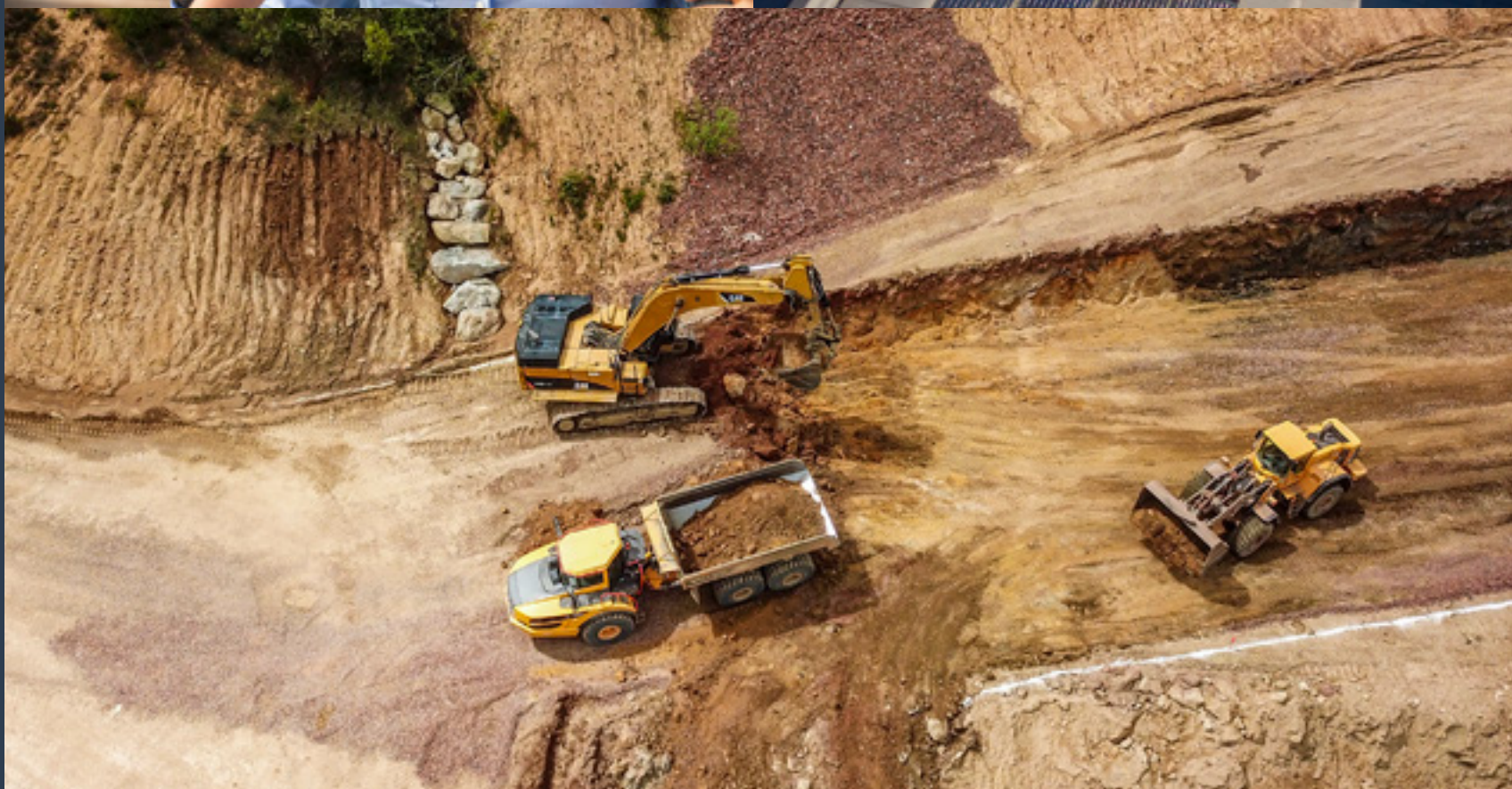


EDILIANS
GROUP



CSR REPORT 2024 EDITION

SUSTAINABLE ROOFING

Developing projects together for
the low-carbon transition and
the well-being of all

Contents

INTRODUCTION

- CSR report**
Disclaimer 03
- Inspiring the sustainable transformation of housing**
Pascal Casanova 04
- Edilians Group**
At a glance 05
- Our CSR strategy** 08
- Housing at the heart of major transitions** 09
- Our materiality analysis** 11
- Sustainable roofing**
Our CSR commitment 12
- Our contribution**
to the Sustainable Development Goals 13
- In 2023**
A few highlights 14

PEOPLE

- Creators of expertise**
Inventing a fulfilling and friendly human experience 15
- 1. Providing good working conditions**
and ensuring the well-being of our employees 16
- 2. Investing in skills development** 21
- 3. Pursuing our efforts**
to promote diversity 23

ENVIRONMENT

- Building sustainability**
Building environmentally friendly solutions 25
- 1. Significantly reducing**
our carbon intensity, through continuous improvement, innovation, and technological breakthroughs 26
- EDILIAN'S GROUP X CERITHERM**
The Group steps up its decarbonisation plan 28
- 2. Contributing to the ecological and energy**
transition in the housing sector 31
- 3. Managing our environmental impact**
and investing in water conservation 34
- 4. Preserving ecosystems**
and biodiversity 37

LOCAL ROOTS

- Local artisans**
Striving to maintain ties between individuals and their local area 38
- 1. Setting the industrial standard**
for the virtuous local development 39
- 2. Preserving**
our cultural and architectural heritage 41
- FOCUS**
Our sites are committed 43

GOVERNANCE

- Responsible manufacturers**
Working to conduct our business in an exemplary manner. 44
- 1. Affirming our commitment**
and our transparency 45
- 2. Placing ethics and excellence**
at the heart of our business 47
- 3. Being a preferred supplier**
for our customers 48

INDICATORS

- People** 49
- Environment** 50
- Local roots** 51
- Governance** 51

CSR report Disclaimer

This report covers Edilians Group for 2023, including its French, Spanish, and Portuguese subsidiaries, representing the companies acquired at least six months prior to 1 January 2023.

Information relating to the most recent acquisitions (La Escandella and Ceritherm) will be included in future reports. In the event that Edilians Group publishes non-financial environmental, social and/or governance data on a consolidated basis in the future, these data (including the related objectives) may therefore differ from those set out in this document.

This report has been drawn up on a voluntary basis and does not constitute a declaration of non-financial performance as defined in Article L.225-102-1 of the French Commercial Code.

Where this Report refers to our business, products, or services as being “sustainable,” “environmentally friendly,” “eco-friendly,” or similar, we are referring to characteristics resulting from actions taken (among others) to enhance process efficiency, invest in advanced technologies, and reduce emissions and water use. Further details of our impacts are included in the “Environment” section.





Pascal Casanova

Executive Chairman of Edilians Group

Inspiring the sustainable transformation of housing

For the past two centuries, Edilians Group has been grown based on its unique expertise around the protection of homes. As a leading player in the clay tiles and eco-housing sectors in France and on the Iberian peninsula, we have developed a long-term development strategy reflecting the role that we want to play in society. Together, we want and need to meet people's aspirations to live protected and comfortable lives, in a sustainable way.

That is why, over the years, we have developed a comprehensive range of products dedicated to energy renovation and the integration of renewable energies, and are now in a position to support the entire industry. As such, we are continuing to train artisan roofers, particularly in solar solutions. We are also expanding our partnerships with other industry professionals, to offer comprehensive technical and administrative solutions tailored to the needs of each of our stakeholders.

Bolstered by a model based on local ties, community connections, and exchanges, we are thus continuing to innovate, collaborate, and create virtuous synergies within our Group and our industrial ecosystem.

2023 marked our acquisition of Ceritherm, which has long been committed to ambitious research programmes for the design, manufacture, and improvement of thermal equipment, in particular for the clay industry. This bold and innovative move helped us speed up the roll out of our decarbonisation plan and to consolidate our initial investments across all our sites. By teaming up with engineering professionals, we combined our 200 years of industrial know-how with new cutting-edge technologies and expertise.

Our responsibility to society is the cornerstone of our transformation. That is why we are devoted to building an engaging strategy for all our employees, and a business plan within which everyone can find a way to make a difference. In this context, we have made our employees' well-being a priority for action, in particular with regard to health and safety. More than ever before, we are continuing our efforts to consolidate and roll out a Group-wide culture and achieve the excellence to which we aspire.

Collectively, we are therefore equipping ourselves with the human, technical, and financial resources we need to build up genuine European expertise around the sustainable protection of homes. And, as a major player in the energy and environmental transitions, we are striving to inspire a new model for our entire industry.



Edilians Group

At a glance

W *The goal of Edilians Group is to still be here 100 years from now. That is why we want to provide residents with both comfort and protection. This desire guides the Group's development trajectory and CSR strategy".*



Pascal Casanova
Executive Chairman
of Edilians Group

TO FIND OUT MORE



Focus on our strategic vision and CSR commitments with Pascal Casanova

OUR CORPORATE PURPOSE

Building and renovating in a sustainable manner for the comfort, well-being and future of all.

Edilians Group is the result of successful mergers with, and the integration of, several key players active in the manufacture of clay tiles, the industrial manufacture of accessories and components, and the solar roofing business.

Drawing on its 1,700 staff members and 200 years of expertise stemming from the legacy and traditional know-how of several brands specialising in roofing and building envelopes, Edilians Group stands out through its commitment to eco-housing and energy renovation.

Constantly aiming for excellence and united around shared values and a clear mission, the various Edilians Group subsidiaries work in synergy to promote long-lasting solutions focused on energy efficiency.

OUR VALUES

TEAM SPIRIT

Friendliness and professionalism combine to create team spirit. This is based on cooperation, mutual respect, and kindness in our pursuit of the highest standards.

TRUST

Autonomy and creativity are encouraged, illustrating the importance of every member of our team. Trust is based on proximity, transparency, work ethics, and responsibility whilst abiding by rules.

LEADERSHIP

We affirm our leading status and are the benchmark for our customers and the eco-housing industry. Results, innovation, and services are driven by our employees' ambition.

A CULTURE OF EXCELLENCE

This culture encourages a collective commitment to achieving ambitious objectives, capitalising on everyone's skills to make us the benchmark.

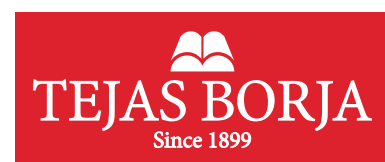
Edilians Group

At a glance

Our activities

Historically present in several regions of France, Edilians Group also operates in Spain and Portugal. The varied areas of expertise of our brands and subsidiaries all converge on the same goal: to provide innovative, resilient, and sustainable roofing solutions geared towards energy efficiency.

