risks with the help of actual local data to prove their existence
- Define priority actions
- Share the status report with a selection of strategic suppliers with a view to developing or reviewing remediation plans.

Time horizons

The current status report is based on the elements below.

Three time horizons defined in line with the SSP scenarios:

- 2030
- 2035
- 2050

Three scenarios used:

- Optimistic: SSP1-2.6
- Middle of the road: SSP2-4.5
- Worst case: SSP5-8.5

Results

The analysis shows that:

- The physical risks are moderate and manageable; there is no major risk identified over the short or medium term that would risk the longevity of SOMFY's industrial sites;
- The transition risks are significant but aligned with SOMFY's historical strengths (innovation, energy efficiency, automation).

Adaptability of the strategy and business model to climate change

SOMFY is helping to adapt buildings to climate change through the automation of its solar protection products which optimise management of energy from incoming sunlight.

- SOMFY products represent a major lever in mitigating emissions and a market opportunity within an environment of energy sobriety;
- Measures undertaken to cut carbon emissions (product efficiency, renewable energy, eco-design) improve the model's resilience;
- Demand for energy management and thermal comfort solutions should increase under the climate scenarios examined.

Climate change adaptation plan

The principal foundations of the Group's adaptation plan have been laid with the identification, assessment and management of the physical risks.

Human and financial resources have been mobilised to put in place practical remedial actions.

If this proves meaningful, the Group will set targets to improve the monitoring of its resilience in relation to climate hazards and thereby demonstrate its capacity to anticipate and withstand climate impacts.



E1-2 – Policies related to climate change mitigation and adaptation

[MDR-P] Policies adopted to manage material climate change sustainability matters

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. Moreover, more in-depth analyses have shown that, in the case of SOMFY, the roadmap for reducing greenhouse gas emissions was compatible with a reduction in the impacts on biodiversity and the use of resources.

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 undertaking and its products;
- **Maximising avoided emissions,** i.e. the energy savings made in buildings thanks to SOMFY systems;
- **Supporting carbon sinks** 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.

In relation to biodiversity, an audit of the company's impacts (Scope 3 included) was conducted which shows that the company's main impacts on biodiversity relate to electricity consumption and raw materials. The measures taken to cut the company's greenhouse gas emissions are also compatible with a reduction in the pressure on biodiversity.

SOMFY's environmental policy is based on several recognised standards and initiatives.

It notably complies with:

- ISO9001, ISO 14001, ISO45001, ISO50001 certifications within the framework of environmental management applied to industrial sites. Work was for example completed in 2024 when all the industrial sites became ISO9001 certified, and three of them (Nanxun, Niepolomice, Schio), became ISO14001 certified. Other sites are working towards ISO14001 certification in 2026-2027. Furthermore, two of the eight sites obtained ISO45001 certification. The Polish site is also ISO50001 certified.
- An internal eco-design policy through the intermediary of PEP Ecopassport to cover product lifecycle analyses and declarations. PEP Ecopassports are 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.
- The company's environmental policy and performances are assessed by EcoVadis, a recognised international body which scores CSR practices (environmental, social, ethics, sustainable procurement) according to international standards such as ISO 26000, the United Nations Global Compact and the GRI.
- *SBTi* to define and scientifically validate the decarbonisation trajectory.

Consideration of the interests of stakeholders (see SBM 2 Interests and viewpoints of stakeholders) has influenced the environmental policy by contributing to the **drawing up of priorities**:

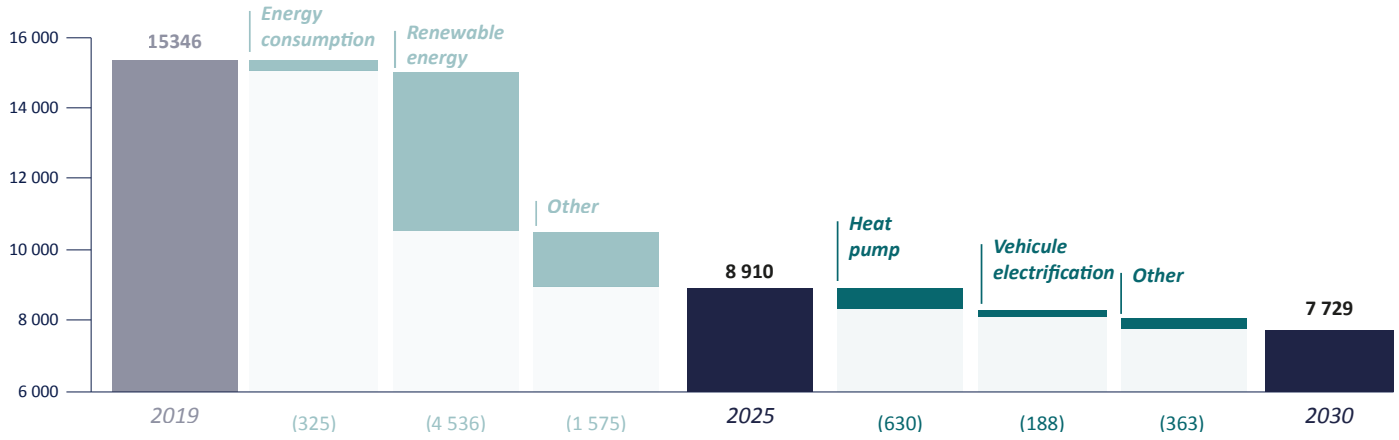
- Offering greener products,
- Accelerating the conversion to greener sites,
- Beyond these two main areas, acting on all the Group's activities.

The environmental policy is available on the Group's website to all potentially affected stakeholders.

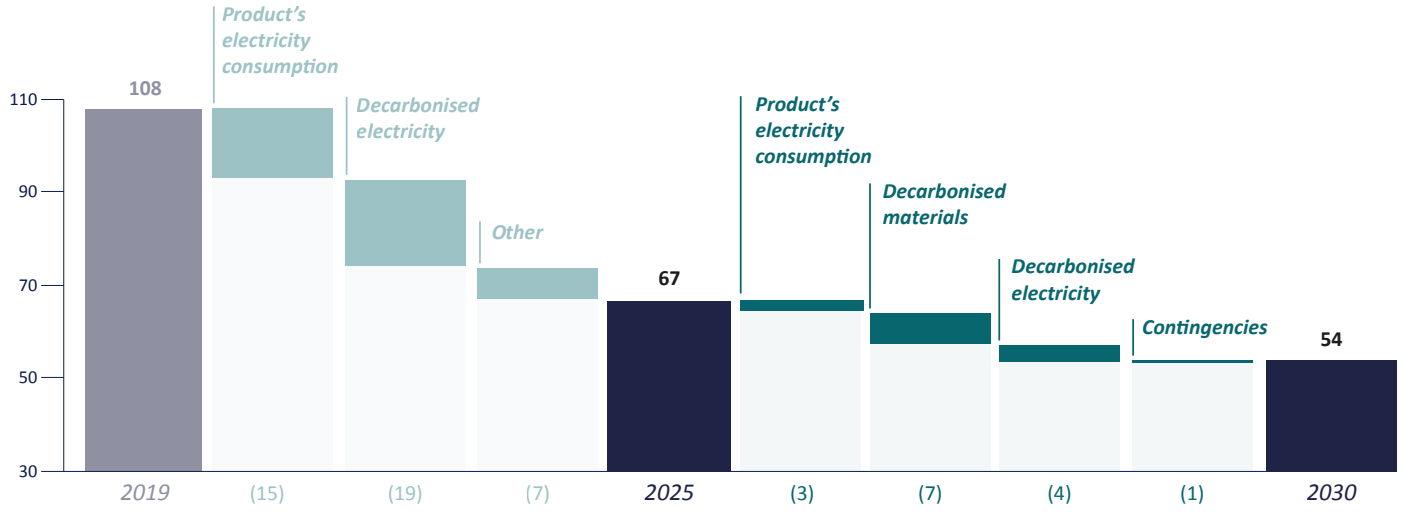
It is also made available internally to all Group employees.

E1-3 – Actions and resources in relation to climate change policies

Decarbonisation levers



2030 Target Process Report - Scope 1&2 (T CO2)



2030 Target Progress Report - Scope 3 (kg CO2/motor)

The Group has identified the main levers facilitating the reduction of its direct (scopes 1 and 2) and indirect (scope 3) emissions. These drivers combine internal measures with external dynamics, such as the gradual decarbonisation of electricity at global level. For scope 3, almost half of the expected reduction depends on these external factors.

As part of its commitments to reduce greenhouse gas emissions, SOMFY has adopted an approach focussed on achieving ambitious results. For certain key actions and certain activities, the Group has defined targets accompanied by time horizons. It does however retain the flexibility necessary to adapt its strategy in line with operational developments. The programme of actions is therefore based on achieving a balance between sobriety, improved efficiency and alternative solutions.

[MDR-A] Actions and resources in relation to material climate change sustainability matters

REDUCING THE CARBON FOOTPRINT

Focusing on carbon to reduce the Group's impact

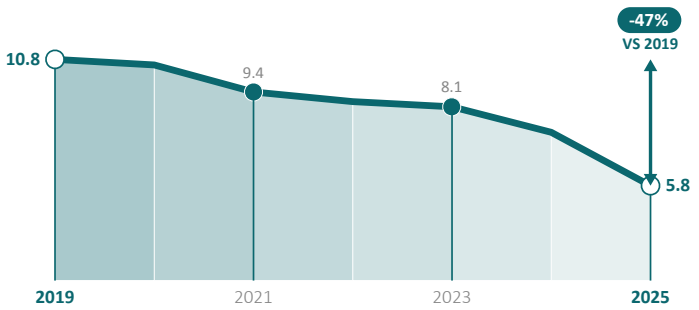
Offering greener products

SOMFY's Bilan Carbone® shows that **86% of the Company's greenhouse gas greenhouse gas emissions come from products** and, more specifically, from their electricity consumption. The rate was 88% in 2024.

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 in relation to the benchmark year 2019.

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. In 2025, the results included a 24% reduction in the electricity consumption of products compared with the previous year. This represents a break with previous years. In 2025 the roadmap for reducing the electricity consumption of Access motors (gates, garage doors etc.) was ramped up significantly. The below graphic shows the electricity consumption per motor sold in kWh across the Group's scope for motors that consume electricity. **Since 2019, electricity consumption has therefore fallen by 47%.**



Annual electricity consumption, per motor (kWh)

Beyond the power consumption of its products, SOMFY is committed to an eco-design approach to optimise their environmental impact. Eco-design standards are at the core of the industrial processes. They focus on the production phases with the greatest environmental impact.

The Group's eco-design approach is based on five criteria aimed at ensuring all products are eco-designed by 2030.

- Standby mode with low energy consumption.
- Extended battery life.
- Ability to dismantle easily for maintenance, repairs and recycling.
- Product packaging mainly uses recycled, renewable and recyclable materials.
- Verification by an external laboratory that the raw materials and substances used comply with environmental and health and safety requirements.

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 certification, initially called Act for Green®, which is awarded to products that meet environmental requirements that are more stringent than current regulations. After 10 years in existence, the communication was reviewed in 2025 to strengthen the eco-design measures in accordance with the Directive (EU) 2024/825. All eco-designed products are covered by a Type III environmental declaration as defined by ISO 14025, in the form of a PEP Ecopassport® (Product Environmental Profile), which is available on the organisation's website and in 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-CODDE (Environmental Information & Management Explorer) software. Each PEP is verified by an independent inspector, helping to ensure its compliance with the requirements of the PEP Ecopassport® Programme approved by the government.



By the end of 2025, **85%** of products sold under the **SOMFY brand** had undergone this certification process, compared with 79.9% in 2024. This rate was **83%** for **all the Group's brands**. The aim is to reach 100% of Group sales with eco-designed products having undergone this eco-design certification by 2030.

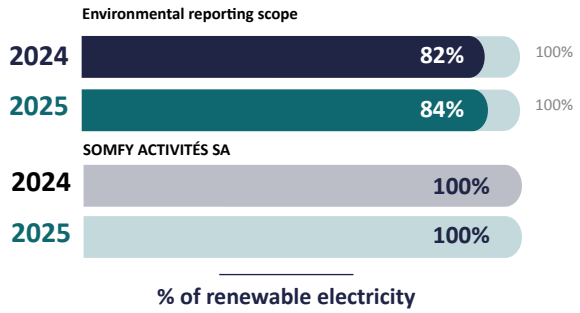
For SOMFY, reducing the carbon footprint of its products is a key area of collaboration with its B2B customers. In addition, a close dialogue was established with some of them to help develop its own Bilan Carbone®.

In 2025, 40 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 SOMFY sites form a minority in its Bilan Carbone®, the Group has made them a driver of action.

As such, in 2025, **84%** of the electricity used on its manufacturing sites is **of renewable origin** with the objective of reaching 100% by 2030. In 2025, all 8 Group manufacturing sites had signed green electricity contracts.



Focus on SOMFY ACTIVITÉS SA
SOMFY ACTIVITES SA's green electricity supply contract covered usage for the whole of 2025.

In 2025, 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 2025 at the Group's main manufacturing sites. In order to go further, an energy audit has been carried out at the Group's oldest sites, which led to the introduction of a blueprint for the short-, medium- and long-term redevelopment of the sites. In parallel, the second tranche of solar panels was installed at the Niepolomice site in Poland, thereby completing the installation of 1,000kWc. The Zriba site in Tunisia and the Schio site in Italy now have solar panels on their roofs, with 500kWc and 280kWc of power installed respectively. A project to connect to a district heating network is also underway at the Italian Schio site. 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 eight sites obtained ISO45001 certification (Niepolomice and the Czech Republic BU). The Polish site is also ISO50001 certified. In 2025, the Cluses factory was also in the process of becoming ISO 14001 certified.


SOMFY Niepolomice facility (Poland)


SOMFY Zriba facility (Tunisia)

Focus on SOMFY ACTIVITÉS SA
In 2025, efforts to reduce energy consumption continued with the help of the **energy management system** and an audit of current installations with the support on an external consultancy firm. These actions helped to define the potential reduction in energy consumption. An action plan is currently being drawn up to cover the main levers identified.

SOMFY Group wishes to explore the possibility of introducing geothermal energy to replace gas as the energy to heat its sites in France. Within this context, an initial geothermal energy feasibility study was conducted on three sites (Bonneville, Garette and R&D Center.

To verify the feasibility of a geothermal groundwater heating system, it is essential to check the direction of the groundwater flow directly below the site and its piezometric variations over a full year. Piezometers were installed in 2025.

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.

RAISING AWARENESS AMONG EMPLOYEESS

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 380 have taken part in a 2Tonnes workshop since 2024, including 175 in 2025. Employees were sent messages to improve their awareness of eco-friendly habits throughout the year.



In 2025, the Group introduced an AXA Climate training module, available in several languages, which offers digital learning content to raise awareness among and engage employees from companies and public bodies in relation to the transition to a more sustainable model.

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 both Germany and France in 2025. Management of this network is ongoing and involves the identification of key actions and the sharing of best practices.

PURCHASING

Purchasing accounts for **41% of SOMFY's carbon footprint** and 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, SOMFY took part in France in the "Mai à vélo" ("Cycling in May") event and initiatives were organised in July 2025 at many Group sites during the internal sustainable development day.



Focus on SOMFY ACTIVITÉS SA

The Sustainable Mobility Package includes a bicycle mileage allowance that can be combined with the reimbursement of 50% of the cost of public transport subscriptions (bus, train, etc.), up to a maximum of €450 per year.

TRANSPORT

Transport represents **4% of SOMFY's carbon footprint**. To reduce it, the Group rolls out a transport decarbonisation plan with three timeframes – 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) as long as it remains cost-effective;
– The optimisation of the filling rate of lorries when SOMFY is responsible for transport;
– Introduction of flight usage monitoring with a validation workflow to reduce the use of plane travel.