Our brands



CLAY TILES

FRANCE

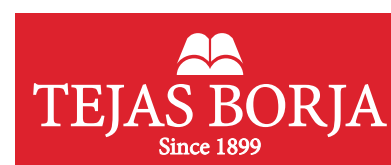


Combining high technical performance and local industry for the past 200 years, Edilians develops and manufactures innovative roofing solutions at the core of eco-housing. A leading brand in clay roofing, energy renovation, and photovoltaic solar energy, Edilians relies on a policy of innovation and responsible commitment to provide solutions to respond to the environmental, social, and regulatory challenges of the future.

SPAIN



La Escandella combines tradition and innovation. With decades of experience under its belt, the company has high production capacity for its various product ranges, meeting the varied needs of construction professionals all around the world.



Tejas Borja, Spain's historical leader in the ceramics sector, has specialised in manufacturing and marketing high-quality roofing products for over a century. With a wide and varied range of products, Tejas Borja offers integrated, complementary, and high-performance solutions.

PORTUGAL



Specialising in manufacturing and distributing ceramic tiles, Umbelino offers high-quality roofing solutions that are equally suited to the preservation of traditional buildings and to more innovative concepts, meeting modern standards of quality and sustainability.



COMPONENTS AND SOLAR



Edilians Tech is a company with around 100 employees that has specialised in manufacturing cladding for the building industry for over 50 years. Its three historical product ranges – rainwater solutions, non-clay roofing components and façade cladding – have made the Edilians Group an eco-housing specialist, integrating all its components including its solar business.

ENGINEERING



An engineering company with 20 staff members, Ceritherm boasts over 25 years of expertise in designing, manufacturing, installing and commissioning thermal equipment for industrial uses and laboratories (dryers, heat chambers, and industrial kilns). Its team is involved in ambitious research programmes aimed at both designing innovative thermal equipment and improving the current fleet of machinery.

Edilians Group At a glance

Our commitment

At Edilians Group, we believe that we can now align our lifestyle needs with the interests of the planet. We can combine comfort with environmental friendliness, energy and economic performance, architecture, and sustainability.

Enabling everyone to live better means designing innovative, resilient and sustainable roofing solutions so that the buildings of today and tomorrow may contribute to the well-being of everyone and to the future of the planet.



3
countries
and 17 production
sites

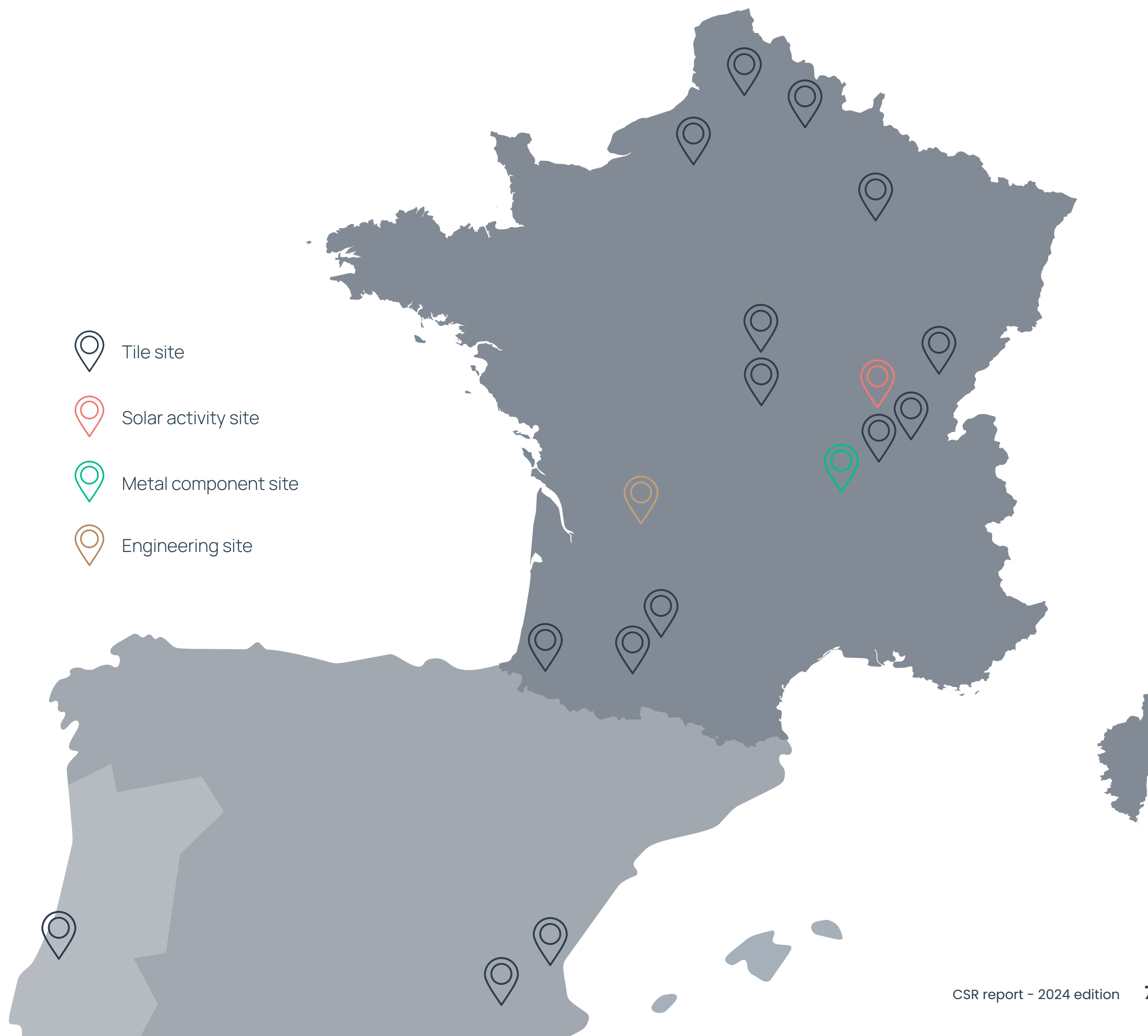
1,700
jobs
that we have committed
to keeping local

4
trademarks

9
French regional
appellations

500
roofing projects
per day
(new-build and renovation projects)

+ 100
countries of distribution
on all 5 continents



Our value creation model

Resources

Financial capital
Self-funding capability

Industrial capital
17 sites including 3 abroad
11 out of 14 sites with ISO 50001 certification

Intellectual capital
9 regional appellations
An integrated research & development process
1 industrial IT team
1 central laboratory and
1 engineering company

Human capital
1,700 employees, including 300 abroad
An integrated training centre
5,973 health & safety discussions in 2023

Social & Societal capital
Regional roots
Presence in 16 employment areas
A "Geste d'Or" partner
1 endowment fund

Environmental capital
A solar park
installed in our old quarries
100% green electricity
Pallet recycling eliminated the need
to use new wood to manufacture
900,000 pallets



Quarries



Regions – Local roots



Factories



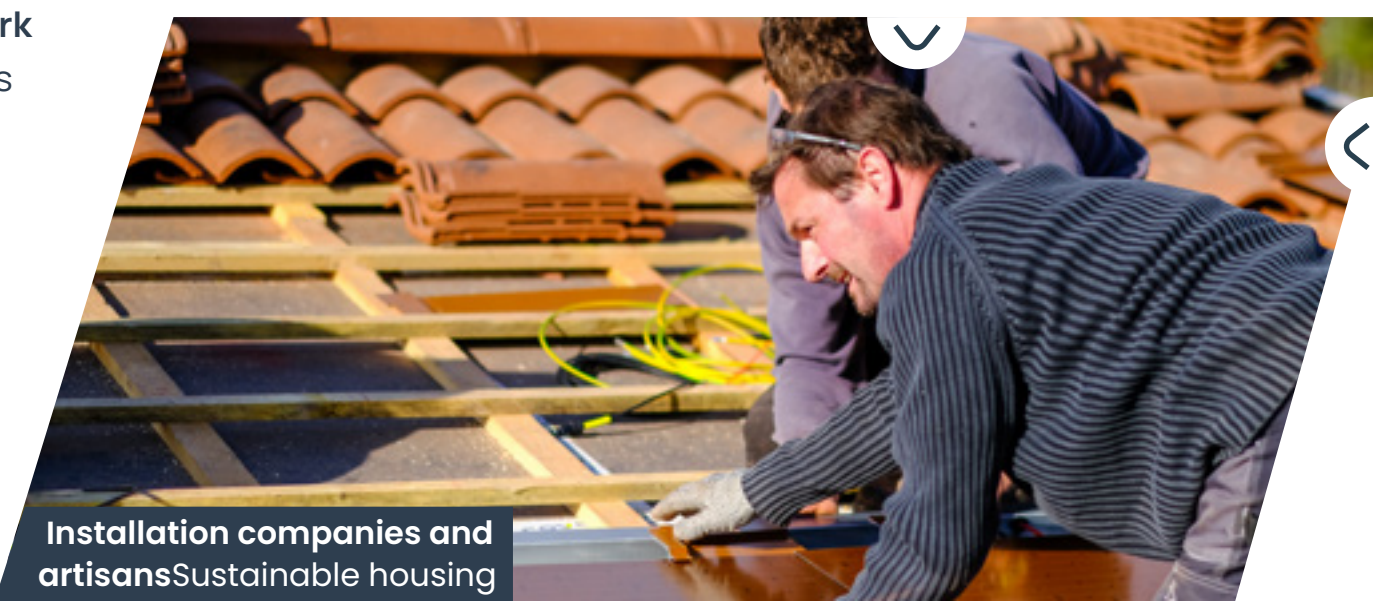
R&D Innovation



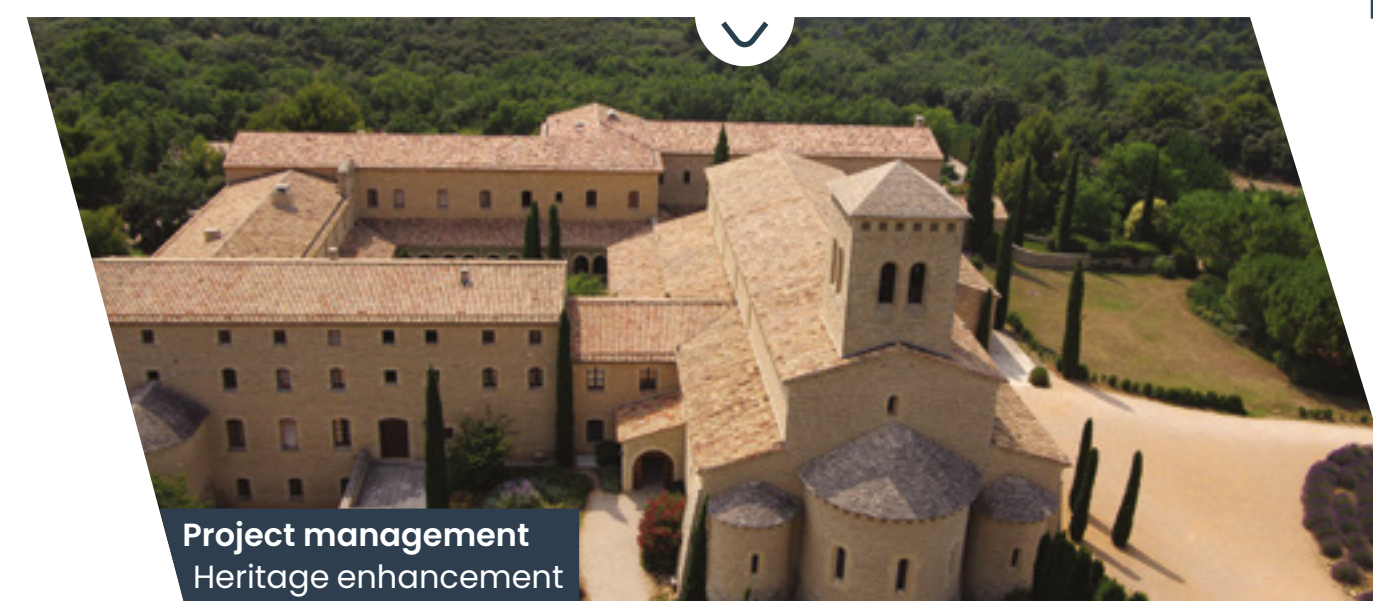
Distributors
Products and services



Employees and partners
Services and training



Installation companies and
artisans Sustainable housing



Project management
Heritage enhancement

Valuecreation

Financial capital
+ €500 million in turnover

Industrial capital
Regularity of our supply
A decarbonisation plan
100% of factories with
ISO 50001 certification in 2025

Intellectual capital
7 ranges of products for eco-housing
2 internal applications enriched with new training
content every year: Edilearn & Edisafe

Human capital
100% of employees received quality of life at
work training between 2021 and 2023
86/100 score on the Gender Equality Index
-3% lost-time accidents (compared with 2021)
100% of employees given awareness
training on the code of ethics

Social & Societal capital
96 tile models and 380 colours
3 heritage and/or social projects
supported every year in France
More than 200 roofers given
photovoltaic training in 2023

Environmental capital
-30% direct CO₂ emissions per tonne
of tiles by 2030 in France
-20% consumption of drinking water
per tonne of tiles by 2023 in France;
-35% in 2025
-25% rate of tile waste
by 2025 in France

Housing at the heart of major transitions

In a context marked by a series of unprecedented economic developments and energy and climate crises, housing is at the crossroads of several trends entailing a long-term process of change.

Renovating buildings, improving our energy performance and carbon impact, deploying renewable energies, and ensuring comfort and quality of life for residents – these are all catalysts for the various transitions that need to be made in our sector today.

1 Renovating buildings Towards more resilient and less expensive lifestyles

Renewed interest in detached houses following the COVID crisis, decline in new-build projects, increase in climate disasters, support for the ecological and energy transitions... Renovation is a growing market and an essential lever for combating climate change and adapting to its effects, reducing energy expenses, and improving the quality of life of residents. Roofing figures prominently in this, and for good reason: with comprehensive, high-performance and resilient systems, it can play a major role in offering healthy, comfortable, and more sustainable homes.

Renovation largely driven by climate targets

In France, the building industry accounts for 23% of greenhouse gas emissions and 43% of the country's final energy consumption.¹ The housing sector is at the forefront of achieving climate targets and carbon neutrality by 2050.

The French Climate and Resilience Act of 2021 sets out a strict timetable for eliminating poorly insulated houses, representing a total of five million homes.¹ Through this Act, the government undertakes to renovate 370,000 homes per year until 2030 (and more than 700,000 every year between 2030 and 2050). In order for renovation to be effective, priority needs to be given to building envelopes, especially roofs, which are responsible for 30% of energy loss in winter and incoming heat in summer.² Roofing is therefore a strategic factor in comprehensive, high-performance renovations: through roof insulation, around two out of three buildings could be brought out of the "poorly insulated" category.

Fighting energy poverty and improving the comfort of residents

In 2018, 34 million Europeans were unable to afford to heat their homes properly.³ Furthermore, post-COVID economic recovery and the war in Ukraine have caused energy prices to rise to unprecedented levels. Improving the energy performance of buildings will, therefore, also affect purchasing power.

While the complete insulation of roofs and walls can lead to a decrease in energy consumption of up to 60%⁴, roof renovation (insulation and airtightness) can reduce heat loss in winter and heat gain in summer by 40%. This is a considerable advantage when it comes to resilience and thermal comfort, in a context where heat waves are increasing in frequency and intensity, becoming the new norm.

¹ French Ministry of Ecological Transition and Territorial Cohesion

² Association Promotoit

³ EU-SILC, European Commission

⁴ ADEME



Housing at the heart of major transitions



2 Renewable energies A role to play for photovoltaic solar energy

The necessary decarbonisation of energy systems (gas and oil), the development of electric mobility, and the rising cost of electricity are causing energy bills to increase considerably. This increase is set to continue to rise in the long term. Given these trends, the development of photovoltaic solar energy has clear advantages: optimised with the benefits of overall renovations, it provides individuals with a clean, renewable energy source consumed within the household, thereby significantly reducing electricity expenses.

Transitioning to energy independence

With a renewable energy target of at least 42.5% of total energy consumption in the EU by 2030, and in the context of an energy crisis sparked by the war in Ukraine, Member States have adopted governmental policies aimed at accelerating the deployment of these new energy sources. While countries such as Spain are setting positive examples, with more than half its electricity produced from renewable energy sources in 2023, France is lagging behind in achieving these targets. In 2020, renewable energies only accounted for 19.3% of the country's final energy consumption while, at the same time, the country produced only slightly more than half of the energy it consumed (55.5% in 2020).

Photovoltaic solar energy: high potential for development

Despite some delay, photovoltaic solar energy is gaining ground in France, with 13.6 TWh produced in 2020, i.e. up 11% on 2019. The installation of solar panels on the roofs of private homes also has untapped potential estimated at 364 GW, i.e. almost three times the power of all production plants. In Spain, solar power is set to represent the largest annual increase in capacity for renewable energies, far exceeding that of wind power and hydroelectricity. In various countries, the sector is witnessing significant price decreases and a level of competition very similar to that observed for conventional energies. Self-consumption is becoming economically attractive, making photovoltaic solar energy a particularly relevant up-and-coming solution for private individuals.

⁵ DATALAB, Bilan énergétique de la France, 2022 edition.

⁶ SDES, according to purchase obligations, EDF, EDF-SEI, and ELD

⁷ ADEME, Un mix électrique 100% renouvelable? Analyses et optimisations, 2015

A need for industry-wide support

Undertaking a renovation project while deploying photovoltaic solar energy now stands out as an environmentally and economically attractive option. Both markets are driven by strong demand, which itself has been encouraged by a series of public grants, leading to major changes in the sector and in most building trades. The support provided to the industry therefore needs to be improved, in the context of undertaking comprehensive renovation projects. This is true both for professionals, to strengthen and integrate their expertise, and for private individuals, so they can navigate the range of possibilities and the available financing options.

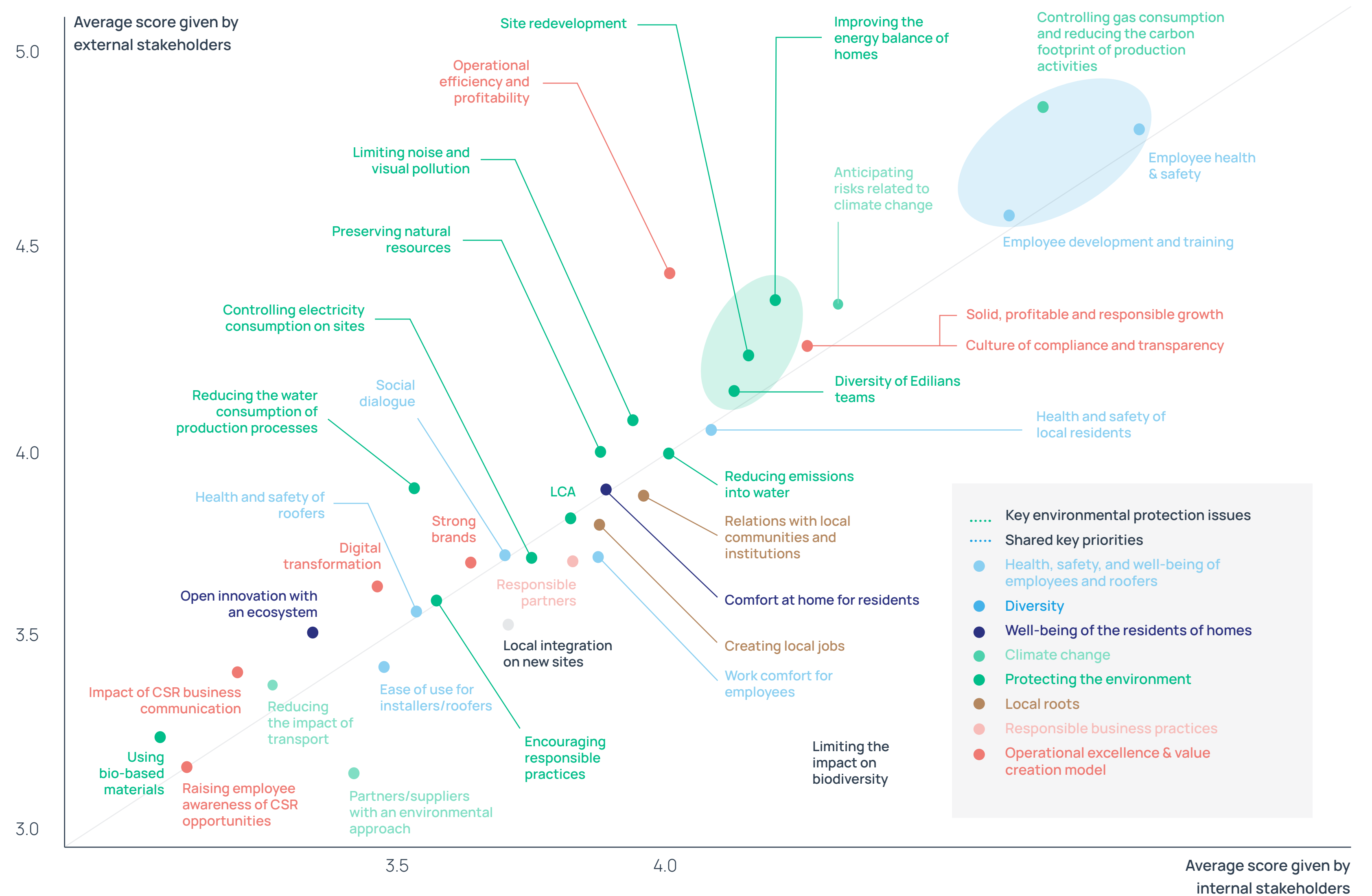
A CSR policy that takes account of our stakeholders' internal and external challenges

In 2020, to structure our CSR policy, we carried out a large-scale survey of our internal and external stakeholders in order to analyse various risks and opportunities for our Group. The materiality analysis that emerged in 2021 helped us identify our main CSR challenges, which include the health and safety and training of our employees, reducing our carbon footprint, and energy management.