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. With the introduction of the new logistics platform in Angers in late 2025, transportation by rail is no longer possible and our transport teams have found an alternative by using HVO biofuel for the Bonneville-Angers leg.

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 2025, 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 repairability, as well as reconditioned devices.

MAXIMISING AVOIDED EMISSIONS

Providing solutions for energy efficiency

Solar radiation on a windowpane is roughly equivalent to the heating power of a 500 W 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 saving**.

SOMFY has developed a range of products to manage solar gains:

- The TAHOMA box, which includes a thermal comfort algorithm that manages solar gains according to the season: it promotes the opening of solar protections in winter when the sun is out and their closure during the summer to limit warming;
- The AMY interface includes a temperature sensor and an algorithm to manage heatwave days by anticipating high temperatures and keeping solar protections closed. This interface can also be integrated into products managed by Tahoma;
- The RS100 Solar IO also uses its solar panel as a sunlight sensor;
- The Sunteis sensor, launched in 2025, measures the outdoor temperature and sunlight levels. It can be used alone or in combination with TAHOMA. It also enables it to benefit from sun protections to promote energy and heat optimisation.

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

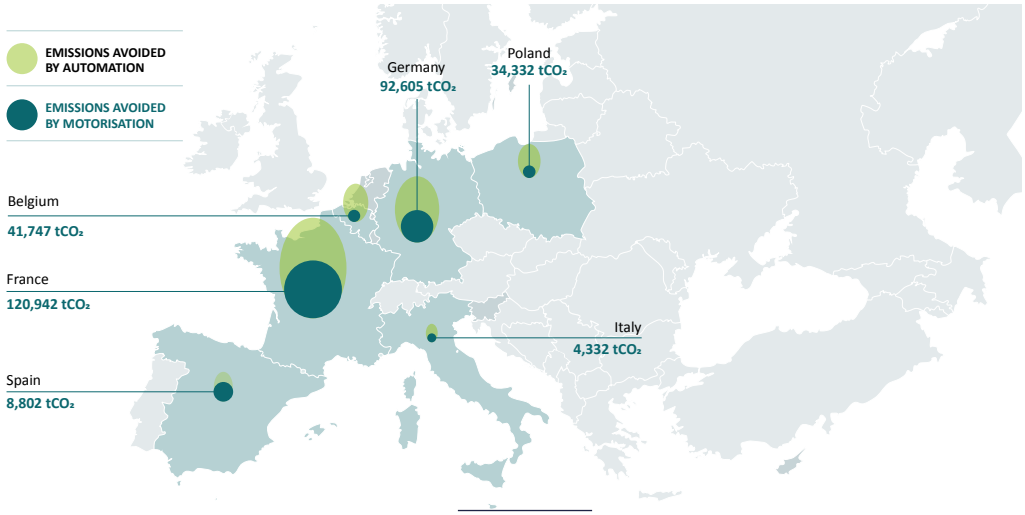
The avoided emissions are the difference between the reduced emissions in the building and the emissions induced by the products. The main findings of these calculations are as follows:

- 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.

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.

In 2025, an update of the avoided emissions calculations began and is continuing in 2026.



Emissions avoided thanks to motorisation and automation (Tonnes of CO_2)

BECOMING AN ENVIRONMENT CITIZEN



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

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. Expanded in 2021, its scope now includes the environment. These commitments extend internationally through pro bono activities organised by SOMFY subsidiaries.

These initiatives help to defend biodiversity at local level. On a voluntary basis, Group employees take part alongside local associations in activities such as planting trees, clean ups, upkeep of biotopes and removal of invasive plants. These projects do not involve other parties in the value chain, but can, depending on the case, have an impact that positively affects local stakeholders (residents or public authorities).

In France, the SOMFY Foundation also nurtures partnerships with local associations based near the Group's main locations. It therefore collaborates with nine environmental organisations who work to promote local solutions and raise community awareness.

In 2025, these projects accounted for a third of the 594 skills-based volunteering days delivered by the Foundation in support of locale non-profit organisations. The projects were completed in France, benefitting the organisations Apollon74, France Nature Environnement, Ligue de Protection des Oiseaux and Société d'Economie Alpestre de Haute-Savoie.

The Group's commercial entities also work to support biodiversity and carry out the same types of projects. In 2025, SOMFY Niepolomice (Poland) mobilised 105 employees as part of a sporting challenge to raise funds for a tree planting initiative.

In addition, several teams financially support different associations and foundations to help advance green initiatives. In 2025, a total of €144,000 was thus donated to the following organisations: Abeille et biodiversity, Abeille et environnement, Cercle Promodul/INEF74, Solucir, the SciDoSol academic chair of the Fondation Mines Paris Tech, and the organisations IDEES and GREEN Haute-Savoie.

[MDR-A] Resources in relation to material climate change sustainability matters

In 2025, the Group invested in several areas, the main ones being:

- New production site that received LEED Gold certification, indicating a high level of energy and environmental performance,
- Equipe Environnement which manages the decarbonisation trajectory,
- Installation of solar panels at certain production sites,
- Projects to reduce the electricity consumption of motors,
- Projects to integrate recycled materials.

The total amount of these investments was between €5 and €10 million.

Indicators and targets

E1-4 – Targets related to climate change mitigation and adaptation

[MDR-T] Targets related to material climate change sustainability matters

Challenges	Indicators	2021 benchmark	2025	2030 target
Reducing carbon footprint	Cutting greenhouse gas emissions Scopes 1 & 2 GHG Protocol, Market based (kt CO2e) [1]	15 kT CO_2e	-42%	**-50% vs. 2019**
	Cutting greenhouse gas emissions Scope 3 GHG Protocol, Intensity (kg CO2e/motor) [1]	108 kg CO_2e/motor	-38%	**-50% vs. 2019**
	Percentage of electricity from renewable sources	40%	84%	**100%**
	Percentage of products having followed an eco-design process	61.5%	85%	**100%**

[1] 2019 is the reference year for SBTi indicators.

Given that the primary objective of the policy is to reduce the carbon footprint, the Group addresses it by setting SBTi targets. The objectives validated by the SBTi are based on scientific data and guarantee compatibility with limiting climate change to 1.5 °C across scopes 1 and 2. Scope 3 was validated in terms of intensity and is therefore no longer correlated to IPCC scenarios.

The targets concern all the Group's activities, including scopes 1, 2 and 3 of the carbon assessment, the energy consumption of the products, industrial sites, purchases, employee mobility, and the solutions offered to customers to help reduce their emissions.

In order to define the targets, SOMFY used:

- Bilan carbone® (the main indicator guiding the Group's action plans is the breakdown of this carbon assessment by emission sources.)
- The SBTi framework
- Several climate scenarios from the IPCC have also been taken into account to assess the risks and define the adaptation plans

The baseline year of the first carbon assessment and that on which the calculations for the Group's decarbonisation trajectory are based is 2019. This base value is representative of the Group's activities and takes into account the energy mix of the countries, production volumes and indirect emissions of the products.

The scope and calculation methods evolve each year as the quality of the data improves. Since 2022, a new target for reducing the energy consumption of its products has been introduced as well as new management solutions (ERP transport, MyITFootprint for the digital footprint).

Whilst these adjustments have not changed the meaning of the Group's commitments, they reinforce their accuracy.

E1-5 – Energy consumption and mix

Energy consumption

TABLE: ENERGY CONSUMPTION BY TYPE AND AREA

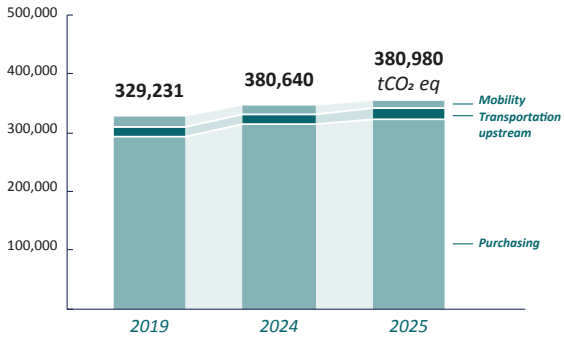
	Group Scope	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Energy consumption	**2025**	**2024**	**2025**	**Change**	**2024**	**2025**	**Chnage**
Gas *(kwh/m²)*	30	39	38	-4%	58	64	12%
Electricity *(kwh/m²)*	46	57	52	-10%	58	60	3%
Heating oil *(kwh/m²)*	0.6	0.2	0.7	280%	0.2	0.2	-6%
Energy consumption in kWh per m² *(kwh/m²)*	**80**	**97**	**90**	**-7%**	**116**	**124**	**7%**

In 2025 energy consumption grew slightly in 2025 with marginally higher heating temperatures, additional buildings to heat and unfavourable UDDs for certain countries. The addition to the scope of the new industrial site in Felgueiras led to a 7% fall in the ratio in 2025 since its total surface area was taken into account but the site opened at the end of the year and therefore consumed very little energy over the full year.

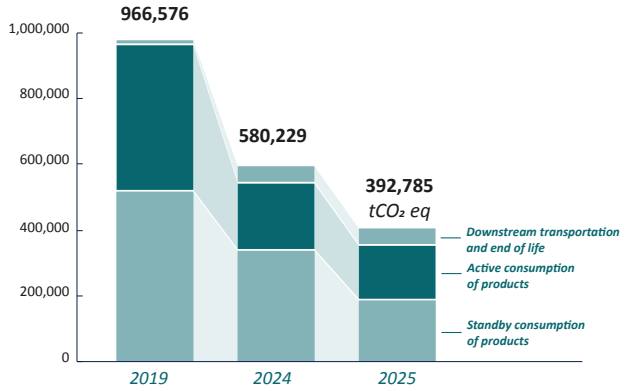
2025 marked the first time KPIs linked to energy consumption across the Group's entire scope were published.

E1-6 – Gross Scope 1, 2, 3 and Total GHG emissions

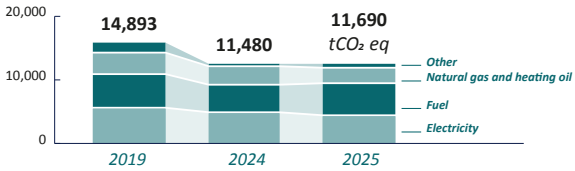
TABLE: GHG EMISSIONS DIVIDED BY SCOPES 1 AND 2 SCOPE 3 - GROUP SCOPE



Scope 3 upstream
49% of carbon assessment



Scope 3 downstream
50% of carbon assessment



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

Reduction of GHG emissions scopes 1 & 2

Reduction of GHG emissions scopes 1 & 2		2024	2025	Change
Location-based	Greenhouse gas emissions Scopes 1 & 2 (kt CO2e)	11.5	11.7	+2%
Market-based	Greenhouse gas emissions Scopes 1 & 2 (kt CO2e)	8.6	8.9	+4%

E1-7 – Greenhouse gas removal and mitigation projects funded through carbon credits

Removal and storage of greenhouse gas emissions from own operations and across the upstream and downstream value chain

SOMFY does not conduct any projects to absorb or store GHGs either within its own activities or within its value chain.

Carbon credits - Methodology

SOMFY invests on an ad hoc basis in carbon credits associated with reforestation and natural regeneration projects.

These projects are selected with caution and only financed if their quality it attested to by a recognised certification. To date, they have not been incorporated into the information related to GHG emissions.

For example, SOMFY has financed two agricultural carbon sequestration certified by the Low Carbon label. These projects were deliberately selected within France, close to the production and distribution sites. Credits will be generated in 2028 and 2029.

E1-8 – Internal carbon pricing

The internal price of carbon is a useful tool when deciding on whether to invest in decarbonisation.

The Group began by reviewing the different types of existing mechanisms in 2023 and 2024 thanks to the involvement of a study group followed by external environmental experts. The following year, an internal working group defined the application scopes. They were approved by the governance bodies.

Following a transitional test period on pilot projects, the internal price of carbon is now in force.

This represents a “shadow price”, a theoretical value that does not trigger any actual or accounting financial flows.

There are two main uses:

- Decision to launch projects according to return on investment including the carbon cost.
- Choice between several purchasing options according to internal price of carbon of each one.

ESRS E2 – Pollution

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material pollution-related impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 3: SUBSTANCES OF CONCERN AND POLLUTION OF ECOSYSTEMS				
⊖ **Presence of substances of concern and substances of very high concern in products and manufacturing processes, leading to pollution**	Substances such as **lead** and **plastic** can **impact natural environments** (pollution of living organisms, food resources) and the **health of employees** and local populations (across the entire value chain)	**Value chain** **Upstream**	*No material risks have been identified for this topic*	*No material opportunities have been identified for this topic*
Water pollution in the upstream value chain	**The extraction and processing of raw materials** (e.g., copper refining) generate **pollution in the upstream value chain**			
Air pollution in the upstream value chain	**The extraction and processing of raw materials** (e.g., plastic, steel, etc.) generate **pollution in the upstream value chain**			

Positive impacts ⊕ **Negative impacts** ⊖

To identify pollution related topics, SOMFY took into account:

- Activities of its industrial sites and waste monitoring indicators.
- Data related to soil, air and water pollution in the Life Cycle Analyses of its products. These elements are taken into account in the environmental declaration produced in the ISO 14040 PEP Ecopassport® format, which can be consulted on the association's website (https://register.pep-ecopassport.org/pep/consult).
- Consultation of its upstream supply chain concerning the presence of substances listed in the REACh, RoHS and PoP regulations.
- Laboratory analyses verifying the presence of these substances.

E2-1 – Policies related to pollution

[MDR-P] Policies adopted to manage material pollution sustainability matters

The double materiality analysis helped identify two types of pollution: extremely concerning substances contained in the products and waste generated in the production process of the products.

An initial step consists of the identification of the substances present in SOMFY products, in relation to regulations such as REACh, RoHS and PoP. Regular exercises are conducted questioning the upstream supply chain in order to obtain a list of the substances present in the parts supplied. This exercise is combined with the laboratory analysis of the ranges of products. By combining these two methods, SOMFY obtains a broad view of the concerning substances contained within its products.

Following this analysis, substitution projects are conducted to limit the presence of these substances.

As regards production waste, SOMFY is determined to reduce the amount of non-recycled waste it produces. As such, sorting facilities have been introduced at the production sites, with the different types of waste being taken to recycling facilities.

E2-2 – Actions and resources related to pollution

[MDR-A] Actions and resources in relation to material pollution sustainability matters

Following analyses that identified the presence of lead in certain parts, material substitution projects to use lead-free metal alloys were implemented and a replacement for electronic components is offered when lead-free equivalents are available on the market.

Regarding production, the factories have put in place sorting systems and contracts with waste processing specialists to ensure maximum recycling and limit final waste. Waste flows management is handled directly by the factories and a recycling indicator is monitored at both local and global level.



ESRS E3 – Water and marine resources

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material water and marine resources impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 4: MANAGING WATER RESOURCE				
⊖ **Water consumtion in the downstream chain**	Related to the **energy consumption of products during the use phase**	**Downstream**	**OPERATIONAL** **Water shortages** causing **supply chain disruptions** with **financial impacts** (inability to products components required for engine assembly)	*No material opportunities have been identified for this topic*
⊖ **Water consumtion in the upstream chain**	Related to the **extraction of raw materials such as copper and zinc**	**Upstream** **Value chain**		

Positive impacts ⊕ **Negative impacts** ⊖

To identify topics related to **water and marine resources**, SOMFY has taken into account:

- Activities at its industrial sites and indicators to monitor water consumption.
- Data relating to water in the Lifecycle Analyses of its products. Water consumption is taken into account in the environmental declaration produced in ISO 14040 PEP Ecopassport® format, which can be consulted on the association's website (https://register.pep-ecopassport.org/pep/consult). This indirect water consumption generated by the manufacture of products along the entire supply chain, is measured alongside 36 other impact factors on the environment.