TARGET FOR 2025

Preparing for the CSRD

Since November 2023, a strategy consulting firm has been working with Edilians Group to help it prepare for the implementation of the EU Corporate Sustainability Reporting Directive (CSRD). With a view to its 2026 extra-financial reporting, the Group has undertaken to comply with the new standards and related obligations from 2025.



Sustainable roofing

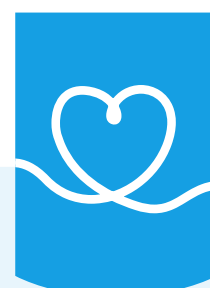
Our CSR commitment

For Edilians Group, corporate social responsibility is a long-term commitment; it is a continuous improvement process that is integrated across the board in our business model and strategy.

Aware of the environmental impact of our industry, we offer solutions that combine performance and sustainable development, in order to meet our customers' expectations and encourage the transition to a sustainable, low-carbon economy. We work to design smart roofing solutions so that buildings may contribute to the well-being of everyone and to the future of our planet, all while fostering engagement and nurturing a sense of pride among our employees and future staff members, who are instrumental in our success.

Our CSR policy therefore revolves around four main pillars, with quantifiable progress targets for 2025 and 2030.

PEOPLE



Creators of expertise

Inventing a fulfilling and friendly human experience

- › Providing good working conditions and ensuring the well-being of our employees and partners
- › Committing to the development of our employees' skills
- › Pursuing our efforts to promote diversity and equality
- › Tapping into the innovative creativity of our teams to develop our solutions

LOCAL ROOTS



Local artisans

Maintaining virtuous ties between individuals and their local area

- › Setting the standard for the virtuous development of our regions
- › Working together to develop projects to support the energy transition

ENVIRONMENT



Building sustainability

Building environmentally friendly solutions

- › Considerably reducing our carbon footprint through continuous improvement, innovation, and technological breakthroughs
- › Contributing to efficient, sustainable, and low-impact buildings with our eco-housing solutions
- › Managing our environmental impact and investing in water conservation
- › Preserving ecosystems and biodiversity

GOVERNANCE



Responsible manufacturers

Working to conduct our business in an exemplary manner

- › Affirming our commitment and our transparent approach
- › Placing ethics and excellence at the heart of our business
- › Being a preferred supplier for our customers

Our contribution to the Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 are the cornerstone of the 2030 Agenda, calling on all institutional, economic, and civil players to mobilise. Aware of our responsibility, we have identified 13 ambitious and cross-functional SDGs that should drive our commitments as we conduct our activities and operations.

PEOPLE

Good health and well-being

- Improving working conditions
- Promoting a culture of health and safety amongst our employees

Quality education

- Developing the skills of our employees and partners
- Preserving and passing on know-how

Gender equality

- Increasing the number of women in manufacturing and management positions

Reduced inequalities

- Strengthening our diversity, inclusion, and equality policies

ENVIRONMENT

Clean water and sanitation

- Limiting our water consumption
- Reducing and treating our emissions

Affordable and clean energy

- Improving our energy efficiency
- Investing in renewable and low-carbon energies

Industry, innovation and infrastructure

- Innovating to optimise our manufacturing processes
- Developing new breakthrough technologies

Responsible consumption and production

- Taking only as much as necessary
- Reducing our waste

Climate action

- Significantly reducing our CO₂ emissions per tonne
- Innovating for low energy, autonomous, and resilient housing

Nature

- Developing and restoring our natural landscape whilst promoting the natural habitats of flora and fauna

LOCAL ROOTS

Decent work and economic growth

- Promoting employment and a thriving local economy

Sustainable cities and communities

- Favouring short supply chains
- Being a peaceful industrial neighbour
- Taking action for the virtuous development of regions
- Contributing to enhancing heritage

GOVERNANCE

Peace, justice and strong institutions

- Communicating transparently about our commitments
- Placing ethics at the heart of our business



Edilians Group has joined the United Nations Global Compact

In July 2023, Edilians Group confirmed its support for the ten principles in the United Nations Global Compact relating to human rights, international labour standards, environmental protection, and the fight against corruption. By doing so, the Group takes account of the Global Compact of the Global Compact and its principles in its strategy, culture, and day-to-day operations. Within this framework, Edilians Group has agreed to report on its efforts and progress through the annual publication of a Communication on Progress (CoP), in accordance with the Global Compact's policy.

In 2023 The year in highlights

PEOPLE

700 'FORCE' inspections were organised on the Group's sites to check the safety of the work environment and equipment.

A new company agreement was signed on **gender equality at work, diversity, and disability**.

On 23 November 2023, Edilians organised its first **DuoDay** in France for the inclusion of people with disabilities.

ENVIRONMENT

With the acquisition of the engineering company **Ceritherm**, Edilians Group stepped up its **decarbonisation plan**.

Investment in **5 decarbonisation projects** on **3 French sites**.



7.5% reduction in direct carbon emissions per tonne of tiles produced in France compared with 2021.

A trend consistent with the target of **a 30% reduction by 2030**.

Edilians Group consolidated its position in the area of **eco-housing** with two new partnerships (CAPEB and APRIL Group).

The **Electron project** was rolled out across the Group's sites to **reduce electricity consumption**.

Three new sites obtained **ISO 50001** certification (i.e. **11/14 clay tile sites** certified).



LOCAL ROOTS

408 roofers were trained by Edilians in **BP electrical certification** for the installation of **photovoltaic solutions**.

4,000 m² of Diamant "Argentique" Huguenot tiles for roofs and cladding and **895 Max Solar tiles by Edilians** were used to transform **Bastide Niel** in Bordeaux into an eco-neighbourhood.

GOVERNANCE

Edilians Group confirmed its support for the **United Nations Global Compact**.



 People

Creators of expertise

Creating a fulfilling and sociable human experience

Our know-how is based on the expertise of the men and women with whom we work every single day. That is why we aim to protect and support each of our 1,700 employees. We are convinced that providing good working conditions, upgrading skills, and promoting diversity and equality are sustainable, responsible ways to ensure our employees feel fulfilled at work.

The Sustainable Development Goals to which Edilians Group contributes in the People category.



	Indicators	Units	2021 (reference year)	Target for 2023	Achieved in 2023	Target for 2030	Trend	
KEY INDICATORS	HEALTH, SAFETY & QUALITY OF LIFE AT WORK POLICY	Frequency of lost-time accidents (TF1) (Scope: France + Portugal)	Number per 1,000,000 hours worked (employees + temporary workers + contractors)	13.6	< 10	12.4	< 5	▼
		Safety discussions	Number	4,500	5,000	5,973	6,000	▲
		'FORCE' inspections	Number	/	500	700	1,100	▲

1. Providing good working conditions and ensuring the well-being of our employees

By their nature, our manufacturing activities expose our employees and our partners to the risk of workplace accidents and occupational illnesses, but we constantly strive to guarantee their safety, their health, and their well-being.

1.1. Strengthening our health & safety culture

In the area of health & safety, we are deploying an ambitious roadmap, with a clear objective: **to prevent accidents and illnesses, starting with the most serious ones likely to cause irreversible effects**. This roadmap is based on two main reference frameworks:

1. Our Quality, Health, and Environmental Policy
2. Our Health, Safety, and Environmental Charter focused on RESPECT

And a three-point action plan:

1. **leadership** embodied by management's visible and concrete commitment to health and safety routines: health & safety discussions, analysis of accidents and incidents, holding safety meetings, celebrating successes, disciplinary measures, monthly steering committee meetings, etc.;
2. **risk control** with field assessments to regularly update the preventive measures in our 17 internal protocols, and to determine how well they are understood;
3. **organisation & systems** with the implementation of dedicated management tools for operational staff.



IN 2023

The improvement in the Group TF1 rate (for a comparable scope) slowed down. This was due in particular to the negative contribution from the Iberian sites which, despite making progress, do not yet have a safety culture comparable to the Group's historical scope.

15.0

= Frequency rate

(Scope: France + Portugal + Tejas Borja in Spain)

+24%

lost-time accidents

(compared with 2022)

TARGET FOR 2024

-33%

(compared with 2023)

Frequency rate < 10

(Group scope, including all subsidiaries)

0

serious accidents or occupational illnesses

(fatal / disabling)

GROUP SCOPE

The challenge of integration

The new Group scope, integrating new activities in France and those of our subsidiaries in Portugal (Umbelino Monteiro) and Spain (Tejas Borja and La Escandella), led us to change our Group target regarding lost-time accidents (TF1): **-25% in 2023 compared with an initial target of -33%**. In this context, we scaled up our plan for the integration of all our sites with the aim of building a strong safety culture at all levels of responsibility within the Group. We are proud to highlight the impressive performance of our Portuguese subsidiary Umbelino Monteiro which, in late April 2023, passed the milestone of "1 year with no lost-time work accidents".



The well-being of our employees is essential. This is a matter of integrity and about being consistent with our commitments. With the integration of new subsidiaries into our Group, we have an obligation to be more precise and effective in our management of health and safety issues and our forward-looking approach. We need to continuously challenge what we are doing, so we can work together to cultivate good practices."



Alexis Langlois

Vice-President, Iberia, Mergers and Acquisitions, Digital Transformation, Edilians Group

TO FIND OUT MORE



Health and safety as priorities, with Alexis Langlois

Six priority commitments

Safety

Health

1 ————— 2 ————— 3

4 ————— 5 ————— 6

WORKING ON MACHINES

Continued implementation of the action plan on machine safety.

Work to identify, with all sites, risks related to concurrent work on machines.

Plan to improve the reliability of maintenance operations.

WORKING AT HEIGHT

Assessment of the risks inherent in all types of work at height, along with special advanced training for the relevant employees.

Provision of individual platforms in the yard to facilitate drivers' stowage operations.

Creation of an "After-sales Safety" Working Group.

ROAD RISKS AND VEHICLE-PEDESTRIAN INTERACTIONS

Separation of on-site traffic flows and review of floor markings.

Training sales personnel in defensive driving.

Equipping forklifts with on-board anti-collision systems.

Testing pedestrian detection systems (2023).

NOISE

Equipping staff with custom-moulded PPE.