Given that assembly activities are not water intensive, water consumption is primarily focussed on non-industrial usage and the supply chain.

E3-1 – Policies related to water and marine resources

[MDR-P] Policies adopted to manage material water and marine resources sustainability matters

Given the analysis findings, the Group's policy is based on two cornerstones:

- **Own operations**: SOMFY is committed to reducing its water consumption, for example, through the installation of infra-red taps at its sites.
- **Value chain**: the policy to cut greenhouse gas emissions has an impact on the reduction of water consumption related to its products. For example, reducing electricity consumption helps to directly reduce the water consumption required for the production of this very electricity. Similarly, eco-designing the mechanical structure of the products will help to reduce water consumption. The quantification of the volumes of water used in the value chain will be estimated with the help of the results of the lifecycle analysis and changes will be monitored according to the same methodology.

E3-2 – Actions and resources related to water and marine resources

[MDR-A] Actions in relation to water and marine 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.

Water consumption detailed in the consumption 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 (firefighting water storage tank) for a French site (mandatory every five years) and a leak in the main pipe at the Chinese site in September.

The impacts of the products themselves on the water used are monitored via calculations on the analysis of the lifecycle validated by the PEP Ecopassports. Eco-design initiatives help to reduce this impact.

Indicators and targets

E3-4 – Water consumption metrics

TABLE: TOTAL AND PER PERSON WATER CONSUMPTION

	Group Scope	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Water	**2025**	**2024**	**2025**	**Variation**	**2024**	**2025**	**Change**
Water consumption in m³	43,295	43,571	32,135	-26%	12,883	10,283	-20%
Ratio m³/employee	7.42	10.7	7.8	-27%	7.4	5.4	-27%

The sharp fall in water consumption per person between 2024 and 2025 within the manufacturing scope was primarily due to a reduction for the SOMFY ACTIVITÉS SA and Lianda sites. SOMFY ACTIVITÉS SA's reduction was linked to the fact that the sprinklers were not replaced in 2025, and Lianda's reduction was the result of replacing the underground water system to avoid leaks. 2025 marked the first time KPIs linked to water consumption across the Group's entire scope were published.

ESRS E4 – Biodiversity and ecosystems

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material biodiversity and ecosystem-related impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 5: BIODIVERSITY AND ECOSYSTEMS				
⊖				
Impact of SOMFY sites	The Group's sites generate impacts on ecosystems (soil sealing due to land take, transport-related impacts for sites located near sensitives areas)	**Own operations**	*No material risks have been identified for this topic*	*No material opportunities have been identified for this topic*
Ecosystem disruption	Related to the extraction, use, and production of resources (sourcing of metals and plastics)	**Upstream**		

Positive impacts ⊕ **Negative impacts** ⊖

To identify its topics related to biodiversity, SOMFY has introduced a mechanism compliant with ESRS E4 and aligned with the TNFD's LEAP methodology along its entire value chain.

Overseen by a dedicated team, trained in ESRS requirements, this process relies on an in-depth knowledge of the Group's activities and sites.

The project began with the comprehensive mapping of the value chain (upstream, direct operations, downstream) and the identification of the main interactions possible with biodiversity.

Between 2024 and 2026, an initial analysis whose methods included scientific uncertainties and assumptions was conducted to target issues likely to be material.

To consider this assessment objectively, several recognised solutions were employed: Global Biodiversity Score (GBS), High Impact Commodity List (HICL), UICN data combined with Blooming methodology, and IBAT database. Their results were consolidated into a matrix which records all the potential impacts and dependencies.

The topics used for the in-depth analysis were selected according to ESRS 1 by taking into account:

- Potential impacts and dependencies highlighted during workshops and through solutions;
- The most significant materials and activities in terms of volumes and potential pressures;
- A separate analysis by scope (direct, upstream, downstream), in order to ensure a fair and representative assessment.

The sites were analysed in accordance with the double materiality guide prepared with Blooming (external consultancy that supported the project) using an analysis by "consolidated" geographic region for own operations and using impacts and dependencies on raw materials for upstream in the value chain.

Strategy

ESRS 2 SBM.3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Two negative impacts were assessed as material for ESRS E4:

- On own operations: Impacts of SOMFY sites on ecosystems (soil sealing due to land take)
- On the upstream chain: Disruption of ecosystems due to the extraction and use/production of resources (supply of metals and plastics).

The results of the analysis have shown that the most significant negative impact is located in the upstream of the value chain.

The table below details the analysis of the material sites, risks and dependencies, activities negatively affecting sensitive areas and the publication of these sensitive areas.

Material sites	Risks and dependencies				Activities with adverse impacts on sensitive areas	Disclosure of sensitive areas (within a 5 km radius)
	Climate regulation: risks of damage generated by strong precipitation	Protection against flooding: overflow risks due to flooding	Change of use of land with freshwater and seas and climate change: risks of pressure on biodiversity	Risks of extinction of species		
SOMFY Cluses	⊗				Transport	• *Montagne de Chevran (Biotope Protection Order ; National ; Terrestrial and Inland Waters Protected Areas)* • *Vallée de l'Arve (Special Areas of Conservation (Habitats Directive ; Terrestrial and Inland Waters Protected Areas ; NATURA 2000) ;* • *Les aravis (Special Protection Area (Birds Directive), NATURA 2000)*
SOMFY Bonneville	⊗				Transport	• *Vallée de l'Arve (Special Areas of Conservation (Habitats Directive ; Terrestrial and Inland Waters Protected Areas ; NATURA 2000) ;* • *Massif du Bargy , NATURA 2000, Special Areas of Conservation (Habitats Directive)*
SOMFY Nanxun	⊗	⊗				
SOMFY Niepolomice		⊗			Transport	• *Puszcza Niepołomicka (Terrestrial and Inland Waters Protected Areas ; Special Protection Area (Birds Directive) NATURA 2000 ; Federal or national ministry or agency)* • *Niepolomice forest (IBA) Important Bird and Biodiversity Areas*
Rottenburg					Transport	• *Spitzberg, Pfaffenberg, Kochhartgraben und Neckar (NATURA 2000) ;* • *Trichter Ehehalde (Nature Reserve, national) ;* • *Mittlerer Rammert (IBA et NATURA 2000, Special Protection Area (Birds Directive) ;* • *Rammert (Landscape Protection Area, national) ;* • *Burglehen (Nature Reserve, National) ;* • *Spitzberg (National, Landscape Protection Area) ;* • *Schönbuch with Spitzberg (IBA) ;* • *Pfaffenberg (National, Landscape Protection Area) ;* • *Heuberg (National, Landscape Protection Area) ;* • *Oberes Neckartal mit den Seitentälern Rommelstal, Starzeltal und Eyachtal (National, Landscape Protection Area) ;* • *Neckar und Seitentäler bei Rottenburg (NATURA 2000, Special Areas of Conservation (Habitats Directive))*
SOMFY Zriba	⊗					
SOMFY Schio (BFT Italy)	⊗					
SOMFY Felgueiras (2025 new site)	⊗	⊗				
Dooya			⊗			
WAY	⊗					

E4-1 – Transition plan and integration of biodiversity and ecosystems in strategy and business model

Description of the resilience of the strategy and business model

The resilience of the strategy is detailed in Paragraph E1 of this Voluntary Sustainability Report.

E4-2 – Policies related to biodiversity and ecosystems

[MDR-P] Policies adopted to manage material biodiversity and ecosystem-related sustainability matters

The Group is committed to reducing the pressure it puts on biodiversity across its entire value chain and to contributing to a "positive for nature" trajectory, consistent with its climate commitments (ESRS E1).

This ambition is based on two drivers: limiting impacts and increasing support for the restoration of ecosystems.

Pillar 1 — Reducing impacts on biodiversity

1. More resource-efficient products

The Group is taking action to limit the impacts related to the design and usage of its products:

- **Reducing the energy consumption** of the products, supporting the CO_2 scope 3 – 2030 target.
- **Increasing the rate of recycled materials** by 2030.
- **Improving reliability and automation** for calculating rates of recycled and certified materials.
- **Ongoing improvement of biodiversity analyses,** as new data becomes available.
- **Substitution projects** for materials identified as becoming scarce.

2. More responsible sites

The Group is improving the management of the direct impacts of its industrial operations:

- Systematic application of **internal rules to protect biodiversity** on all sites.
- Roll-out or improvement of systems for **collecting rainwater**.
- Improved cooperation with **local stakeholders** (local authorities, managers of vulnerable areas).
- Reduction of impacts related to **transportation of supplies**, related to the CO_2 scopes 1 & 2 – 2030 targets.

Pillar 2 — Helping to reduce the impact on nature

3. Restoring ecosystems

The Group is involved in initiatives on the ground and programmes aligned with protecting biodiversity:

- Relationships with **local stakeholders**, notably for the sites situated in areas with issues (e.g. areas liable to flooding).
- Guarantee that supported **carbon sequestration projects** also help to improve natural ecosystems.

4. Mobilising employees

Internal awareness raising is an essential driver of transformation:

- Strengthening **biodiversity programmes** offered within the framework of the Foundation.
- Contribution to the target to increase **employee involvement** in philanthropic activities.
- Provision of **Axa Climate's Biodiversity module** for all employees.

Through this policy, the Group is underlining its desire to make biodiversity central to its strategic decisions, to take action along its entire value chain and to contribute over the long-term to the resilience of the ecosystems and territories in which it operates.

The support from Blooming has enabled the Group to structure a comprehensive and coherent Biodiversity policy. The action plan complements and strengthens existing measures and helps to identify new actions that will be rolled out from 2026. The frequency of analysis updates will depend on changes and reductions in relation to the uncertainties of the solutions dedicated to Biodiversity.

E4-3 – Actions and resources related to biodiversity and ecosystems

[MDR-A] Actions and resources in relation to material biodiversity and ecosystem-related sustainability matters

- **Pre-2025 measures:**

In Niepolomice, Poland, the factory is located on the edge of two protected sites belonging to the Natura 2000 network: Puszcza Niepolomicka 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. In parallel, 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, etc. 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.

• Measures introduced in 2025, that are ongoing or planned for the short or medium term



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 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 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 2025, SOMFY completed the structuring of its policy and action plan with the help of Blooming. Historic measures remained in place:

- The eight golden rules (wildlife-friendly mowing, switching off lights at night, planting of local species, etc.) remain in the buildings blueprint;
- The apiaries introduced at the four sites in the Arve Valley have produced 115kg of honey. The apiaries have made it possible to reintroduce the Black Bee of Savoy, a local endemic species in danger of extinction.

An initial harvest of honey from the apiary introduced at the Annecy-le-Vieux site, within the Glaisins industrial estate, was completed in collaboration with the association GEODE.

ESRS E5 – Resource use and circular economy

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material resource use and circular economy-related impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 6: CIRCULAR ECONOMY AND ECO-DESIGN				
⊖ **Extraction of raw materials**	The extraction of raw materials depletes natural stocks and contributes to the scarcity of resources (such as copper and zinc)	**Value chain** **Upstream**	**FINANCIAL** Increase costs due to **slowdowns or disruptions in the production chain caused by raw material supply difficulties**, rising costs of raw materials (steel, polymers, etc.) (€577 million spent on raw material purchases in 2022) and **market expectations regarding the recycling of end-of-life products**	Implementation of a **strategy based on the 7 principles of the circular economy**, contributing to **positive financial impacts** (including the development of maintenance services through Repar'Stores and De Haan WesterHoff)

Positive impacts ⊕ **Negative impacts** ⊖

To identify its topics relating to resources and the circular economy, SOMFY referred to:

- The principles of **double materiality in ESRS E5**, by assessing the impacts of its activities on the use of resources and the generation of waste, as well as the risks associated with the increasing scarcity of materials and changes in regulatory requirements;
- The **analysis of its flows of materials** (raw materials, components, packaging) to identify the critical consumption items and the opportunities for reduction or substitution;
- The **results of its lifecycle analyses** in order to identify the levers of eco-design: durability, repairability, modularity, reuse and recyclability;
- **Regulatory and sectoral monitoring** to anticipate key changes (EPR, eco-design requirements, waste management).

These elements helped to establish the priorities for reducing the use of resources and improving circularity throughout the lifecycles of the products.

E5-1 – Policies related to resource use and circular economy

[MDR-P] Policies adopted to manage material resource use and circular economy-related sustainability matters

The Group's decarbonisation strategy also aims to reduce the use of resources, notably thanks to the **eco-design of products**.

This begins from the design phase, by only using the quantity of materials required according to the function of the component.

Once the usage has been defined and the design established, SOMFY promotes the use of recycled materials, primarily for metals such as steel and aluminium, which are the most used. The rate of recycled material incorporated is monitored.

Plastics are also considered: either by changing the type of plastic to reduce its impact (for example, replacing polyamide with polypropylene), or by using recycled plastics.

For several years, the same approach has been followed for packaging: reduction of volumes, use of recycled cardboard and paper, and even replacement of expanding foam with alternatives based on biogas.

Targets for reducing the use of resources have been defined and are measured via the carbon footprint of materials, with an ambition to cut emissions by 100 000 tCO_2e by 2030.

E5-2 – Actions and resources related to resource use and circular economy

[MDR-A] Actions related to resource use and 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 repairability 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.

Focus on SOMFY ACTIVITÉS SA
In 2023, SOMFY launched an ambitious circular economy project dedicated to reusing S&SO RS100 motors returned to its aftersales service. Between 2023 and 2024, 455 motors were disassembled, enabling the recovery of subsections to be directly reintegrated into the Group's production line.

In 2025, SOMFY passed a new major milestone: instead of conducting a systematic disassembly, the Group produced its first batch of fully refurbished motors, thereby marking a tangible step forward towards a more sustainable economy.



SOMFY is involved in the collection of end-of-life products through its contribution to eco-organisations (Ecosytem, Corepile, SOREN) and promotes this network to 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.

Waste management

Limiting the production of waste in the value chain happens through the eco-design of products. Designers are encouraged to use recycled materials when this is possible and to limit the impact of their design. The indicator used for monitoring these actions is the amount of CO2 equivalent.

Indicators and targets

E5-3 – Targets related to resource use and circular economy

[MDR-T] Policies related to material resource use and circular economy-related sustainability matters

Eco-design is the Group's key action for limiting the use of resources and promoting the circular economy, and thereby helping to reduce the carbon emissions related to its products.

The following targets contribute to it:

- **Reducing the energy consumption of products from their initial design,** to reduce the energy required throughout their lifespan.
- **Choosing less carbon-intensive components and materials,** to reduce the carbon impact of the manufacturing phase of the products.
- **Increasing the proportion of recycled materials in the products,** by maximising the use of materials from recyclable manufacturing processes, thereby limiting the extraction of non-renewable resources.
- **Extending the lifespan of batteries** to avoid their frequent replacement and limit the use of non-renewable resources.
- **Developing a range of refurbished products,** to prolong their usage and reduce the impact related to the manufacture of new products.
- **Make spare parts available** for Access products to direct customers, end customers, and our in-house teams (e.g. repair workshop for tubular motors at SIMU), to promote repairs and extend the lifespan of devices.

The reduction target for the carbon impact related to raw materials is 100,000 tCO_2e by 2030, monitored and measured through the carbon footprint of materials used.

E5-4 – Resource inflows

The main inputs are related to products and are primarily metallic materials in a processed form (steel tube, laminated steel for motors, aluminium structures for Access products and copper wires for motor windings); as well as circuit boards. These materials are supplied by specialist companies that transform raw materials and/or assemble sub-components.

E5-5 – Resource outflows

Products and raw materials

Most of the products marketed are motorisations for solar protections and Access products. Their primary impact is energy consumption over their lifespan. Through eco-design, SOMFY strives to reduce their energy consumption requirements, particularly in standby modes. Similarly, the use of recycled materials is encouraged and is subjected to targets set by the Procurement function. The primary materials used are metals and more specifically steel, aluminium and copper.