Deployment of Bluetooth® connected noise-reduction earmuffs for shift workers on volunteer sites.

Replacing noisy equipment (vibrators on drying tubes).

Protecting certain motors and replacing others with quieter models.

Installation of sectional doors inside buildings to limit the dissemination of noise and dust.

Soundproofing sorting stations.

CHEMICAL RISKS AND DUST

Regular assessment of chemical risks and research into alternatives to the most hazardous products.

Dust measurement campaigns and diagnostic review in anticipation of regulatory constraints.

Air purification with purifiers to capture more fine dust from workstations.

ERGONOMICS

Use of ergoskeletons.

Implementation of best practices in response to periods of intense heat (adaptation to climate change).

Purchasing of electric stackers for easier handling.

OUR SITES ARE COMMITTED

TEJAS BORJA (SP)

Vehicle/pedestrian interactions: ensuring safer conditions

Managing traffic flows is a priority in the Group's health and safety policy. This is why the Tejas Borja site in Spain has updated its floor markings for vehicles, in order to improve the safety of pedestrians. The forklift traffic lanes have also been resurfaced to reduce noise pollution.

All the actions that have been taken since we joined the Group have helped instil a new health and safety culture within our company. All our staff members are involved and mobilised on a daily basis. Health and safety, as well as improving overall working conditions, are key to employee retention and making our sector attractive for future generations."



Andres Casanova
Managing Director,
Tejas Borja

2023: Key figures and best practices

Field initiatives

5,973 health and safety discussions held (vs. 4,500 in 2021)

Target for 2024: **> 6,500**

1 Group Health and Safety Day

3 health and well-being employee engagement events

1 multi-year action plan for effective field communication and visual factories (marking, signage, etc.)

Management

+1 Prevention, Health and Safety Manager dedicated to the clay business in France

1 internal audit process for Health and Safety protocols with safety inspections and self-assessment grids for our 6 prevention priorities

Tools

1 regulatory and managerial training plan + **1** preventive training programme on the analysis of incidents using the causal tree method

+ 1 new 'FORCE' inspection programme for safety, cleanliness, and order

700 'FORCE' inspections for the safety of work environments and equipment in 2023

1 EDISAFE internal application for monitoring field feedback and safety discussions.

Employees

17 Safety officers trained = **238 hours** (2 days)

113 managers trained = **791 hours** (1 day)

i.e. **1,024 hours** of training

74 people trained in defensive driving (company cars) = **518 hours** (1 day)

HEALTH AND SAFETY DAY 2023

Joining forces for our collective well-being!

On 22 September 2023, all the Group's employees were once again invited to take part in this annual ritual dedicated to our risk prevention culture. The day's activities focused on risks in the workplace and at home, through workshops devised by the organisers on each site: the topics covered included preventing road risks, chemical products, first-aid training, personal protective equipment, the dangers of addictions, stress and fatigue management, and disability awareness.



Introduced in 2023, 'FORCE' inspections supplement the tools and field initiatives that have previously been deployed in the area of safety. The idea is to encourage all employees to observe one another's work environments with fresh perspective, and then to respond to and discuss what they have seen. Because we are all responsible for our safety at work, the 'FORCE' inspections are intended to instil a new safety culture based on interdependence, human input, open communication, and peer-to-peer discussions."



Pierre Dugay
France Industrial Manager and initiator of 'FORCE' inspections

1.2. Promoting quality of life at work

As the well-being of our employees is a priority, we ensure that best practices are deployed to guarantee that everyone benefits from a fulfilling, healthy and peaceful working environment; we do this by implementing a structured programme built around training and continuous improvement measures.

In parallel, we are offering all eligible employees in France – as well as some eligible staff members in Portugal and Spain, where this practice is less widespread – the opportunity to work from home up to two days a week.

A SPECIFIC TRAINING PROGRAMME

In 2021, we introduced a special health and well-being training programme to suit each type of job, addressing several themes: work postures, organisation and efficiency, nutrition, sleep and work patterns, and exercise.



Between 2021 and 2023

100%

of our employees

took at least one training course on quality of life at work (personal energy, stress management, health and well-being, movements and postures, etc.)

including

41%

of our employees of whom

100%

of managers in 2023

1 first action plan on quality of life and working conditions in France

At the end of 2022, with the support of a specialist consultancy, we carried out our first **survey on quality of life and working conditions** among all our French employees. With a **72% participation rate**, we were able to determine our priorities for a national and local action plan, which was deployed in France in 2023. This survey will be renewed every two years to evaluate the impact of the initiatives taken and involve all our subsidiaries.

with

1 Quality of Life and Working Conditions steering committee per site

made up of management and staff representatives, in charge of rolling out the action plan.

Edilians Group is made up of men and women who are passionate about their jobs and our products and are very strongly attached to our company and our values. Because we care about their well-being, we are working on the areas for improvement identified in the survey, in particular in terms of work environments and stress. On this last point, we are currently rolling out a national campaign across all our entities. With regard to working conditions, we are working on local action plans to meet the specific needs of each site."



Sébastien Blanchon
Human Resources Director

WELL-BEING AND PERFORMANCE



Unleashing individual and collective energy

Between September 2023 and March 2024, executives and non-executive officers from the 14 Edilians Group sites in France were able to explore the power of personal and collective energy as a driver of performance.

Managing stress and emotions, lifestyle, diet and sleep, communication, feedback culture, team dynamics, and leadership... Accompanied by the coaching firm Mentally Fit, which over the past 25 years has been promoting a holistic approach to well-being and performance directly inspired by sport, the Group's employees were given useful ideas and practical courses of action to improve their skills for the leadership and management of positive and winning teams.

In all areas, individual and collective performance are based on the same universal mechanisms. We are used to working actively with high-level teams and athletes, so we helped Edilians Group set up a long-term action-oriented programme designed to stimulate individual energy and teamwork. Our support took the form of awareness-raising, means of action, and progress monitoring, which the employees particularly appreciated."



Mentally Fit team

1.3. Strengthening social dialogue

When it comes to social dialogue, we frequently hold open, high-quality discussions with employee representative bodies.

In late June 2023 in France, we signed a three-year agreement on **diversity, gender equality in the workplace, and disability**, setting out objectives in these three areas and different ways and means of achieving them.

Over the next few years, other agreements will also be signed, in particular on the issues of **equal opportunity** and **managing jobs and careers**.



Edilians Group continues to champion equality and diversity

Under the recent agreement signed in France on the topics of gender equality in the workplace, diversity, and disability, Edilians Group undertook, among other things, to:

- Take better account of **parenthood in the workplace**, in particular by maintaining a basic salary of 100% for staff on paternity leave. In addition, Edilians signed a partnership agreement with *Les Petits Chaperons Rouges*, a network of daycare centres, to facilitate childcare for employees on all our sites.
- Encourage the **inclusion and continued employment of workers with disabilities**.
- Facilitate the **connection between working life and personal life** for employees with relatives with disabilities.

TO FIND OUT MORE



2. Committing to the development of skills

Our employees are the primary custodians and transmitters of our expertise. This is why we are committed to helping them reach a high level of skills.



OUR FOUR GROWTH AREAS

1 Developing skills and knowledge

We offer inclusion and upskilling courses to suit every employee, with:

- **A six-month inclusion course for managers and a one- to three-month course for non-managers**, comprising periods of theoretical and practical training on our tools and products for new arrivals;
- **Regular training and upgrading campaigns** so that employees can acquire the skills they need to do their job. These courses are currently offered in France and will ultimately be rolled out in Spain and Portugal as well.

THE EDILEARN PLATFORM

Our e-learning platform, launched in 2021, hosts training modules intended to grow our employees' expertise on subjects related to trades, products, and management.

Since it was created, **72 modules** have been developed.



In 2023

91%

of our employees in Iberia took part in a training course (non-mandatory // skills development)

2 Promoting mobility and fulfilment within the company

Because this is an essential factor for fulfilment, engagement, and attractiveness, we work to identify potential routes for advancement within the company. By implementing succession plans and annual performance reviews on all our sites and in all sales regions, we strive to promote upskilling and the transmission of key knowledge.



In 2023

37%

of jobs filled via internal promotion in France in 2023

OUR SITES ARE COMMITTED

TEJAS BORJAS (ESP) 1st annual convention

In April 2023, Tejas Borja held its first annual sales convention. This was a unique opportunity to rally its sales and production teams to exchange views, share trends from the year, and attend training on new products and systems.



3 Supporting our sales force in the quest for excellence

Our sales teams are the specialist point of contact for our solutions, so we make a special effort to sharpen their skills. Thanks to a jointly constructed skills reference framework, each individual can identify their needs and receive a personalised training programme. Currently available in France, this framework will be rolled out in Spain and Portugal in 2024.

4 Growing the talents of tomorrow

We believe that handing down and maintaining expertise in the long term is an essential way to ensure sustainability. By promoting work experience and internships in our company, we focus on developing skills and cultivating the employability of our young talents through rewarding projects that help them learn to handle responsibility.

To do this, we are building school-company partnerships around targeted technical training courses in the regions where we operate. In particular, we are reinforcing our internship and work experience policy for key engineering jobs.



In 2023

61

new work experience trainees welcomed (vs. 54 in 2022)

In line with the stated target of > 60

Schools are a key target for forging partnerships and nurturing strong, long-term relationships. We want to be at the forefront of students' minds when they are looking for internships and work placements. For Edilians Group, work placements are a major commitment. They help make young people aware of our professions and expertise, whilst being an excellent way to boost our employer brand."



Grégory Corona
Head of Recruitment and Corporate Appeal

3. Pursuing our efforts to promote diversity and equality

Convinced that diversity, inclusion, and equality are essential factors for cohesion and performance, we are deploying a strong diversity policy in our Group.

We are working to ensure gender equality at all levels:

- **Inclusion awareness and training** for employees.
- **Recruiting women** for manufacturing jobs.
- **Signing an agreement on diversity, gender equality, and disability** (in France).
- **Actions to promote the inclusion and continued employment of workers with disabilities** (in France).
- **Strengthening communication between generations** through tutoring.



Gender Equality Index

86/100

for the France clay scope,
i.e. 11 points above the legal minimum

TARGET FOR 2025

90/100

for the same scope

SKILLS TRANSFER

- Introduction of Knowledge and Experience Transfer (KET)
- Targeting critical jobs
- Creation of a criticality analysis grid
- Implementation of the first KET process in 2023



Focus on... Making our trades more attractive

We're excited about the potential in our sector. By focusing on improving working conditions, enhancing quality of life, and championing equality and diversity, we're creating a wealth of opportunities for generations to come. Consolidating our commitments, developing our employer brand, strengthening our relations with schools, and recruiting new profiles are all ways of attracting and retaining top talent for the present and the future.