The eco-design criteria include the ability to repair SOMFY products. These criteria are mandatory for all new developments and are applied to 80% of products sold. For the time being, spare parts are only available for Access products (motors for garage doors and gates).

In addition, a refurbishment initiative for Security products was launched using after sales returns. The product quantity is very limited.

Waste

TABLE: TOTAL WASTE PRODUCED

	Group Scope	Environmental reporting scope			SOMFY ACTIVITÉS SA		
Waste	**2025**	**2024**	**2025**	**Change**	**2024**	**2025**	**Change**
Non-hazardous waste in kg/unit	0.31	0.25	0.2532	-1%	0.76	0.72	-5%
Hazardous waste in kg/unit	0.04	0.008	0.014	89%	0.05	0.06	23%
TOTAL WASTE IN KG/UNIT	0.35	0.26	0.27	4%	0.81	0.79	-3%
% recycling of hazardous and non-hazardous waste	**74%**	**95%**	**95%**	**0%**	**100%**	**100%**	**0%**

The production process and the type of products generate primarily metallic waste which is recycled through SOMFY contributing to waste electrical and electronic equipment (WEEE) treatment networks and through contracts with specialist companies for production waste. The Group refers to Directive 2008/98/EC relating to the European classification of waste. In 2025, 95% of waste was recycled (environmental reporting scope), the rate remained consistent in relation to 2024. The term recovery discussed here encompasses operations involving recycling, repairing products for reuse, manufacture of waste-derived solid fuels, backfilling and energy recovery. Given that the amount of waste is heavily dependent on the number of motors produced, the ratio increased slightly between 2024 and 2025 (up 4%) following the 2024 scrapping postponed until 2025 for certain manufacturing sites.

2025 marked the first year that KPIs related to waste were published for the entire Group scope.



Social

Own Workforce 44

Workers in the value chain 56

Consumers and end-users 60

ESRS S1 – Own Workforce

Identification of impacts, risks and opportunities

Description of the processes to identify and assess material impacts, risks and opportunities related to working conditions, equal treatment and opportunity for all, and workers' human rights and fundamental freedoms

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 7: INTERNAL WORKING CONDITIONS				
⊖ **Unjustified use of precarious employment**	Types of precarious employment: fixed-term contracts, temporary work, etc.	**Own operations**	*No material risks have been identified for this topic*	*No material opportunities have been identified for this topic*
Impact on employees' physical and mental health	For example: workplace accidents, overwork that may lead to burnout, stressful work environment, inadequate safety standards, challenging working conditions (e.g. extreme temperatures)			
⊕ **High-quality social dialogue**	Affecting both permanent employees and temporary workers			
Decent minium wage				
TOPIC 8: EQUAL TREATMENT AND EQUAL OPPORTUNITIES FOR ALL				
⊕ **Promoting equal opportunities**	By fostering greater diversity and inclusion within the Group (age groups, social background, disability status, etc.)	**Own operations**	**FINANCIAL** **Financial losses** (litigation costs, loss of talent, etc.) **related to incidents of discrimination, unequal treatment or harassment**	*No material opportunities have been identified for this topic*
Enhancing internal and external employability	By upskilling and reskilling emmployees			
TOPIC 9: HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS OF EMPLOYEES				
⊖ **Use of illegal labour or labour under conditions that violate fundamental freedoms**	Forced labour, child labour, and lack of guaranteed access to decent housing in **the Group's factories located in countries considered "high-risk"** with regard to human rights protection	**Own operations**	**REGULATORY** Financial losses resulting from **financial penalties for non-compliance with human rights laws** (International Labour Organization) or from **loss of business and reputational damage linked to a scandal or boycott due to human rights violations**	*No material opportunities have been identified for this topic*
Mishandling of employees' personal data	GDPR			

Positive impacts ⊕ **Negative impacts** ⊖

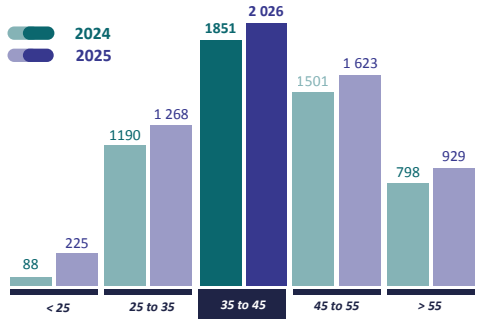
Strategy

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Description of the material impacts, risks and opportunities resulting from the double materiality analysis

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.



Workforce trends by age group

Management of impacts, risks and opportunities

S1-1 – Policies related to own workforce

[MDR-P] Policies adopted to manage material own workforce-related sustainability matters

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 initiatives continued in 2025. In this way, 1,650 employees completed 9,000 hours of training.

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. In 2025, eight promotions were arranged and 80 employees were able to develop their skills in the practice of providing 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.

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.

Approach in relation to Human Rights

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 guidelines:

- 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.

In 2023, SOMFY 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 **76.25%** within the workforce scope in 2025.
Finally, the ethics whistleblowing system is available to employees to report any incidents of harassment, discrimination or any other breach of human rights to the Group's Ethics Committee. In 2025, seven reports were handled in relation to these issues and were subject to penalties or remedial plans.

Employee dialogue

Focus on SOMFY ACTIVITÉS SA
Existing social dialogue mechanisms include social and economic committees (SEC), staff or union representatives, as well as other forms of consultation or collective expression.

The Social and Economic Committee:

- Is informed and consulted annually regarding the company's social policy, economic and financial position and strategic priorities
- Is informed and consulted periodically regarding any significant project impacting the general market of the company, health, safety or working conditions
- Can issue opinions/recommendations for the employer's attention, and use its power to issue warnings
- Manages the budget and the range of cultural and social activities for employees
- Is appointed and reappointed every four years during professional elections
- composition: 19 full members and 19 substitutes (plus 3 union representatives)
- Frequency of meetings of members: monthly

Dialogue to promote collective action

- Expressing the interests of all stakeholders
- Sharing possible solutions
- Identifying solutions that take into account the common good

Negotiations: framework and topics covered

An annual agenda sets the topics and timescales for the talks.

Three mandatory areas:

– Remuneration, working time and sharing added value
– Equality and quality of life at work
– Jobs and career path management

Parties involved in talks

- Leadership team
- Representative unions
- The Social and Economic Committee (incentives)

Existing social dialogue mechanisms

- Social and Economic Committees (SEC)
- Employee / Union representatives
- European bodies (European works council), where applicable
- Other forms of consultation or collective expression

Health and safety

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.

Discrimination and inclusion

PROMOTING THE SUSTAINABLE EMPLOYABILITY OF EMPLOYEES

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.

For example, in 2025 29 women (12 more than in 2024) followed a "Women in Leadership" development programme (EVE and TREMPLIN 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.

Moreover, 2025 saw the launch of the Perspective programme, a strategic programme dedicated to fast tracking the careers of women in factories, with an initial promotion of 10 female workers in the field.

Gender equality is closely monitored in its recruitment process. In 2025, for SOMFY ACTIVITÉS SA, 43% of people recruited into positions equivalent to executives or higher were women.

In 2025, SOMFY Group continued to measure the Rixain law indicator on the share of women in its leadership bodies: women accounted for 36.6% of the composition of these bodies.

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 and also to generalise the actions already implemented by SOMFY ACTIVITIES SA at Group level.

At the end of 2025, 26.6% of Group managers were female, representing an increase of 1.1 percentage points year-on-year.

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.

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

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 2025, in France, more than 117 contracts were concluded to welcome young people in education at SOMFY. 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 2025 , SOMFY ACTIVITES 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 People, Culture and Organisation 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 growth 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.

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

[MDR-A] Actions and resources in relation to material own workforce-related sustainability matters

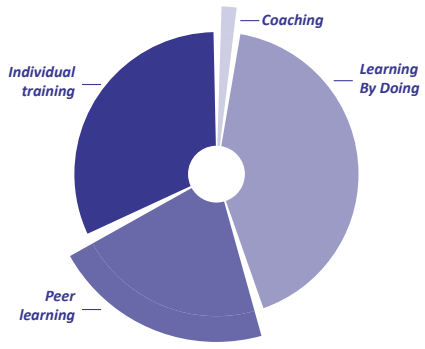
ENSURING THE SUSTAINABLE EMPLOYABILITY OF EMPLOYEES

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 2025, 92% of employees benefited from this review, which enabled the identification of more than 15,200 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.



Development initiatives by type
SOMFY Activités SA

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 2022, SOMFY Campus became a portal in which 4,500 employees can create individual skills-based development plans (650+ modules relate to business skills).

In terms of a common course accessible to all employees, 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.

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.

Other training modules are also offered. For example, 345 Speexx licences were used in 2025, accounting for just over 3,300 hours, thus helping to address the business challenge of improving English language skills.

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 2025, 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 3,897 people.



Strengthening the Group's competency frameworke

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 ACTIVITES 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 2025, the careers and development of more than 3,697 employees were evaluated as part of Talent Reviews, i.e. 10% less than in the previous year (4,112).

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.

The talent assessment process also continued to be improved in 2025 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 mobilitye

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. 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, managed mobility 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 2025. 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.).

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 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.

A preventing employee burnout workshop was offered to managers both in and outside France. The initiative continues and in 2025 60 managers in France participated in the programme.

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. It also teaches 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 safety policiesé

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.



Major achievements in 2025 helping to ensure a healthy and safe working environment and preventing work-related accidents and occupational diseases included:

- Several topics related to health have been promoted, such as sleep, non-standard working times and diet, Pink October and Movember, and through in-person events and webinars;
- The Group has continued its initiatives to safeguard against risks related to batteries by complementing its standards on the storage and transportation of hazardous materials, and by supporting the introduction of measures during site visits;
- A particular focus has been placed on certain operational risks such the storage of goods in racks, working at heights, engine charging zones and hosting external companies. Modules to increase awareness of the risks have been developed for the employee population unaware of these risks. The feedback process for safety-related events has also been improved;
- Lastly, the Group's principal standards and best practices have begun to be implemented in the new factory in Portugal, whilst initial visits have taken place within Repar'stores, Teleco and De Haan Westerhoff.

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 2025, just over 400 people were enrolled in the Group onboarding programme (500 in 2024).

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 Répar'stores, Teleco and De Haan Westerhoff). 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.

Indicators and targets

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

[MDR-T] Targets related to material own workforce-related sustainability matters

Challenges	Indicators	2021 benchmark	2025	2030 target
Promoting fairness and inclusion in the teams	Proportion of female representation in management roles	25.7%	26.6%	**40%**
Strengthening employee commitment	Percentage of Group employees involved in sponsorship initiatives	3.9%	14.1%	**40%**

S1-6 – Characteristics of the undertaking's own workforce

Characteristics of the undertaking's own workforce – number of employees by gender

TABLE: NUMBER OF EMPLOYEES BY GENDER AT THE END OF THE REPORTING PERIOD

	Reporting scope for social data	SOMFY ACTIVITÉS SA
Male	3,062	1,263
Female	2,779	829
Total	5,841	2,092

The number of employees is defined as the number of holders of a permanent/temporary employment contract, including work/study students and excluding interns) employed at 31/12/2025.

Characteristics of company employees – number of employees by country

Countries in which the company has at least 50 employees are taken into account.

TABLE: NUMBER OF EMPLOYEES BY COUNTRY AT THE END OF THE REPORTING PERIOD – 50 EMPLOYEES OR ABOVE

Workforce – Group scope	Number of employees	Percentage
France	2,402	39.6%
Tunisia	1,032	1.7%
Poland	556	9.2%
Italy	419	6.9%
China	298	4.9%
Germany	286	4.7%
US	141	2.3%
Spain	87	1.4%
Netherlands	69	1.1%
United Kingdom	58	1%
Australia	50	0.8%

Employee turnover rate

TABLE: EMPLOYEE TURNOVER RATE

	Group Scope	SOMFY ACTIVITÉS SA
Number of employees who have left the company	506	170
Employee turnover rate during the reporting period*	10.1%	8.1%

* (Arrivals + Departures over the last 12 months / 2) / Total number of employees counted at the beginning of the period
Only permanent contracts, whether suspended or not, are included in the calculation. Apprentices, interns, and fixed-term contracts are excluded.

S1-8 – Coverage of collective bargaining and social dialogue

Collective bargaining

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 76.25% within the workforce scope in 2025.

S1-9 – Diversity metrics

Gender breakdown by management level

TABLE: PROPORTION OF FEMALE REPRESENTATION IN THE WORKFORCE AND PROPORTION OF FEMALE REPRESENTATION IN MANAGEMENT

	Reporting scope for social data			SOMFY ACTIVITÉS SA		
	2024	2025	Change	2024	2025	Change
Proportion of female representation in the workforce (end of the period)	45.4%	47.6%	+2.2pp	40%	39.6%	-0.4pp
Proportion of female representation in management roles (end of the period)	25.5%	26.6%	+1.1pp	32.5%	33.5%	+1pp

Female representation in the workforce is increasing within the Group despite a slight dip at Somfy Activités SA. Female representation in management grew sharply within the Group and at Somfy Activités SA.

Breakdown by age

TABLE: AGE PYRAMID – GROUP SCOPE

	Number of employees (workforce)	Percentage of employees (%)
< 25	225	3.7%
25 to 35	1,268	20.9%
35 to 45	2,026	33.4%
45 to 55	1,623	26.7%
> 55	929	15.3%
Total workforce	6,071	100%

S1-12 – Persons with disabilities

Advancing the employment of people with disabilities within Somfy

Promoting diversity and inclusion makes work environments safer, more fulfilling and more productive. At SOMFY, we make diversity, and in particular the inclusion of people with disabilities, a lever of performance and innovation. Welcoming and valuing differences is a strength for our Group. Since 2020, SOMFY has, through its people-focused project and its disability policy, been committed to providing a framework in which every individual finds their place, feels valued and achieves their full potential.

Continuing commitment to tangible actions in 2025

SOMFY maintained its inclusive ambition in 2025, with a range of solutions promoting the inclusion of people with disabilities and the development of an environment conducive to their professional fulfilment. The main initiatives rolled out include:

- **Renewal of disability commitments:** renewal of an agreement concluded for the period 2023-2025, affirming our determination to make progress.
- **Raising employee awareness:** regular campaigns to develop a shared disability culture.
- **Partnerships with disability friendly companies:** collaboration with a communications agency specialised in disability and support from an expert consultancy to recruit talents with disabilities and prepare digital forums.
- **Improving skills:** dedicated training for key disability roles within the company (HR, managers, representatives, etc.) to better understand the challenges related to disability at work. These efforts led to more than 400 people being trained on this key issue.
- **Targeted actions to promote worker retention:** adapting hours and roles, authorisations for paid absence at a rate of four days per year over three consecutive years, and much more.
- **Creation and coordination of a Relais Handicap network:** for the past year, these representatives in place at all SOMFY sites in France have played an essential role in supporting employees and managers, under the coordination of the Disability Officer.
- **Boosted professional integration:** employees are actively involved in welcoming disabled people through work experience (PMSMP) and DUODAY. These schemes offer the opportunity to explore new directions, validate a retraining project or to return to the professional environment following a break.
- **European Disability Employment Week (EDEW):** each edition, with 2025 being the sixth, is marked by inspiring testimonials from employees as well as instructive conferences on current topics.

Through these practical development initiatives, SOMFY is reaffirming its role as a committed advocate for a more inclusive society, whilst fully assuming its social responsibility. By combining company performance with respect for every person's uniqueness, the business is committed to a policy of sustainable social impact, for the benefit of employees, partners and the community. Investing in wellbeing and inclusion means contributing to the construction of a more united, responsible and innovative future.