DUODAY

Working hand in hand to promote inclusion

On 23 November 2023, Edilians organised its first DuoDay in France. The principle is to set aside a national day where a company, local authority, or association hosts a person with a disability and pairs them up with an employee volunteer.

HR officer, employment law expert, sales representative, laboratory employee, clay preparation operator – 11 duos were trained on six of our industrial sites in France, enabling the people hosted to discover a profession through an immersive company experience, and giving the employee volunteers a chance to help make a difference.

In 2023, we decided to introduce this format for the very first time, in line with the agreement we had signed with our social partners on the topics of diversity, gender equality in the workplace, and disability. We received positive feedback from everyone involved, showing that this initiative was beneficial for both the company and the people hosted. It was an opportunity to showcase our professions and company and share our values while raising awareness in our teams!"



Marnie Lauer
Employment law expert and organiser of DuoDay

This first DuoDay was a particular rewarding experience, both for me and for the person I had the pleasure of working with. She was so interested and enthusiastic, and she told me she had had the impression of being a "normal" person when she got up in the morning. She also said she got a real sense of the kindness and human values that make up the heart of our company. This was a clear reflection of our commitment to CSR. As for me, I hope I played a part in giving hope to someone who was motivated to find her way back into employment."



Marie-Aude Nordez
Human Resources Manager, Saint-Geours-d'Auribat site

OUR SITES ARE COMMITTED

PHALEMPIN (NORD)

A DuoDay with lingering effects!

After DuoDay was held on the Phalempin site, one of the people hosted came back for a two-week job-shadowing placement. They benefited from a new immersive workplace experience in a laboratory, with a focus on safety management.





 ENVIRONMENT

Builders of sustainability

Building environmentally friendly solutions

The Sustainable Development Goals to which Edilians Group contributes in the environment category.



Aware of the precious connection between people and the land, we work every day to build innovative, environmentally friendly housing.

Significantly reducing our carbon intensity, taking action to promote eco-housing, controlling our environmental impact across our value chain, and preserving ecosystems and biodiversity are all commitments that will contribute to building our future and perpetuating our expertise and our capacity to innovate for the future.

KEY INDICATORS	Indicators	Units	2021 (reference year)	Target for 2023	Achieved in 2023	Target for 2030	Trend
	GREENHOUSE GAS EMISSION REDUCTION POLICY	Direct CO ₂ emissions (part of Scope 1) per tonne produced (nominal tonne, 2019 baseline)	kgCO ₂ /t	180	176 (-2%)	171 (-5.5%)	126 (-30%)
POLICY TO CONTROL THE CONSUMPTION OF DRINKING WATER	Total consumption of drinking water per tonne produced	m ³ /t % reduction	0.104	-20%	-30%	-50%	▼

1. Significantly reducing our carbon intensity through continuous improvement, innovation, and technological breakthroughs

We are convinced that the future of our homes also depends on the future of the climate. That is why we are pursuing challenging goals to reduce our direct CO₂ emissions per tonne produced by implementing a plan to decarbonise our activities and continuously improve our energy efficiency.

1.1. Our decarbonisation plan

Launched in 2021 as the cornerstone of our commitment, our decarbonisation plan aims to reduce our CO₂¹ emissions per tonne produced by 30% by 2030, through a major investment plan to:

1. **reduce** our consumption of natural gas;
2. start **replacing** natural gas with alternative decarbonised fuels.

1. Compared with 2021.



DECARBONISING

A Group ambition

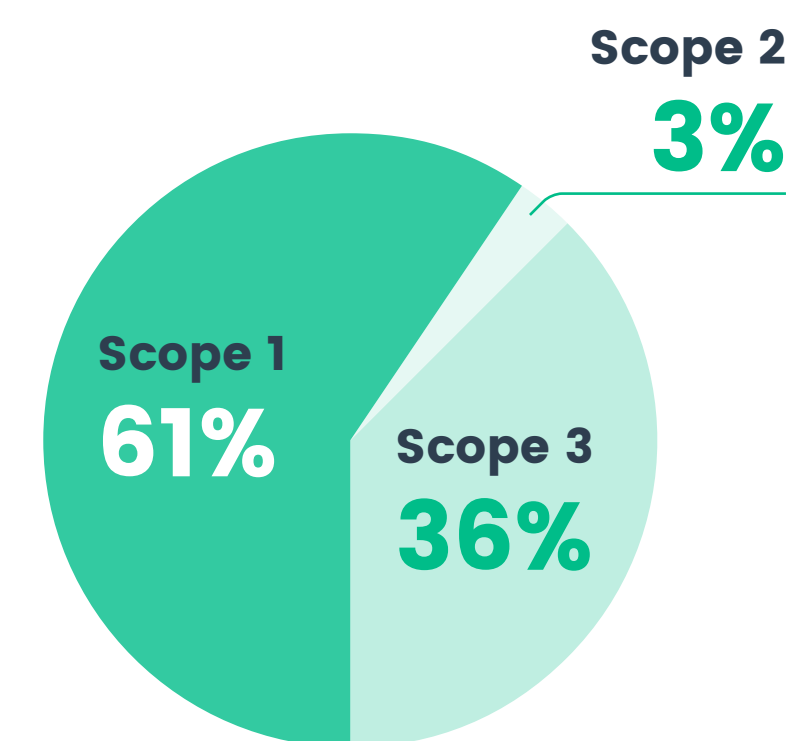
With the integration of Iberian subsidiaries, we have put into place policies for sharing best practices, providing a collective opportunity to take advantage of the progress made on each site to achieve our objectives. For example, our French sites have benefited from best practices from the Iberian peninsula, particularly regarding the weight of tiles. Moreover, we are already working to extend our decarbonisation plan for French factories to our Iberian subsidiaries. We are also trying to figure out what investments would be needed to achieve our ambitions for decarbonisation.

Measuring our carbon footprint to go even further

A top priority in the fight against global warming is to *reduce* global *greenhouse gas* emissions. That is why, in 2021, Edilians launched an ambitious decarbonisation plan guided by an initial assessment of its carbon footprint based on Scope 1 and 2 emissions. The Group scope has changed since then, and we decided to supplement the analysis of our footprint by measuring Scope 1, 2 and 3 emissions for all the Group's subsidiaries. The ERM company used the GHG Protocol for this measurement task.

This new audit confirmed our priorities for action to reduce the CO₂ emissions of our production processes, reduce our electricity consumption, and continue to implement sustainable purchasing policies.

Our carbon audit by scope



1. Reducing

Innovating to optimise our manufacturing processes

> Improving the thermal efficiency of our facilities

Operating our existing facilities in an optimum way by recruiting and training our teams to give them the knowledge and the time to get the best out of each production line.

> Upgrading our processes via mature technical solutions

Deploying proven best technical practices line by line to reduce the energy consumption and CO₂ emissions of our manufacturing processes: identifying the lowest-emission clays, optimising products and drying and curing techniques, etc.

> Research, innovation, design, and deployment of tomorrow's technologies on our manufacturing sites

Deploying our research and development programmes across all our processes and production facilities in order to reduce our energy consumption.

2. Replacing

Jointly developing energies for the future

> Replacing the natural gas we consume with alternative decarbonised fuels

Making a long-term commitment to an industrial and regional ecology initiative, with other local players, to pool the deployment of energies for the future (electricity, biomass, biomethane, biogas, hydrogen, etc.).

OUR SITES ARE COMMITTED

SAINTE-FOY-L'ARGENTIÈRE (RHÔNE)

Less gas, for a more efficient oven!

With the goal of achieving a 6% decrease in the gas consumption of one of its two largest ovens, the Sainte-Foy-l'Argentière site implemented a process enabling it to recover heat directly from its oven's burners, thereby reducing their gas consumption.

This project is expected to reduce this factory's annual CO₂ emissions by more than 400 tonnes.

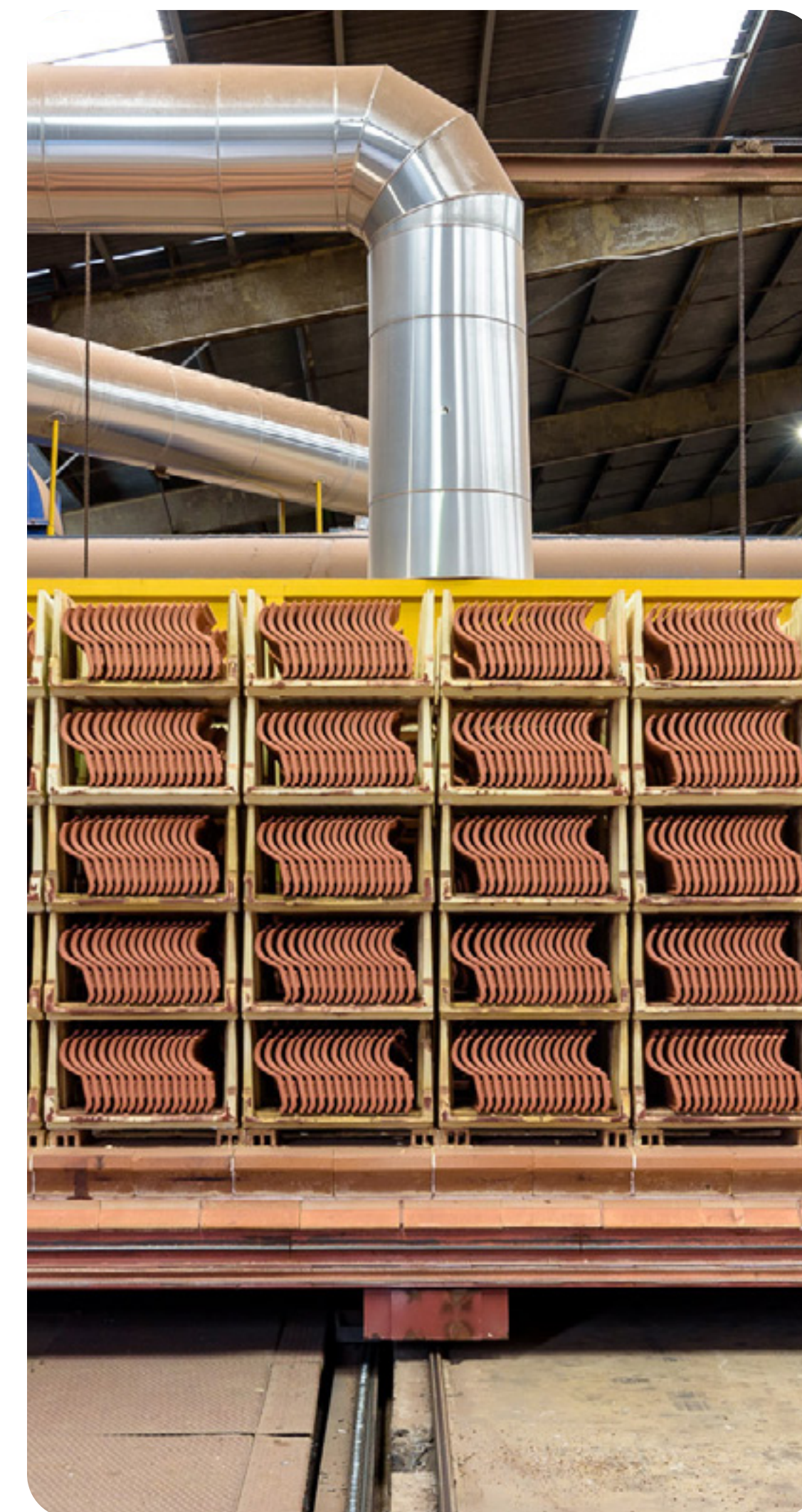
Carried out in the winter of 2023, this project is on a list with five other projects implemented with as many Edilians ovens.