S1-13 – Training and skills development metrics

Performance appraisal and career progression metrics

TABLE: PERCENTAGE OF EMPLOYEES WHO WERE PROMOTED / CHANGED POSITION WHO COMPLETED AT LEAST ONE TRAINING MODULE

	Reporting scope for social data		SOMFY ACTIVITÉS SA	
	2024	2025	2024	2025
Percentage of employees who were promoted/changed position	6.9%	5.4%	10%	8%
Percentage of employees who received training	94%	79.9%	97%	91.1%

S1-14 – Health and safety metrics

Health & safety management system

TABLE: HEALTH & SAFETY COVERAGE OF STAFF (PAID)

	Group Scope
	Employees
Percentage of staff covered by a health & safety management system	100%

Death

TABLE: NUMBER OF DEATHS AMONGST STAFF AND OTHER WORKERS DUE TO ACCIDENTS AT WORK OR OCCUPATIONAL DISEASES

	Group Scope		
	Employees	Other workers	**Total**
Work-related deaths	0	0	**0**
Death due to occupational diseases	0	NC	**0**
Total	**0**	**0**	**0**

Work-related accidents recorded

TABLE: NUMBER OF WORK-RELATED ACCIDENTS RECORDED AMONGST WORKFORCE – EMPLOYEES AND TEMPORARY STAFF (WITH AND WITHOUT WORK STOPPAGE) – EXCLUDING COMMUTING

	Group Scope			SOMFY ACTIVITÉS SA
	With stoppage	Without stoppage	**Total Group**	**Total SASA**
Employees	39	22	**61**	**12**
Temporary workers	11	7	**18**	**6**
Total	**50**	**29**	**79**	**18**

TABLE: RATE OF ACCIDENTS* WITH STOPPAGE AMONGST WORKFORCE – EMPLOYEES AND TEMPORARY STAFF

	Group Scope	SOMFY ACTIVITÉS SA
	With stoppage	
Employees	3.78	3.74
Temporary workers	9.48	24.00
Total	**4.36**	**5.20**

Accident rate: number of accidents with work stoppage / Total number of hours worked 1,000,000

Occupational diseases recorded

TABLE: NUMBER OF CASES OF OCCUPATIONAL DISEASES

	Group Scope	SOMFY ACTIVITÉS SA
Total Employees	**12**	**1**

Days losts

TABLE: NUMBER OF DAYS LOST TO WORK-RELATED ACCIDENTS

	Group Scope	SOMFY ACTIVITÉS SA
Salariés	3,992	2,119
Intérimaires	56	29
Total	**4,048**	**2,148**

ESRS S2 – Workers in the value chain

Identification of impacts, risks and opportunities

Description of the processes to identify and assess material impacts, risks and opportunities related to respect for human rights and working conditions in the value chain

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 10: RESPECTING HUMAN RIGHTS AND WORKING CONDIIONS THROUGHOUT THE VALUE CHAIN				
⊖ Use of **illegal labour** **Poor working conditions**	Forced labour and child labour, in conditions that violate fundamental freedoms, within the value chain Related to exploitation occupational health and safety, quality of life at work, and lack of access to water or sanitation in the value chain	**Upstream**	**REPUTATIONAL** Negative financial impacts from **financial penalties, reputational harm, or loss of business** following exposure of **unacceptable working conditions in the value chain**, potentially including violations of human rights laws or the abusive use of conflict minerals (tin, tantalum, tungsten, and gold)	*No material opportunities have been identified for this topic*

Positive impacts ⊕ **Negative impacts** ⊖

Strategy

ESRS S2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Different types of workers involved in the value chain are faced with material risks related to the nature of their tasks as well as their working environments.

Workers in SOMFY's value chain include **on-site subcontractors**, **external subcontractors** and **suppliers**.

The main negative impacts are the employment of illegal workers as well as poor working conditions in the upstream value chain.

There are multiple risks, including reputational as well as financial impacts. For example, the Group could be exposed to negative financial effects caused by financial penalties, a tarnished reputation or market losses in the case of revelations about unacceptable working conditions in the value chain.

Management of impacts, risks and opportunities

S2 – 1 – Policies related to value chain workers

[MDR-P] Policies adopted to manage material workers in the value chain-related sustainability matters

SOMFY's Responsible and Sustainable Procurement Policy relies on the principles and guidelines of the Organisation for Economic Cooperation and Development (OECD) as well as those of the International Labour Organization (ILO). SOMFY's Vice-President of Group Procurement is responsible for the effective application of this policy.

1. Alignment with sustainable development
- Aligning the procurement activities with SOMFY's Sustainable Development Policy.

2. Ecosystem and Tier-N framework
- Promoting a balanced and long-term approach to relationships with suppliers by incorporating the ecosystem concept including Tier-N suppliers.
- Assessing suppliers not only on their individual performance but also on their contribution to the overall performance and sustainability expected from the supply chain.

3. Qualification of and collaboration with suppliers
- Selecting suppliers with a proven history of ethical and sustainable practices.
- Ensuring that the process for qualifying suppliers is closely in tune with commodity-by-commodity strategies.
- Maintaining a solid relationship throughout the supplier lifecycle to promote ongoing improvement.

4. Comprehensive sourcing of components and services
- Buying sustainable components and services by taking into account a whole set of 360-degree criteria, guaranteeing alignment with sustainability targets as well as high quality, consistent provisioning and collaborative growth.

5. Innovation partnerships
- Creating an impact on sustainability thanks to innovation.
- Developing collaboration with suppliers to promote an approach based on the circular economy and innovation, with a focus on sustainable cutting-edge solutions adding value to our products and operations, while contributing to customer satisfaction.

6. Analysis of risks and resilience
- Integrating SOMFY's risk analysis to assess and mitigate the potential vulnerabilities within the supply chain in order to ensure sustainable growth.
- Addressing risks from the design phase with the rules of the Group's Business Continuity Plan (BCP).
- Introducing mechanisms to help maintain the expected level of resilience in the face of disruption, such as geopolitical developments, natural disasters and market fluctuations.

7. Procurement teams and skills
- Strengthening a shared culture within the Procurement community.
- Developing procurement skills and the expertise of buyers in line with the CSR topics.

Supplier Code of Conduct and publication of the overall approach in relation to human rights

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 and Sustainable 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. The method for calculating this indicator changed in 2025.

At the end of 2025, indirect purchases accounted for 36.5% and direct purchases for 71.5%, in accordance with the targets set. In relation to adherence to the **new Code of Conduct**, **152 suppliers** had signed it by the end of 2024, including all new partners — a result that is in line with expectations. In 2023, 63 suppliers had signed up to the Code, once again including **all new suppliers**, and 58 in 2022, again including total adherence by new entrants.

In 2024 SOMFY formally set out its new **Procurement Terms and Conditions** which includes the Supplier Code of Conduct, the Ethics Charter as well as the Group's Anti-Corruption Code of Conduct. These new Procurement Terms and Conditions are attached to orders issued to the suppliers of Group companies. In addition, in the interests of transparency with its suppliers, the new Procurement Terms and Conditions are shared during consultations; 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.

S2 – 2 – Process for engaging with value chain workers about impacts

Dialogue process

Our organisation has several mechanisms for gathering the views of workers employed by our suppliers and incorporating this information into our decisions regarding managing social impacts.

For example, the Procurement Department organises annual conferences and performance and strategic reviews with its suppliers, along with quality audits.

In 2025, the Procurement Department organised the third edition of E-Supplier Day, with the participation of 225 of the Group's suppliers, 34 of whom were present on site to converse in person with members of the leadership team. In 2024, 231 suppliers took part, with the 11 biggest present on site. 191 suppliers took part in the first edition in 2023. After presenting the progress from the action plans shared the previous year, the Purchasing Department highlighted the contribution made by the suppliers to the results achieved. The joint 2025/2026 roadmap covered key focus areas: performance, resilience, sustainable development, product ranges, innovation and digitalisation.

In 2025, SOMFY conducted a third survey with its suppliers in order to collect their feedback and enhance its ongoing improvement drive, enabling it have a clear measurement of the quality and impact of the relationship between the Group and its suppliers, which is reflected in the RRI (Relation Impact Index) indicator which is tracked annually, in accordance with the commitments made. In 2025, this RRI (Relation Impact Index) stood at 3.09, compared with 2.88 in 2024 and 2.83 in 2023. Of the nine areas included in an action plan since 2023, the greatest progress was made in operational performance (quality, economic, logistics, development, CSR), digitalisation, the sourcing process and cost leadership. The active involvement of suppliers and the value of the feedback collected enabled adjustments to be made to the action plan to strengthen supplier collaboration and engagement. This constructive dialogue helps to consolidate a long-term relationship, in support of shared value.

Performance and strategic reviews allow SOMFY and its suppliers to align and identify areas for improvement, These reviews are conducted on a regular basis and are monitored in order to measure the effectiveness of the related action plans. They include operational performance topics as well as performance on sustainable development.

Suppliers play an essential role in SOMFY's value chain; in this regard, quality audits are conducted as part of the qualification process for new suppliers.

S2 – 3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

Channels provided to workers in the value chain

The Code of Conduct distributed to suppliers refers to SOMFY Group's secure whistleblowing procedure which enables suppliers, employees, subcontractors and subsidiaries to inform the Group in a secure way of any situation or behaviour that does not comply with the Code of Conduct. This procedure is available through the link included in the Code of Conduct and the supplier will be treated in strict confidence throughout the process.

Quality audits of suppliers are carried out to ensure compliance with quality, safety and sustainability standards.

S2 – 4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and the effectiveness of those actions

[MDR-A] Actions in relation to material workers in the value chain-related sustainability matters

Having a positive impact on the ecosystem

REAFFIRMING CONVICTIONS AND UPGRADING EXPERTISE

The Purchasing Academy, created in 2022, helps to strengthen a common culture across the Group's procurement 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 Procurement 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. Procurement onboarding involves a chapter dedicated to Sustainable Procurement and highlights business ethics through role playing.

At the end of 2025, as in 2024 and 2023, 100% of SOMFY purchasers had been trained as had every new hire. In 2022, 96% of 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 de 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, a monthly meeting of the entire purchasing community where several topics can be covered: roll-out of a process, targeted training, etc. All of the Groups purchasers have completed these modules. In 2025 the Excellence Department launched a new CSR training module for purchasers, called "CSR Training: Journey for a Buyer", comprised of four stages: "Basics", "Adherence", "Action" and "Passion". The module begins with the basics of CSR, such as climate change, the main European regulations and SOMFY's sustainable development strategy. With the second step, buyers deepen their understanding of the Group's Sustainable Procurement policy and the Code of Conduct aimed at suppliers. Buyers can then put CSR into practice in their activities thanks to various workshops. Lastly, they can go further thanks to the availability of other CSR training modules and can also partner with the SOMFY Foundation. At the end of 2025, **83%** of SOMFY Group's purchasers had completed the "Basics" and "Adherence" stages.

In 2025, the Procurement Department was recognised by the "Peter Kraljic Awards", presented by the EIPM (European Institute of Purchasing Management). This award recognises that the Group has implemented exemplary practices in the areas, value creation, innovation, management of supplier risk and collaboration with suppliers.

PROXIMITY

In 2025, for the purchases made between January and September, just over 53% of suppliers were located within 500 kilometres of one of the Group's assembly sites; in 2024 the figure was 52%. The indicator now consolidates the Rumilly site with the Bonneville site. Since 2022, the indicator has included the Rumilly (France) and Nanxun (China) sites. To date, 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

REDUCING THE CARBON FOOTPRINT OF THE SOMFY SUPPLY CHAIN AND 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 directive 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 2025, coverage was extended to include 406 suppliers who account for 91% of direct purchasing expenditure. In 2024, coverage included 287 suppliers assessed according to the risk analysis matrix and covered 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 electric component and required to submit their CMRT (Conflict Minerals Reporting Template).

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*.

Indicators and targets

S2 – 5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

[MDR-T] Targets related to material workers in the value chain-related sustainability matters

GOVERNANCE

Challenges	Indicators	2024 benchmark	2025	2030 target
Growing with the Group's ecosystems	Signature of the Supplier Code of Conduct	59% direct purchases 23% indirect purchases	71.5% direct purchases 36.5% indirect purchases	95% direct purchases 50% indirect purchases
	Relation Impact Index	2.88/4	3.09/4	2,80< <3,2
	Screening coverage of direct suppliers	94%	91%	98%
Upskilling the Procurement community	Onboarding training provided	100%	100%	100 % of Group buyers
	CSR training coverage	N/A	83%	100 % of Group buyers

ESRS S4 – Consumers and end-users

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material impacts, risks, and opportunities related to the health, safety, information, and satisfaction of customers and end-users

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 12: HEALTH AND SAFETY OF CUSTOMERS AND END-USERS				
⊖ **Risk of harm to customers and end users (including children)**	**From products with electrical or usage hazards** (due to misuse, no-compliance, malfunctions, etc.)	**Downstream** **Own operations**	**REGULATORY** Negative financial impacts from **fines or product recalls linked to non-compliance with national safety standards or product defects that could compromise the safety of customers and end-users**	*No material opportunities have been identified for this topic*
TOPIC 13: INFORMATIONS RELATED TO CUSTOMERS AND END-USERS				
⊕ **Provision of accurate and truthful information**	On products (user manuals, environmental impacts; etc.) and **provision of a dedicated platform for customer feedback**	**Upstream** **Value chain**	**REGULATORY** Financial penalties for violation or non-compliance with **user privacy protection laws** (e.g., GDPR in Europe and euqivalent international laws) **OPERATIONAL** **Customer data breaches** (resulting from cyberattacks, negligence by Somfy, server security failures, etc.) or **product-related incidents that may lead to costs for remediating vulnerabilities and compensating affected customers/users**	*No material opportunities have been identified for this topic*
TOPIC 14: SATISFACTION OF CUSTOMERS AND END-USERS				
No material impacts have been identified for this topic		**Value chain**	**REPUTATIONAL** **Greenwashing in product environmental data** (environmental passports, product communications, institutional communications) **FINANCIAL** **Loss of market share and therefore revenue due to unsatisfactory products or services** (e.g., negative customer feedback related for people with disabilities, excessvie pricing, etc.) **or failure to deliver** (e.g., component shortages)	*No material opportunities have been identified for this topic*

Positive impacts ⊕ **Negative impacts** ⊖

Strategy

ESRS 2 SBM.3 – Material impacts, risks and opportunities and their interaction with strategy and business model

SOMFY Group is aware that customers and users can be affected by a variety of material impacts, primarily linked to the safety, quality and conformity of related products and services.
To address these issues, the Group has introduced a global and systematic approach prioritising transparency, responsiveness and dialogue.

Management of impacts, risks and opportunities

S4-1 – Politiques relatives aux consommateurs et aux utilisateurs finaux

[MDR-P] Policies related to consumers and end-users

The PROSPERITY pillar of SOMFY's strategy includes the development of a model focused on customers in relation to:

- Developing a relationship of trust
- Innovating with and for customers
- Prioritising close ties

Publication of the overall approach

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.

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.

S4-2 - Process for engaging with consumers and end users about impacts

Dialogue process

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, "Survey Factory", which brings SOMFY together with Internet users so that they can jointly create the products and services of the home of tomorrow. In 2025, My SOMFY Lab was replaced by "Survey Factory".

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Publication of the overall approach

SOMFY has introduced an approach based on customer satisfaction and managing feedback regarding dissatisfaction. The following procedures and measures are in place to meet this objective:

- **Telephone call with dissatisfied customers:** When a customer expresses dissatisfaction (measured within the framework of the CNPS and other surveys), a telephone call is arranged to understand the reasons for the dissatisfaction and to remedy them.
- **Localised action plan:** At country level, SOMFY identifies three priority actions to improve customer satisfaction in line with specific local factors.
- **Overall cross-company plans:** Overall action plans are defined to resolve problems common to all the markets, ensuring collaboration in relation to improvements.
- **Action based on usage data:** The Data Factory continually analyses customer feedback (digital scanning solutions for forums, networks and apps, CRM data) as well as data on the use of connected solutions to identify and resolve any negative impact related to the products (e.g. optimisation of functionalities to improve the customer experience).

These systematic measures illustrate that SOMFY has incorporated processes that help provide a form of remedy when a negative - material or functional - impact is reported by the customer or end-user.

Channels provided to consumers and end-users

SOMFY has developed several channels to ensure it remains responsive to customers, enabling them to share their concerns, and enabling the Group to take swift action:

1. **Survey Factory: a new approach to customer responsiveness:** In 2025, SOMFY replaced its community platform "My Somfy Lab" with Survey Factory, an innovative solution designed to gather the opinions and expectations of end and B2B customers. This community, spread across the Group's main markets, helps to jointly develop more sustainable solutions that are adapted to actual needs. Thanks to targeted and interactive surveys, this approach strengthens SOMFY's commitment to responsible innovation, by integrating the customer's voice into the development and ongoing improvement process. The use of digital solutions helps to expand this initiative to all geographic regions and all customer types. This approach ensures comprehensive, inclusive and agile responsiveness, promoting consideration of local concerns whilst simultaneously consolidating a coherent international vision.
2. **Forums and surveys:** Forums and surveys are organised regularly to deepen understanding of customer needs and expectations as well as to improve understanding of their frustrations.
3. **CRM solution to continually measure satisfaction levels:** This enables customers to submit their opinion immediately after their interaction or experience. Subsidiaries can manage feedback at local level and put into place specific actions to address the concerns expressed.

4. **Somfy Expert Network:** This network functions as a communication channel for Somfy brand partner installers, who can share their feedback directly with Somfy teams. Members of this network are also involved in its governance and provide input into the focus of the company's activities.
5. **Interoperability and access by API:** For manufacturers and partners of the "So Open" programme, the provision of APIs and the integration of compatibilities allows partners to express and adjust their needs in terms of integration with Somfy brand products.

These various solutions and initiatives clearly demonstrate that the Somfy brand is implementing specific channels to enable consumers and end users to submit their concerns and request tailored responses.

S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and the effectiveness of those actions

[MDR-A] Actions concerning material sustainability topics related to customers and end-users

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. In that respect, customer satisfaction is primarily measured by the "VoC" (Voice of the Customer) process which seeks to capture feedback, whether requested or not.

Several scopes of action have been implemented;

- Development of the CNPS solutionS
Changes have been made to the CNPS (Customer Net Promoter Score) solution which measures customer satisfaction:

- Introduction of a permanent indicator, with three brief surveys and one more in-depth, benchmark survey
- Coverage of Somfy, Simu and BFT brands
- Integration of CNPS results into team targets

This new approach helps to embed the customer satisfaction measurement into the Voice of the Customer reporting routines.

The objective is to gain more regular and ongoing customer satisfaction feedback, thereby enabling increased responsiveness. Surveys are now therefore systematically monitored for calls from dissatisfied customers, to understand the reasons for their dissatisfaction and to define with them the most appropriate corrective actions.

The CNPS survey covers Installer and Manufacturer customers in approximately 15 countries, across the Somfy, Simu and BFT brands. The study is conducted by a consultancy firm.

<u>The results:</u>

With more than 4,600 respondents in 2025, the CNPS result was between 51 and 59 across the various iterations over the course of the year. In 2025, the CNPS baseline score was 51. It was maintained at a good level with 63.3% of participating customers.

This result reflects specific and identified irritants within particular interactions, countries or customer segments but the customers rated their experience with the Group positively.

This positive experience is confirmed by the overall satisfaction rating of 8.2/10.

- ongoing satisfaction surveys at several stages of the customer journey:
- Purchase, through e-commerce platforms, conducted via a pop-up with several questions relating to satisfaction;
- Delivery, via e-commerce platforms;
- Services, with a survey sent after each interaction with customer services (sent by email).

All of the scores and comments are then consolidated into a single solution to obtain an aggregated view of what our customers think of their experience with SOMFY Group. Comments are also consolidated and grouped by key theme, in order to address them with targeted action plans, within the framework of a cross-company process called "the loop". Meetings between the teams are scheduled to discuss the major friction points and put in place actions to resolve them.

In 2025, more than 36,000 surveys were completed in this way, generating an overall result of 4.5/5, in line with the targets.

- Close monitoring of feedback on the Somfy brand by our customers via social listening
- On the main ratings platform (Trustpilot, Google etc.)
- On those of our own customers (marketplaces)
- On social media, etc.

This feedback is also consolidated, analysed and translated into action plans.

- Measuring satisfaction regarding the digital experience
• Navigating websites
• The online purchasing process
• And generally speaking, anything related to the satisfaction of SOMFY customers on social media.

It is important to take into account the hybridisation of channels, whilst providing, where applicable, an appropriate action plan for each.

- Analysis of actual product usage with the "Data Factory"
In addition to these reported interactions, SOMFY also analyses, through data from its connected solutions, the actual usage of the products. In this way, the "Data Factory" facilitates improved understanding of the use in practice of the solutions by customers in order to improve their usage benefits.

In total in 2025, the 55 surveys conducted as part of the Somfy brand's innovations (one third with B2B customers, two thirds with end users) gave rise to 21,243 interactions with consumers and professionals from all countries.

This interaction notably helped to better understand customer experiences when purchasing Somfy brand 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.

Innovating with customerss



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, the Somfy brand offers complementary products such as connected locks and motorised shutters, enabling it to provide consumers with complete solutions that adapt to various 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.

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.

A series of partnerships have therefore been established:

- The **Somfy Expert Network** brings together **4,757 Somfy brand 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 the Somfy brand to remain in tune with market needs;
- The **Powered by SOMFY partnership** brings together solar protection manufacturers who motorise their products of with Somfy brand 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 open protocols in TaHoma,
- The provision of APIs to partner manufacturers, allowing them to access Somfy brand connected products through the cloud,
- A longer-term programme as a member of the "Connectivity Standard Alliance" that defines and maintains the Zigbee and Matter protocols.

Thus, SOMFY, via the Somfy brand, 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.





Governance

Business conduct 66

ESRS G1 – Business conduct

Identification of impacts, risks and opportunities

Description of the processes for identifying and assessing material ethical culture-related impacts, risks, and opportunities

Material impacts	Description	Value chain	Risks	Opportunities
TOPIC 15: ETHICAL CULTURE				
⊖ **Presence of unethical behaviour, corruption, and fraud** **Abuse of dominant market position**	As a **market leader** (global leader in door and window automation for both residential and commercial buildings)	**Value chain** **Own operations**	**OPERATIONAL** **Negative financial impacts** arising from **missing or deficient internal processes** regarding **risks of corruption, fraud, or other illegal practices** across the entire value chain **FINANCIAL**	*No material opportunities have been identified for this topic*
Harm to the integrity of employees and workers across the value chain	In the event of **scandale or failure to comply with ethical business practices and regulations** (e.g., duty of care, economic dependence, payment terms), including abuse of domiant position (antitrust violations), inadequate protection fro whistleblowers, corruption, etc.		**Loss of business and therefore revenue** due to the **failure to develop business in contexts with proven corruption or illegal labour practices**	
TOPIC 16: POLITICS AND INFLUENCE				
⊕ **Promotion of solar protection solutions**	Solar protection solutions contribute to both climate change mitigation and adaptation	**Value chain**	**REGULATORY** **Risk of financial and/or criminal sanctions or negative stakeholder reactions** (from the general public and employees) **due to non-compliance with lobbying activity obligations** (e.g., France's HATPV law, international transparency requirements, etc.)	*No material opportunities have been identified for this topic*
TOPIC 17: RESPONSIBLE PURCHASING AND SUSTAINABLE SUPPLIER RELATIONSHIPS				
⊖ **Non-compliance with payment deadlines, dependency rate** ⊕ **Implementation of environmental and social criteria in the procurement process**	These criteria make it possible to **improve responsible practices** throughout the value chain	**Upstream**	*No material risks have been identified for this topic*	*No material opportunities have been identified for this topic*

Positive impacts ⊕ **Negative impacts** ⊖

ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies

To design, roll out, coordinate and manage its compliance programme, SOMFY Group uses a diligent and engaged internal structure.

The CEO defines the objectives and expectations relating to the Group's ethics policy and ensures its roll-out across all subsidiaries. Together with the Deputy CEO (who is also Head of People, Culture and Organisation), they identify and address ethical issues that are submitted to them by the Ethics Committee where necessary.

The Executive Committee is regularly kept informed of changes to the anti-corruption system and its members are required to take part in the anti-corruption process in place within the Group.

As key parties in the Management of the Group, Executive Committee members disseminate and articulate the Anti-Corruption Policy at all levels of the organisation. They are actively and committedly involved in its promotion, both internally and externally.

Within the context of its responsibility for monitoring development processes for the Group's accounting and financial information, the Audit Committee is also responsible for monitoring the effectiveness of internal control and risk management systems, including corruption risks. It monitors, at least once a year, changes to the anti-corruption solution, and informs the Board of Directors accordingly.

SOMFY also has an Ethics and Compliance team attached to the Legal Affairs Department responsible in particular for the prevention and management of non-compliance risks including corruption. This function works in close collaboration with the other internal departments to ensure the continued improvement of the Compliance programme and its roll-out within the Group.

Management of impacts, risks and opportunities

G1-1 – Business conduct policies and corporate culture

[MDR-P] Policies adopted to manage material sustainability matters

SOMFY has published a set of policies and procedures that address the requirement to manage material sustainability topics. These policies are the backbone of the Ethics and Compliance mechanism aimed at ensuring behaviours and practices in line with the Group's fundamental values, applicable regulatory requirements and international standards in terms of integrity and transparency.

This section is divided into subsections:

- **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 Executive Management, ensures a collective vision of ethics and monitors the application of the principles outlined in the Code.

- **Preventing corruption**

In addition to the Group's Ethics Code and following the enactment of the 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 A 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.

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**

Compliance with rules governing competition remain a key component of the Group's sustainable growth.

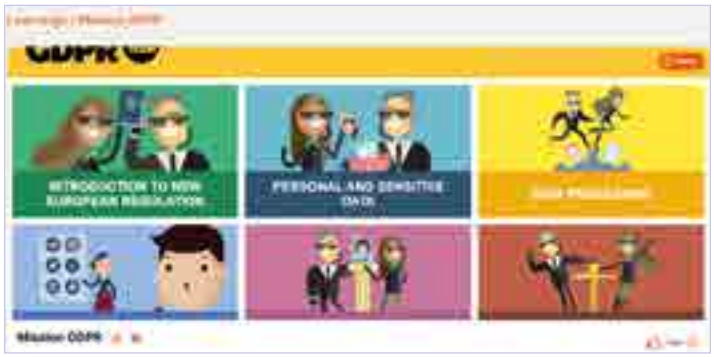
Since 2022, SOMFY has been circulating its Competition Law Compliance Code to all employees, who signed it and committed to upholding it. A campaign to raise awareness has been ongoing for the past four years with the populations concerned, including dedicated in-person and remote training sessions. Digitalised factsheets have been made available, and immersive e-learning modules have been offered to targeted and priority employees. These solutions are periodically assessed to maintain their effectiveness and relevance to the Group.

• 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.

A Digital Usage Code has been formally outlined in order to structure governance and define each person's role in ensuring the security of SOMFY's IT system. It is supported by Executive Management and implemented across the board by the Group's Information System Security Manager (ISSM). It covers all information assets: digital, 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. At European level, local steering committees (for each business area) meet several times a year.

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 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.

• 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.

Business conduct policies

In order to identify, report and investigate in relation to concerns regarding illegal behaviour or behaviour that contravenes SOMFY's Code of Conduct, a whistleblowing system is in place, notably through a platform easily accessible with a QR code, enabling the reporting of any behaviour that contravenes the Code of Ethics, safely and confidentially. A specific procedure, formally set out in 23 languages, presents this system and the conditions of its use and is circulated via all appropriate means, in particular through signage and email, and on the Group's website or intranet, where applicable. The system is also actionable by internal and external stakeholders.

Policy regarding whistleblowers

As detailed in the Group whistleblowing policy, the source of a report can benefit from the status of whistleblower if they act without direct financial consideration and in good faith, and if the report falls within the scope of this procedure. The whistleblower cannot be subject to retaliatory measures. The following is also prohibited in relation to the whistleblower:

- They may not be removed from a recruitment process, or denied access to a work placement or professional training;
- They may not be disciplined or dismissed;
- A discriminatory measure, either direct or indirect, notably in relation to remuneration, incentives, share allocation, redeployment, qualification, professional promotion, transfer or contract renewal may not be launched against them.

Other disclosures related to policies

In relation to business conduct, the Group has a series of in-person e-learning style training modules. 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.

Since 2019, an anti-corruption e-learning module has been rolled out to all Group employees (excluding manual workers and equity-accounted entities) in 22 languages to raise their awareness of core anti-corruption principles. In addition, a second e-learning module was launched in mid-2023 to refresh and verify everyone's knowledge on this issue. Both modules are mandatory. In addition, face-to-face training is provided for employees considered to be most exposed to the risk of corruption.



The Group has also undertaken a wide-ranging awareness-raising campaign for employees concerned by these competition law challenges by providing them with dedicated face-to-face and remote training. Thematic and digitalised fact sheets are available to everyone, and immersive e-learning modules are mandatory for certain targeted and priority populations.

Several training measures are undertaken by the Group on data protection and information security. 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. 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.

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 is ongoing and will be supplemented with additional content and assessment questionnaires.

The Group's community involvement and contribution to local ecosystems

SOMFY strives to put the skills of its employees, developed individually and collectively, for the benefit of all through projects of public interest and with a local impact. In doing so, SOMFY is fulfilling its role as a corporate citizen in relation to its stakeholders near its sites, whilst being positively involved in the ecosystems around the regions.

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.



In 2025, in France and internationally, 875 working days were given pro bono to various initiatives benefitting non-governmental associations and organisations (against 962 in 2024), involving 859 employees (against 795 in 2024) representing 32.4% of the workforce in France and 14.1% across the Group.

G1-2 – Management of relationships with suppliers

The sustainability of SOMFY's business model is dependent on the entire value chain. The Group implements respectful and ethical practices that foster the confidence essential to its long-term prosperity. Given that SOMFY buys all the components that make up its products, relationships with its suppliers are key.

In this regard, as part of its Sustainable and Responsible Procurement Policy, the Procurement function has implemented a governance framework organised into six topics:

- **Risk management:** a process of managing supplier risk is implemented with regular committees and an assessment of the effectiveness of the action plans. A business continuity plan at SOMFY Group level has been developed and is rolled out in line with the rules defined for protecting against disruption in the supply chain.
- **Contractual framework:** clear and balanced contracts are rolled out with suppliers and set out the expectations and responsibilities of each party.
- **Payment terms:** SOMFY promotes, throughout the entire procurement process, best practices so as to comply with regulations regarding payment terms. The Group also ensures its suppliers comply with timelines, thus promoting financial stability along the entire supply chain.
- **Supplier relationships:** performance and strategic reviews are both conducted regularly with suppliers. Where necessary, an escalation process can be activated. Each year, the Procurement function also organises an "E-Supplier Day" with the main suppliers, and at the end of this event, a satisfaction survey is sent out to assess the quality and impact of the relationship with these partners ("Relation Impact Index" - RII), in an approach based on strengthened commitment and transparency.
- **Monitoring CO2 emissions:** SOMFY measures and endeavours to cut its carbon emissions across the entire supply chain.
- **Audits on supplier sites:** Regular audits are conducted on site to ensure supplier compliance with quality, safety and sustainability standards.