Focus on...

More than €10 million invested to reduce our carbon footprint

In 2023, over €10 million was invested in five decarbonisation projects, rolled out between October 2023 and February 2024 in factories in Phalempin, Saint-Germer-de-Fly, and Sainte-Foy-l'Argentière. Harnessing residual heat from ovens, reusing hot exhaust air, recovering waste heat from purifiers, developing new innovative technologies... A wide range of innovative and ultimately reproducible pilot projects were launched with the aim of reducing energy consumption and emissions for all our manufacturing processes.



EDILIANS GROUP X CERITHERM

The Group steps up its decarbonisation plan

In 2023, Edilians Group announced the acquisition of Ceritherm, a manufacturer of French industrial kilns and an expert in innovative thermal equipment. Boasting ambitious R&D programmes, this engineering company with around 20 staff members has reinforced the technical expertise of Edilians Group and its capacity for innovation in the decarbonisation of its manufacturing facilities.



3 QUESTIONS FOR...



Bertrand Lanvin
Technical and Innovation Director, Edilians Group
Chairman, Ceritherm



and
Giovanni Zamparo
Managing Director, Ceritherm



How was the merger of Edilians Group and Ceritherm initiated?

Bertrand Lanvin. *We had been working with Ceritherm for several years. It had carried out a number of operations on our equipment on our behalf. When we launched our decarbonisation plan in 2021, we felt that Ceritherm was the most innovative company and would be the ideal partner to help us improve the energy efficiency of our manufacturing facilities and processes, in particular our ovens.*

Giovanni Zamparo. *I created Ceritherm 14 years ago with a single goal:*

“to produce better, produce more, consume less, pollute less, and produce differently to prepare for the future”. This led us, as an engineering company, to reinvest a percentage of our turnover in research and development projects. We have always worked closely with Edilians, which as it happens, was our very first customer. Over time, our visions of energy performance ended up converging.

Was Ceritherm's integration into the Group an obvious next step?

G.Z. *We knew that if we wanted to continue making progress with our projects, we would need to be capable of leveraging considerable investments. We had always experimented with new ideas and prototypes, but moving to an industrial scale would mean a massive shift. We wanted to find a partner who would share our vision and ambitions and ensure the continuity of our business plan.*

B.L. *Research and development are essential pillars of our decarbonisation*

plan. This requires innovation and major investment capacity. In 2021, we started working intensely to roll out Ceritherm solutions across our sites, until the combination of our industrial expertise with their capacity for innovation became a matter of course. Ceritherm has developed relevant, pioneering technologies in which we believe. With this acquisition, we are hoping to develop our own expertise in research and development, and accelerate the deployment of industrial solutions. This is paving the way for a structural reduction in energy consumption for our clay manufacturing facilities.

Have you initiated specific projects as part of the Edilians Group decarbonisation plan?

B.L. *In 2023, along with Ceritherm and several other players, we invested in five decarbonisation projects on three of our industrial sites, to improve our curing and drying processes. In parallel, we are working on the development of a brand-new*

innovation and are currently testing its industrial potential. This is a major challenge for an industrial group like Edilians. It is an incremental process aimed at deploying, site by site and line by line, on a case-by-case basis, the most relevant solutions.

G.Z. *Investing in research & development is an ambitious venture. It requires a high level of confidence, an open mindset, and taking risks that are not always compatible with industrial production constraints. Nevertheless, this way of working is viewed very positively at Edilians. We share an extremely healthy form of collaboration and a pragmatic vision of work. I am convinced that we have made the right decision and that together, we will move in the right direction.*

1.2. Investing in green, decarbonised electricity

Electricity accounts for a significant proportion of our energy consumption. In this area, we want to take action to maintain and develop renewable energies, both through a responsible purchasing policy and through the transformation of our assets into dedicated electricity production areas (solar farms).



In 2023

93%

of our needs met by the solar electricity produced on our tile manufacturing sites or in our quarries in France

TARGET FOR 2030

100%

of our needs met (for the same scope)

OUR SUSTAINABLE PURCHASING

100%

green electricity in 2023

OUR MAIN PHOTOVOLTAIC SITES

Sites	Commissioning date	Total capacity
BESSENS (TARN-ET-GARONNE)	July 2022	23
PARGNY (MARNE)	June 2022	28.20
COMMENAILLES Quarry (JURA)	April 2022	6.20
COMMENAILLES Production site (JURA)	April 2022	0.22
BLAJAN Quarry (HAUTE-GARONNE)	March 2021	16
BESSENS (TARN-ET-GARONNE)	April 2016	8.70
		82.3 GWH

ELECTRON PROJECT

Electricity savings in progress

In 2023, Edilians Group initiated work to identify ways of reducing the electricity consumption of its factories in France. This led to the development of a multi-year plan that will be rolled out in factories by late 2024, to supplement the measures taken to reduce their carbon impact. It will rely on the best practices reported from the field and will use new working methods. Changes are already under way on the various sites, with the integration of new, more accurate meters, accompanied by energy monitoring software making it easier to manage consumption and handle discrepancies. For every investment, the lowest-energy solution is also favoured, as with new lighting systems, vacuum cleaners, vacuum pumps, and air compressors.

-10%

consumption by 2026

On

12

French clay tile production sites

“With the goal of controlling our electricity consumption, and in a context of rising prices, we will be able to meet this strategic target by involving of the 800 employees who work on our sites every day. They are instrumental in our success, as the use of electricity is closely related to human activities.”



Guillaume Azzopardi
Vice President, Operational Performance and Supply Chain

1.3. Making our energy efficiency commitments come true via an ISO 50001 initiative

Since 2021, we have been working towards ISO 50001 energy management certification for our sites. This will provide us with tools to measure, assess, and optimise our energy consumption in a consistent and transparent way across all our sites.

11 certified sites out of 14 (Group scope) in 2023

France

- Sainte-Foy-l'Argentière (Rhône) - 2021
- Dardilly (Rhône) - 2021
- Wardrecques (Pas-de-Calais) - 2021
- Saint-Geours-d'Auribat (Landes) - 2021
- Saint-Germer-de-Fly (Oise) - 2022
- Léguévin (Haute-Garonne) - 2022
- Phalempin (Nord) - 2022
- Commenailles (Jura) - 2023
- Léguévin (Rhône) - 2023
- Pargny-sur-Saulx (Marne) - 2023

Spain

- Tejas Borja - 2022



Our solar farms are installed in our former quarries and buildings.



In 2020

50%

of clay tile factories ISO 50001 certified (Group)

In 2023

75%

of clay tile factories certified (Group)

In 2026

100%

of clay tile factories certified (Group)

In 2030

100%

of Group sites certified

DID YOU KNOW?

Understanding the ISO 50001 standard

ISO 50001 provides guidelines for deploying an efficient energy management system in a company or any other organisation. In a way, it's the benchmark manual for anyone who wants to introduce more energy efficiency into their organisation with a view to making savings and limiting the emission of greenhouse gases and pollutants resulting from combustion.



2. Contributing to the ecological and energy transition in the housing sector

The energy renovation of buildings is a critical issue. Buildings are extremely energy-intensive as they account for 43% of the country's final energy consumption every year in France; this figure is 33% in Spain and 55% in Portugal. The building sector is therefore one of the top 3 most energy-intensive industries in each country. In the European Union, buildings account for 40% of energy consumption and over one-third of greenhouse gas emissions.

Roofing as a whole is a key factor in this transformation: a defective roof is responsible for between 25% and 30% of heat loss in winter and 30% of incoming heat in summer.

This is why we use our eco-housing expertise to help achieve energy renovation and climate goals.

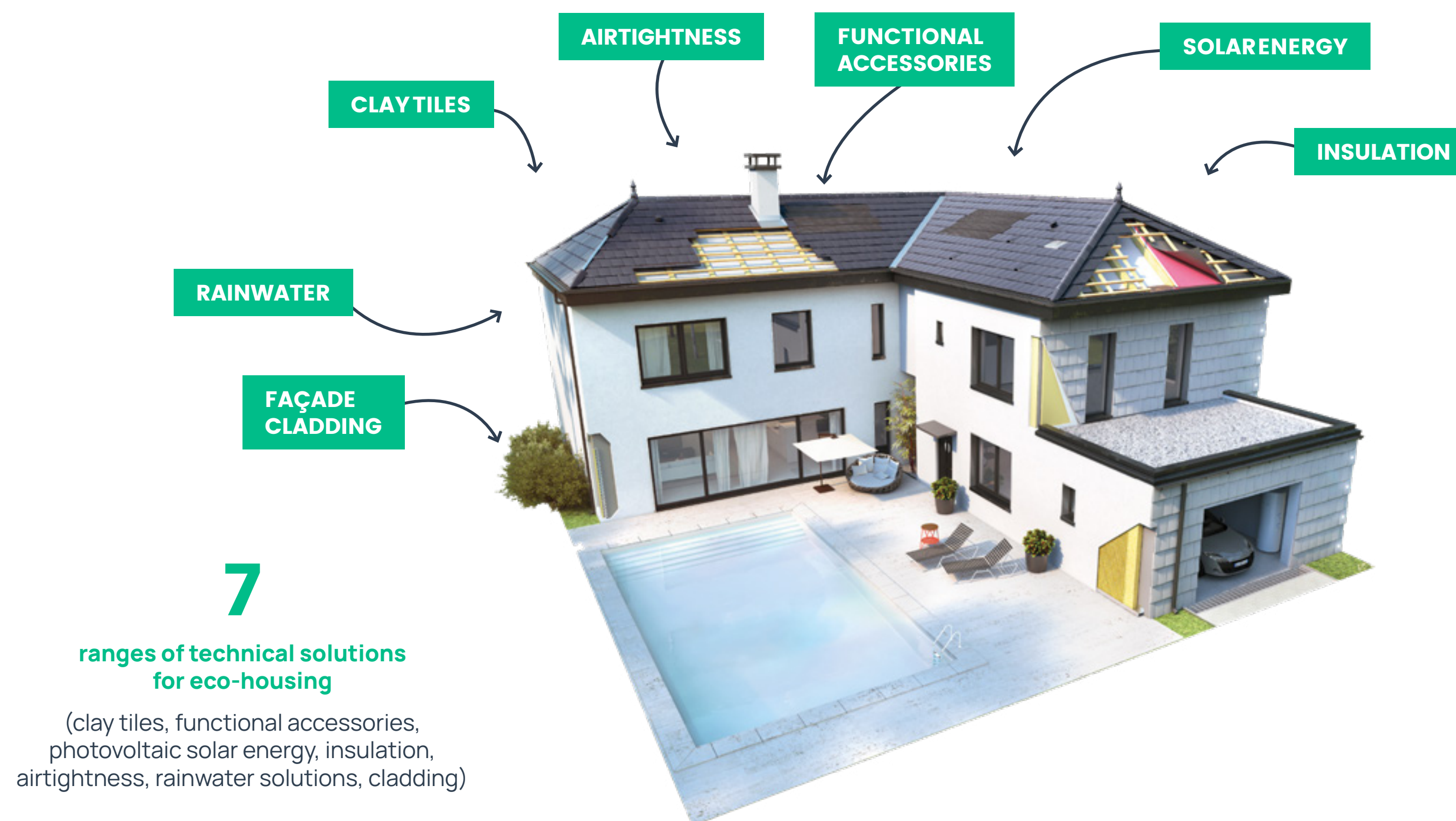
W As a major player in the eco-housing sector, we have developed comprehensive, guaranteed, and resilient roofing systems for overall, high-performance renovations, including the production of renewable energy. We want to meet a threefold ambition: to combat climate change, to support purchasing power, and to improve the comfort of residents in a context of adaptation to climate change. This transformation of our sector is requiring that comprehensive support be provided to professionals and individuals, with a much wider range of skills. This is why we are proud to be positioned as an essential partner for the industry."