In line with the objectives mentioned in Section E1- Environment to reduce the carbon footprint of SOMFY's supply chain, the choice of suppliers incorporates 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. In addition, SOMFY's Purchasing Department implemented a carbon footprint assessment tool for all procurement in 2022.

In its 2030 roadmap, SOMFY's Procurement Department also takes into account the proximity of suppliers to SOMFY Group's assembly plants.

Each year, performance targets are set for the main suppliers and are monitored during performance reviews. These targets include operational performance criteria such as quality, logistics and productivity as well as CSR performance criteria such as reducing greenhouse gas emissions.

Indicators and targets

G1-4 – Incidents of corruption or bribery

[MDR-A] Action plan and resources to manage material IROs related to corruption and bribery

SOMFY does not tolerate any form of corruption and is committed to complying with applicable laws in relation to combatting corruption. Group employees are required to comply with the internal rules and procedures established to prevent and detect behaviour that may be classified as corruption. These undertakings notably take the form of anti-corruption measures implemented as part of the Group's Ethics & Compliance programme.

In 2025, there were no convictions for infringement of an anti-corruption regulation.

To assess the performance of the ethics mechanism, the Group monitors the indicator regarding the **number of ethics reports received by its Committee**: **in 2025 there were 13 (compared with 19 in 2024)**. Out of the 13 reports received, 12 were closed at 31 December 2025.

The Group also implements employee training and awareness raising initiatives. In 2022, an e-learning module was made mandatory for all connected employees and new hires to remind them of the importance of ethics and to make it open to discussion by all. At 31 December 2025, this module had been taken by 85% of the target group.

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 2025, this indicator was 76% of all connected Group employees, i.e. **3,024**. **The objective is to keep the number of trained employees at around 3,000** to ensure that their knowledge is regularly updated.

To raise awareness of the basic principles of anti-corruption, since 2019 an *e-learning* module has been available to all Group employees (excluding manual workers and equity-accounted entities). A second *e-learning* module was launched in mid-2023 to refresh and verify everyone's knowledge on this issue. At 31 December 2025, 95% of the individuals targeted completed this training.

Since 2023, an e-learning module relating to conflicts of interest has been rolled out to connected individuals and new hires. This module was taken by 92% of the target group. In addition, 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 2025, 17% of individual concerned successfully completed this training.

G1-5 – Political influence and lobbying activities

Lobbying activities

Against a backdrop of climate change marked by the intensification of heatwaves, SOMFY has placed the adaptation of buildings and homes at the heart of its responsible influencing activities, both in France and at European level. The aim is to increase recognition of this issue as a priority for government policy, in the same way as winter energy performance.

SOMFY maintains a regular and transparent dialogue with public stakeholders – Parliament, Government, European administrations and institutions – to promote effective, energy sober and immediately deployable solutions, notably through solar protections and their automated management. These solutions help to limit discomfort during the summer, reduce the use of air conditioning and support energy and carbon sobriety all year round.

SOMFY's measures to have an impact are based on substantiated technical contributions, publicly stated opinions and involvement in collective efforts alongside corporate and industry actors. They are intended to fully incorporate the issue of climate change and excessive summer temperatures, and public policies: strategies, national and European plans, regulations, laws and financial support mechanisms.

SOMFY's outlook is based on a widely shared observation: **85% of European buildings in 2050 have already been built and have vulnerabilities in the face of increasingly intense and frequent heatwaves**. Against this backdrop, adapting the existing base is a key driver of resilience and must be fully incorporated into regulations and the support mechanisms aimed at local authorities, businesses and individuals.

In Europe, the buildings sector accounts for 40% of energy consumption and 35% of greenhouse gas emissions. While the policies rolled out to support low consumption buildings since the 2000s have led to significant process, they are no longer sufficient to address current climate challenges. Ensuring housing that is fit for all, all year round, now means making adapting to climate change a priority, supporting a sustainable and fair transition.



G1-6 – Payment practices

The company is currently working to improve the publication of contextual information regarding its payment practices.



Methodology notes

Methodology notes

General information

Voluntary sustainability reporting protocol

SOMFY's 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 the Group's quantitative CSR indicators and their method of calculation. It details the procedures to follow for their collection and reporting 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 have been defined by the CSR officers for each pillar of SOMFY's CSR policy in line with the Group's material targets, the impacts, risks and opportunities identified, and the resultant social, environmental, societal and ethics targets. They enable the main topics related to the Group's activity to be addressed and to be illustrated by a clear communication of the policies in place to ensure the smooth management of these issues, whilst also supporting the CSR approach to each of the improvement areas defined by the Group.

Reporting periodg

The data collected covers the period from 1 January to 31 December 2025.

Depending on the indicators, it can relate to:

- An annual consolidation of the data from 1 January 2025 to 31 December 2025;
- The data measured at 31 December 2025.

Where historical information is available, data is reported on the last two financial years.

Unless otherwise indicated, the scope of the data is unchanged from one year to the next.

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.

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 and measurement uncertainties for 2025 reporting

The Group's overall workforce at 31 December 2025 (including permanent, fixed-term and work/study employees, and excluding interns and temporary staff) was 6,071 people compared with 5,837 in 202.

The **social reporting scope** of the 2025 report covers Group organisations whose workforce at 31/12/2025 was more than 20 employees. This represents 37 organisations and 5,788 people, accounting for 95% of the Group's total workforce.

This year, the entity Teleco Automation was included in the social reporting scope. Répar'stores (164.5 FTE) and De Haan Westerhoff (202.6 FTE), entities acquired in 2021 and 2023 respectively, are not included in the Group's workforce but will be gradually integrated over the next few years.

The **health & safety data reporting scope** increased from 67 to 79 entities. The entities Répar'stores, Teleco et De Haan Westerhoff were added to the scope in 2025.

The **environmental reporting scope** is exclusively comprised of industrial sites. The industrial sites were selected in priority over the distribution sites given their more significant impact on the environment.

The primary uncertainties are:

- The absence of primary data for certain entities and for the value chain
- The extrapolation assumptions made (sales, product volume, staff or data for the previous year)
- Irregular updating of certain external databases

In summary, uncertainties primarily concern data that is dependent on evolving scopes (gradual integration of entities, limited coverage for certain topics) and indicators where the assessment methodology is still in the process of refinement.

Changes made to the preparation and presentation of the Voluntary Sustainability Report

No significant correction to an error or comparative adjustment has been necessary over previous periods. Should a material error be identified, it would be corrected retrospectively and explained. To date, no unworkable adjustment has been observed. Any change of scope is detailed in the notes on the indicator concerned.

Specific features of reporting for data relating to greenhouse gas emissions

Uncertainties regarding assessment and results, including assessment of the value chain

Several indicators include data estimated based on indirect sources concerning the value chain, notably: Scope 3 GHG emissions (procurement, transportation, usage, end-of-life), indirect energy consumption of sold products during their usage phase, end-of-life waste generated by marketed products.

These estimates are based on recognised sources (ADEME, EIME CODDE, Carbone 4). The assumptions are further explained in the methodology note.

The estimated indicators provide a level of accuracy that varies according to the type of data: items covered by physical data (energy, water, waste, transportation measured) have an uncertainty of under 5%. Items estimated via models or ratios (scope 3 upstream and downstream, travel, end-of-life products) have an uncertainty of approximately 15 to 20%.

The Group is rolling out several measures to improve the accuracy and coverage of the indicators:

- Improved tracking of scope 3 suppliers through direct surveys and integration of primary data
- Annual update of emission factor baselines (ADEME, AIB, Carbone 4).

These measures aim to gradually reduce the global reporting uncertainty rate.

Methodologies

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 2025, 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 approximately 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) and the EcoInvent base (chemicals only). Data used for 2025 was updated annually,
– 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,
– Aguaro, a digital services provider for data on IT equipment.

METHODOLOGY AND DATA COLLECTION

Data from the entities' activities is collected using Kshuttle's KCSR 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 2025, 100% of the data from the manufacturing sites and 74% of the data from the distribution, storage and delivery sites was collected. Non-participating sites were extrapolated based on:

– Number of Full-Time Equivalents for emission items related to the operations of the sites,
– Revenue for emission items related to sales.

Data gathering took place in December 2025 and January 2026.

In order to cover the entire year, different methods were used:

– Either all the data for a calendar year from January to December 2025,
– Or 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 physical 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). A Life Cycle Analysis (LCA) is conducted using the EIME CODDE software and then approved by LCIE Bureau Veritas. In 2025, 83% 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 certified;
– Extrapolation method according to product sales. The average carbon impact per euro of products sold is calculated using data from the three previous methods. This value is then used to estimate the carbon impact of the remaining products. It represents 11% 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, and heating, steam 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 data 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 applied to convert them into GHG emissions.
– Purchases of packaging and chemicals for equipment come from representatives from the collection sites or from the procurement department for the Arve Valley sites. Data is provided directly in overall figures for all the sites.
– Water consumption is provided by the sites based on invoices or internal tables monitoring water,
– 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 2024, the specific emission factor of each device has been used and the data is consolidated in the Aguaro solution by product type (e.g. monitor, laptop, printer, etc.). This increases the accuracy on the carbon impact of IT.
– 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: contacts at collection sites): the fleet of SOMFY vehicles is monitored by each site. Emissions are calculated based on the entire vehicle fleet over the full year by type (internal combustion or electric).
– Investments (source: review, finance department): relates to investments made over the year.

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 site and the Garette factory). This rate of 2.95% was calculated in 2020 based on a study carried out with 13 major suppliers.

Waste
Waste generated by operations is notably connected with the manufacture of SOMFY products. Contacts at the collection sites provide this data, based on the information supplied by the waste reprocessing service providers.

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, bus, train and aeroplane. In 2025, data was collected in kilometres and monetary value.

Commuting
In September 2025, a mobility survey was conducted internationally involving all Group entities. This enabled modal share ratios to be obtained. Data relating to average commuting distances is calculated in relation to the home post codes of the employees for each site.

Scope 3 downstream
Transportation and distribution of goods: downstream part
The "Shiptify" Transport Management System (TMS) was used to calculate:

- The Transport part of the Arve Valley entities (which includes the Group's largest logistics entity)
- Intercompany flows to avoid double counting. 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.

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 they do not always contain electric or electronic components.

Appendix

GLOBAL REPORTING INITIATIVE CROSS-REFERENCE TABLE

GRI STANDARD	DISCLOSURE	Components of SOMFY's voluntary sustainability report: Section title	Sub-section title
GRI 2 : General Disclosures 2021			
	2-1 Organizational details	ESRS 2- General disclosures	ESRS 2 – General disclosures
	2-2 Entities included in the organization's sustainability reporting	ESRS 2- General disclosures	Consolidation scope
		Methodology notes	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	ESRS 2 – General disclosures	ESRS 2 – General disclosures
			Upstream and downstream value chain covered by the voluntary sustainability reports
	2-7 Employees	ESRS 2 – General disclosures	Business model and value chain
		ESRS S1 – Own Workforce	Strategy
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2 – General disclosures	Management's role in the processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities
			Sustainability expertise
	2-15 Conflicts of interest	ESRS G1 – Business conduct	G1-4 – Incidents of corruption or bribery
	2-17 Collective knowledge of the highest governance body	ESRS 2 – General disclosures	GOV-1 – The role of the administrative, management and supervisory bodies
	2-19 Remuneration policies	ESRS 2 – General disclosures	Sustainability-related performance in incentive schemes
	2-20 Process to determine remuneration	ESRS 2 – General disclosures	Sustainability-related performance in incentive schemes
		ESRS S1 – Own Workforce	Respect for human rights
		ESRS S1 – Own Workforce	Employee dialogue
	2-22 Statement on sustainable development strategy	ESRS 2 – General disclosures	Sustainability and business model
	2-23 Policy commitments	ESRS S1 – Own Workforce	Respect for human rights
		ESRS S2 – Workers in the value chain	S2 – 1 – Policies related to value chain workers
	2-24 Embedding policy commitments	ESRS S1 – Own Workforce	Respect for human rights
		ESRS S2 – Workers in the value chain	S2 – 1 – Policies related to value chain workers
	2-25 Processes to remediate negative impacts	ESRS G1 – Business conduct	G1-1 – Business conduct policies and corporate culture
	2-26 Mechanisms for seeking advice and raising concerns	ESRS G1 – Business conduct	G1-1 – Business conduct policies and corporate culture
	2-28 Membership associations	ESRS G1 – Business conduct	The Group's community involvement and contribution to local ecosystems
	2-29 Approach to stakeholder engagement	ESRS 2 – General disclosures	SBM-2 – Interests and views of stakeholders
	2-30 Collective bargaining agreements	ESRS S1 – Own Workforce	Respect for human rights

GRI STANDARD	DISCLOSURE	Components of SOMFY's voluntary sustainability report: Section title	Sub-section title
GRI 3 : Material Topics 2021			
	3-1 Process to determine material topics	ESRS 2 – General disclosures	IRO-1 – Description of process to identify and assess material impacts, risks and opportunities
	3-2 List of material topics	Environment Social Governance	Identification of impacts, risks and opportunities
	3-3 Management of material topics	ESRS 2 – General disclosures	IRO-1 – Description of process to identify and assess material impacts, risks and opportunities
GRI 205 : Anti-corruption 2016	**205-1 Operations assessed for risks related to corruption**	ESRS G1 – Business conduct	ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies
			G1-1 – Business conduct policies and corporate culture
	205-2 Communication and training about anti-corruption policies and procedures	ESRS G1 – Business conduct	ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies
			G1-1 – Business conduct policies and corporate culture
GRI 206 : Anti-competitive Behavior 2016	**206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	ESRS G1 – Business conduct	ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies
		ESRS G1 – Business conduct	G1-1 – Business conduct policies and corporate culture
GRI 301 : Materials 2016	**01-2 Recycled input materials used**	ESRS E5 – Resource use and circular economy	E5-1 – Policies related to resource use and circular economy
			E5-2 – Actions and resources related to resource use and circular economy
		ESRS E1 – Climate change	Offering greener products
GRI 302 : Energy 2016	**302-1 Energy consumption within the organization**	ESRS E1 – Climate change	Accelerating the conversion to greener sites
	302-3 Energy intensity	ESRS E1 – Climate change	Accelerating the conversion to greener sites
	302-4 Reduction of energy consumption	ESRS E1 – Climate change	Accelerating the conversion to greener sites
	302-5 Reductions in energy requirements of products and services	ESRS E1 – Climate change	Providing solutions for energy efficiency
		ESRS E1 – Climate change	Offering greener products
GRI 303 : Water and Effluents 2018	**303-5 Water consumption**	ESRS E3 – Water and marine resources	E3-4 – Water consumption metrics
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**	ESRS E4 – Biodiversity and ecosystems	ESRS 2 SBM.3 – Material impacts, risks and opportunities and their interaction with strategy and business model
	304-2 Significant impacts of activities, products and services on biodiversity	ESRS E4 – Biodiversity and ecosystems	ESRS 2 SBM.3 – Material impacts, risks and opportunities and their interaction with strategy and business model
GRI 305 : Emissions 2016	**305-1 Direct (scope 1) GHG emissions**	ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation
	305-2 Energy indirect (scope 2) GHG emissions	ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation
	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation
	305-4 GHG emissions intensity	ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation
	305-5 Reduction of GHG emissions	ESRS E1 – Climate change	E1-1 – Transition plan for climate change mitigation
		ESRS 2 – General disclosures	2030 roadmap

GRI STANDARD	DISCLOSURE	Components of SOMFY's voluntary sustainability report: Section title	Sub-section title
GRI 306 : Waste 2020	306-2 Management of significant waste-related impacts	ESRS E5 – Resource use and circular economy	E5-5 – Resource outflows
	306-3 Waste generated	ESRS E5 – Resource use and circular economy	E5-5 – Resource outflows
	306-4 Waste diverted from disposal	ESRS E5 – Resource use and circular economy	E5-5 – Resource outflows
	306-5 Waste directed to disposal	ESRS E5 – Resource use and circular economy	E5-5 – Resource outflows
GRI 308 : Supplier Environmental Assessment 2016	08-1 New suppliers that were screened using environmental criteria	ESRS S2 – Workers in the value chain	Fostering ecosystem resilience
GRI 401 : Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1 – Own Workforce	S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
GRI 403 : Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ESRS S1 – Own Workforce	Ensuring safety at work
	403-2 Hazard identification, risk assessment, and incident investigation	ESRS S1 – Own Workforce	Ensuring safety at work
	403-3 Occupational health services	ESRS S1 – Own Workforce	Ensuring safety at work
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESRS S1 – Own Workforce	Ensuring safety at work
	403-5 Worker training on occupational health and safety	ESRS S1 – Own Workforce	Ensuring safety at work
	403-6 Promotion of worker health	ESRS S1 – Own Workforce	Ensuring safety at work
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESRS S1 – Own Workforce	Ensuring safety at work
	403-9 Work-related injuries	ESRS S1 – Own Workforce	S1-14 – Health & safety metrics
GRI 404 : Training and Education 2016	404-1 Average hours of training per year per employee	ESRS S1 – Own Workforce	S1-13 – Training and skills development metrics
	404-2 Programs for upgrading employee skills and transition assistance programs	ESRS S1 – Own Workforce	S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
	404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1 – Own Workforce	S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
GRI 405 : Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESRS S1 – Own Workforce	S1-1 – Policies related to own workforce
		ESRS S1 – Own Workforce	Indicators and targets
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	ESRS S1 – Own Workforce	Respect for human rights
GRI 413 : Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	ESRS G1 – Business conduct	The Group's community involvement and contribution to local ecosystems
GRI 414 : Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESRS S2 – Workers in the value chain	Fostering ecosystem resilience
GRI 416 : Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESRS S4 – Consumers and end-users	S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and the effectiveness of those actions

ESG INDICATORS SUMMARY DASHBOARD

	Unit	2021	2023	2024	2025	Change		2030 target	Scope
ESRS 2 – General disclosures						vs prior year	vs benchmark		
ECOVADIS score	/100	Silver: 65/100	Silver: 69/100	Silver: 71/100	Silver: 76/100	5	11	**Gold**	SOMFY Group
Ratio of male/female representation on administrative bodies - no. of women/ total	Ratio	0,4	0,4	0,8	0,8	0	100%	-	SOMFY Group
Ratio of independent directors	%	60%	67%	67%	67%	0%	12%	-	SOMFY Group
ENVIRONMENT									
ESRS E1 – Climate change									
Carbon assessment in absolute value	Kt CO2	1 349	1 035	972	785	-19%	-40%	**-50% vs. 2019**	SOMFY Group
Reduction of greenhouse gas emissions Scopes 1 & 2 GHG Protocol, Market based	% vs 2019	-24%	-34%	-44%	-42%	-	-42%	**-50% vs. 2019**	SOMFY Group
> Rate of renewable electricity (%)	%	40%	83%	82%	84%	2	80	**100%**	Environmental reporting scope
> Energy consumption	MWh	28 932	21 102	21 215	22 088	4%	-	-	Environmental reporting scope
> Energy consumption per m²	kWh/m²	131	96	97	90	-7%	-31%	**Reduction**	Environmental reporting scope
> GHG emissions scopes 1 & 2 Location based	Kt CO2	14	13	12	12	2%	-21%	**-50% vs. 2019**	SOMFY Group
> GHG emissions scopes 1 & 2 Market based	Kt CO2	12	10	9	9	3%	-42%	**-50% vs. 2019**	SOMFY Group
Reduction of greenhouse gas emissions Scopes 3 GHG Protocol, Intensity	% vs 2019	-14%	-18%	-23%	-38%	-	-38%	**-50% vs. 2019**	SOMFY Group
> Proportion of products that are ecodesigned (all brands)	%	57 %	71 %	74 %	83 %	9	39	**100%**	SOMFY Group
> Annual electricity consumption per motor	KWh	9,4	8,2	7,6	5,8	-24%	-47%	**-40% vs. 2019**	SOMFY Group
> Raising employee awareness of climate change	no. of people	110	165	205	380	85%	245%	**1,000 en 2027**	Somfy Activités SA
ESRS E3 – Water and marine resources									
Water consumption	m³	40 328	37 934	43 571	32 135	-26%	-	-	Environmental reporting scope
Ratio per person	m³/pers	8,4	9,1	10,7	7,8	-27%	-	-	Environmental reporting scope
ESRS E5 – Use of resources and circular economy									
Recycling rate for hazardous and non-hazardous waste	%	89%	94%	95%	95%	0	-	-	Environmental reporting scope
Non-hazardous waste	kg/ unité	0,24	0,31	0,25	0,25	1%	-	**Reduction**	Environmental reporting scope
Hazardous waste	kg/ unité	0	0,004	0,008	0,01	75%	-	**Reduction**	Environmental reporting scope
Total waste	kg/ unité	0,24	0,32	0,26	0,27	4%	-	**Reduction**	Environmental reporting scope

-: not disclosed, applicable

	Unit	2021	2023	2024	2025	Change		2030 target	Scope
SOCIAL						vs prior year	vs benchmark		
ESRS S1 – Own Workforce									
Number of employees	no. of people	5 559	5 479	5 428	5 788	7%	-	-	Social reporting scope
Proportion of female representation in management roles	%	25,7%	25,3%	25,5%	26,6%	1,1	0,9	**40% vs 2021**	SOMFY Group
> Proportion of female representation in total workforce	%	46,3%	44,3%	45,4%	47,6%	1,4	-	-	Social reporting scope
Percentage of Group employees involved in philanthropic initiatives	%	3,9%	10,3%	13,6%	14,1%	0,5	10,2	**40% vs 2021**	SOMFY Group
> Number of community action days	no.	66	690	807	836	4%	-	**Increase**	SOMFY Group
Number of employees who left the company	no.	-	-	-	658	-	-	-	Social reporting scope
Employee turnover rate during the reporting period	%	-	-	10,1%	11,3%	-	-	-	SOMFY Group
Percentage of employees who were promoted/changed position	%	5,9%	6%	6,9%	5,4%	-1,5%	-	-	Social reporting scope
Percentage of employees who completed at least one training module	%	64%	74%	94%	79,9%	-10,2%	-	-	Social reporting scope
Employee engagement rate	rate	7,6	-	7,1	-	-	-	-	SOMFY Group
> Rate of participation in Somfy Scope survey (every 2 years)		78%	-	87%	-	-	-	-	SOMFY Group
Frequency rate of work-related accidents with stoppage	rate	3,06	2,84	3,42	4,38	28%	-	-	Health, safety reporting scope
Severity rate of work-related accidents	rate	0,08	0,15	0,29	0,3	3%	-	-	Health, safety reporting scope
Percentage of staff covered by a health & safety management system	rate	100%	100%	100%	100%	-	-	-	SOMFY Group
Number of deaths amongst staff and other workers due to accidents at work or occupational diseases	no.	0	0	0	0	-	-	-	SOMFY Group
Number of work-related accidents recorded amongst workforce – employees and temporary staff	no.	54	50	66	79	-	-	-	SOMFY Group
Number of cases of occupational diseases	no.	6*	3*	3	12	-	-	-	SOMFY Group *SASA
Number of days lost to work-related accidents – employees and temporary staff	no.	853	1495	4048	3884	-	-	-	SOMFY Group

-: not disclosed, applicable

	Unit	2021	2023	2024	2025	Change		2030 target	Scope
GOVERNANCE						vs prior year	vs benchmark		
ESRS S2 – Workers in the value chain									
Signature of the Supplier Code of Conduct – Direct purchases*	%	-	-	59%	71,5%	12,5%	12,5%	**95%**	SOMFY Group
Signature of the Supplier Code of Conduct – Indirect purchases	%	-	-	23%	36,5%	13,5%	13,5	**50%**	SOMFY Group
Relation Impact Index	Score/4	-	2,83	2,88	3,09	0,21	-	**2,80< <3,2**	SOMFY Group
Percentage of direct purchases made within proximity of the industrial site	%	44%	51%	52%	53%	1	1	**60%**	Ad hoc reporting scope
Screening coverage of direct suppliers	%	-	-	94%	91%	-3	-	**98%**	SOMFY Group
Coverage of purchaser onboarding training	%	-	-	100%	100%	-	-	**100%**	SOMFY Group
Coverage of CSR training	%	-	-	-	8%	-	-	**100%**	SOMFY Group
ESRS S4 – Consumers and end-users									
Customer CNPS satisfaction score (% of positive scores - % of negative scores)	Score	45	-	59	51	-14%	-	-	SOMFY, SIMU and BFT brands
Numbers of customer interactions	nb	11 388	12 892	11 302	21 243	88%	-	-	SOMFY Group
Number of patents in portfolio	nb	2 281	2 185	2 117	2 175	3%	-	-	SOMFY Group
Percentage of sales generated by new products in the last two years	%	-	8%	9%	9%	0	-	-	SOMFY Group
Number of partner experts	nb	-	4 000	4 763	4 757	-0,13%	-	-	SOMFY Group
ESRS G1 – Business conduct									
Number of people trained in ethics and compliance	no. over 2 yrs	657	3 595	3 544	3 024	-15%	-	**3,000 over 2 years**	SOMFY Group
Percentage of new hires who have completed the SOMFY Group e-learning module	%	-	-	56%	17%	-	-	-	
Sales	M€	1 478	1 447	1 516	1 538	1,5%	-	-	SOMFY Group
Current operating result	M€	301	201	222	211	-5%	-	-	SOMFY Group

-: not disclosed, applicable

Limited assurance report from one of the Statutory auditor on selected ESG information

Financial year ended december 31th 2025

To the annual general meeting,

In our capacity as statutory auditor of your company, we have undertaken a limited assurance engagement on a selection of ESG, listed in the appendix to this report, determined and prepared voluntarily by SOMFY SA (hereinafter «the Entity»), with regard to the ad hoc criteria defined by the entity (hereinafter the «Reference Framework»), for the financial year ended December 31, 2025, from the document attached to this report (hereinafter the «Information»), and prepared in the context of a regulatory transition, marked by the end of the applicable framework of the Non-Financial Performance Statement (DPEF) and by the preparation of the Entity for the future requirements of the CSRD, to which it will be subject in 2027 for publication in 2028.

Our assurance does not extend to any other information set out in the Statement not included in the Information.

Limited assurance conclusion

Based on the procedures we have performed, as described under the section "Nature and scope of procedures", and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Information is not prepared, in all material respects, in accordance with the Reporting Framework.

Preparation of the Information

The absence of a commonly-used generally-accepted reporting framework or established practice 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 Reporting Framework, available request from the Entity's headquarters. The significant elements of the Reporting Framework are set out in the Statement.

Inherent Limitations in preparing the Information

As disclosed in note Specific features of reporting for data relating to greenhouse gas emission of the Statement, the Information may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it.

As forward looking information is inherently uncertain, actual future outcomes may differ, sometimes significantly, from the forward looking information presented in the Statement.

Responsibility of the Entity

The Information has been prepared under the responsibility of Management. Management of SOMFY SA is responsible for:

- selecting or establishing suitable criteria for preparing the Information;
- preparing the Information in accordance with the Reporting Framework; and
- designing, implementing and maintaining internal control relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

Responsibility of the Statutory Auditor

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Information is prepared, in all material respects, in accordance with the Reporting Framework and is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the Entity's Management.

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.

Professional guidance and Standard applied

We performed the work described below in accordance with the professional guidance issued by the French Institute of Statutory Auditors (CNCC) applicable to such engagement, and with international standard ISAE 3000 (revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the IAASB (International Auditing and Assurance Standards Board).

They do not constitute an audit or a review within the meaning of the professional standards applicable in France. Nor do they constitute a "certification" in accordance with the guidelines of the Haute Autorité de l'Audit (H2A).

Independence and quality management

Our independence is defined by the provisions of the French Commercial Code (Code de commerce), French Code of Ethics for Statutory Auditors (Code de déontologie) as well as International Code of Ethics for Professional Accountants (including Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA). This Code is based on the compliance with the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality, and professional behavior.

In addition, we apply International Standard on Quality Management 1, which requires to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, applicable legal and regulatory requirements and French professional guidance.

Nature and scope of the procedures

We planned and performed our work, described below, to address the areas where we have identified that a material misstatement of the Information is likely to arise. As part of our limited assurance engagement and based on our professional judgment, we:

- updated our understanding of all the entities included in the scope and its environment, including the internal control components relevant to the preparation of the Information;
- assessed the suitability of the Reporting Framework's criteria with regard to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best industry practices;
- obtained an understanding of internal control procedures implemented by the Entity aimed at ensuring the compliance of the Information with the Reporting Framework;
- assessed whether the methods used by the Entity to prepare the Information are appropriate in regard of the Reporting Framework and, where applicable, assessed the relevance of changes in methods and assumptions;
- verified that the Information has been prepared within the scope indicated in the Reporting Framework;
- selected, based on our professional judgment, the information we considered most important, for which we:
  - performed analytical procedures to verify the consistency of any changes in those data and, where necessary, requested explanations from Management regarding any unusual identified items;
  - performed test of details, using sampling techniques (or other selection methods), in order to verify the correct application of the calculation methods and assumptions described in the Reporting Framework and reconcile the underlying data with the supporting documentation;
  - for estimates, through interviews with Management, we obtained an understanding of the method used to calculate the carbon footprint and biodiversity estimated data. We assessed the appropriateness and correct application of this method, as well as the appropriateness of the sources of information used;
  - for qualitative information, we referred to documentary sources and conducted interviews to corroborate them.
- assessed the overall consistency of the information in relation to our knowledge of all the entities included in the scope.

We consider that the evidence we have obtained is sufficient and appropriate to support our conclusion.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance opinion in accordance with the French professional guidelines, as well as in accordance with international standard ISAE 3000 (revised). A higher level of assurance would have required us to carry out more extensive procedures.

Restrictions on distribution and use

This report has been prepared solely for your attention within the context described in the first paragraph and may not be used, distributed or referred to for any other purpose.

This report is governed by French law. The French courts have exclusive jurisdiction in relation to any claim, difference or dispute which may arise out of or in connection with this report.

Paris la Défense, **7 April 2026**
KPMG SA

Sara Righenzi de Villers
Partner

Isabelle Lhoste
Partner ESG

APPENDIX 1 – List of verified indicators

- Energy consumption per m² (kWh/m²)
- Percentage of electricity from renewable sources (%)
- Percentage reduction in Scope 1 and 2 greenhouse gas emissions in absolute value compared to the 2019 baseline year (GHG Protocol - market based) (%)
- Percentage reduction in Scope 3 greenhouse gas emissions in intensity (kg CO_2e/engine) compared to the 2019 baseline year (GHG Protocol) (%)
- Total waste per engine (kg/unit)
- Hazardous and non-hazardous waste recovery rate (%)
- Number of employees present at the end of the reporting period
- Percentage of women in management (%)
- Percentage of employees who have received at least one training course (%)
- Percentage of employees who have received a promotion/career advancement (%)
- Workplace accident rate resulting in lost time for employees excluding temporary workers (ratio)
- Percentage of new hires who completed the GDPR e-learning course (%)
- Percentage of connected employees present on 12/31/2025 who completed at least one training course related to ethics and compliance in the last two years (%)
- CNPS survey (qualitative review)
- Number of suppliers assessed during the year (according to the risk analysis matrix)
- Annual electricity consumption per motor (kWh)
- Percentage of Somfy brand products sold that incorporate an eco-design approach (%)
- Percentage of direct purchases made near the industrial site (%)

CONCEPTION & RÉALISATION Oeilneuf CRÉDIT PHOTOS : ANTHONY MICALLEF

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