Olivier Delattre
Director of Eco-Housing, Solar and Marketing

2.1. Encouraging sustainable energy savings through high-performance energy renovations

We are convinced that to be effective, energy renovations need to be comprehensive. As a leading player in the eco-housing sector, we are firmly committed to both implementing energy efficiency solutions and integrating renewable energy sources. From insulation to the installation of photovoltaic solar energy, we have devised an extended range of complete, made-to-measure technical, administrative, and financial solutions to efficiently manage the entire renovation process.



High-performance innovation at the heart of our strategy

For over 20 years, we have seen roofing as a source of energy and savings. Our range of solutions is the result of many years of research undertaken in partnership with CEA Tech⁹ and the Wigwam consultancy, specialising in thermal and energy engineering. We are thus constantly aiming to improve the energy efficiency of roofs, in particular in terms of insulation, ventilation, summer comfort, and acoustics.

TO FIND OUT MORE



Working towards the goal of eco-housing with Olivier Delattre

9. Department for "Technological Research" at the French Alternative Energies and Atomic Energy Commission

SUPPORTING THE TRANSFORMATION OF THE SECTOR

EDILIANS AT THE RENODAYS FORUM Stepping up the fight against poorly insulated buildings

On 12 and 13 September 2023, Edilians Group took part in the first edition of the Renodays trade fair, dedicated to energy renovation issues in the building sector. This was an opportunity to promote our expertise, products and services to 5,000 visitors.



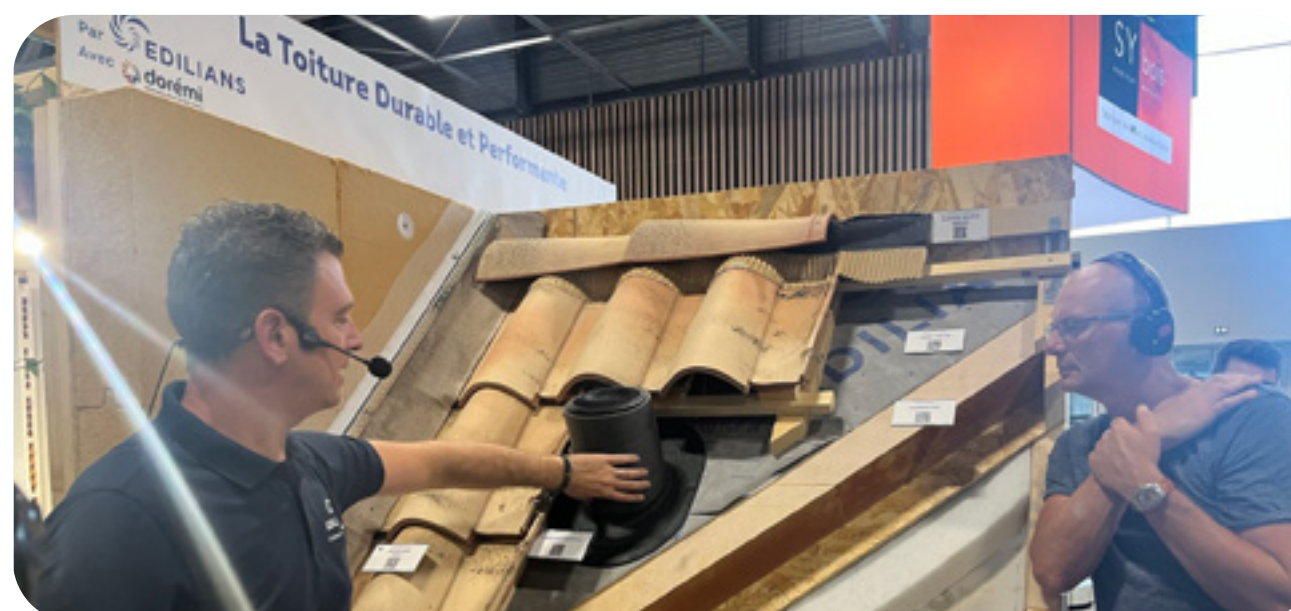
EDILIANS x CAPEB Providing guidance for changes in professions

In July 2023, Edilians entered into a new partnership with CAPEB, a confederation for craftsmanship and small building companies. By setting up training courses to enhance the knowledge and expertise of craft companies in the area of energy renovation and photovoltaic solar energy, Edilians Group has committed to supporting the entire industry as it faces changes in its professions.



EDILIANS x DORÉMI Simplifying renovation work

In 2022, Edilians acquired a stake in Dorémi, a company in the social and solidarity economy and a pioneering start-up in France striving to promote the energy renovation of single-family homes, combining on-site support and help with financing.



2.2. Optimally integrating photovoltaics with aesthetically pleasing results

We are convinced of the need to optimise the benefits of renovation with the installation of photovoltaic panels or solar tiles.

As a leading industrial player for all challenges relating to photovoltaics, Edilians pioneered the design of solar tiles perfectly integrated into buildings, when it developed the first photovoltaic solar tile on the market more than 20 years ago.

We currently offer a range of eight models of flexible, aesthetic, high-performance solar tiles and slates suited to all types of buildings, as well as systems for mounting and integrating photovoltaic panels, with our EasyRoof range.

We make sure that our products guarantee increased energy efficiency, renewable energy production, a minimised carbon footprint, and improved resistance to climate change.

5 ranges of solutions for residential photovoltaics

1. Solar tiles and slating (8 models)
2. Solar panel integration systems for pitched roofs (EasyRoof Integration)
3. Systems for mounting solar panels on overhang roofs (EasyRoof Top)
4. Systems for mounting solar panels on flat roofs or on the ground (EasyRoof Flat)
5. Photovoltaic canopy systems for building façades.

Providing Edilians Group with a comprehensive range of residential photovoltaic solutions

“When we were renovating the community centre, we were thinking we could kill two birds with one stone by installing a photovoltaic roof panel. We were also interested in the generation of electricity for use by neighbouring buildings. Our aim was to save a significant amount of money for the town hall, which is open every day. With Edilians, I found a photovoltaic product that looked like tile. We trusted them and got working on this project. Aesthetically, I'm amazed by the results because honestly, we can't see the difference! It's truly a wonderful product.”



Pascal Rapp
Mayor of Falck

FRANCE

Guiding artisan roofers towards solar solutions

Since 2018: solar training for all artisan roofers with the Edilians Academy (+200 roofers trained every year).

Since 2021: an app available to professionals to help private individuals size and choose the solar solution best suited to their situation.

Since 2022: Club Solaire, a club of professional installers united by Edilians to share best practices between passionate entrepreneurs and accelerate the development of their solar roofing activity.

Since 2023: a new partnership with April for easier access to a 10-year civil liability insurance policy for the installation of solar tiles and panels.



Scaffolding for employee safety

3. Managing our environmental impact and investing in water conservation

As a manufacturer, we take our raw materials from nature. This is a resource that we have a duty to protect. From extraction to the delivery of our products, we are committed to reducing our environmental impact and investing in water conservation, in line with the ISO 14001 standard.

From our extraction sites...

Clay: a renewable resource

In France, more clay is deposited in rivers every year than the entire industry consumes!

> Taking only as much as necessary

- **Drilling core samples** from our quarries to learn more about our deposits and avoid mining areas with high levels of barren material or high overburden thicknesses.
- **Optimising the use and preservation rate of extracted materials** by building sheds to prevent rainwater run-off and better control humidity levels.

15 years...

That's how much time can pass between the initial surveys and the start of quarrying operations – it takes this time to consult and discuss with all the stakeholders, particularly the nature conservation authorities (the *Conservatoire des espaces naturels* and the *Commission départementale de la nature, des paysages et des sites*).

...to our factories...

Our factories in Spain, Portugal and France (except the Doyet, Arnas and La Talaudière sites) are ISO 14001 certified, ensuring the constant improvement of our environmental performance.

> Adapting our manufacturing processes

- **Products with a lower ecological and energy impact:** reducing the weight of our tiles and adjusting our clay mixtures.

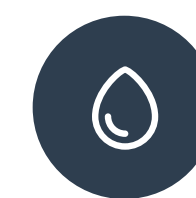
> Limiting our consumption of drinking water

In slip coating:

- Implementing systems that use less water.
- Replacing drinking water with untreated water.
- Recycling the slip coating waters in the moulding machine or in earth preparation.

Overall:

- Recovering run-off water by installing basins or waterproof tarpaulins, or using old concrete trenches.
- Regularly tracking consumption and repairing any leaks in pipes.
- Reducing humidity in the moulding machines.



Drinking water consumption

(France scope)

In 2019

0.104 m³/t

consumed

-30%
in 2023

0.071 m³/t

-35%

as of 2025

0.068 m³/t

consumed

-50%

by 2030

0.052 m³/t

consumed

OUR SITES ARE COMMITTED

TEJAS BORJA (SP)

100% of manufacturing waste recycled

From clay to wastewater and paint sludge, all waste from tile manufacturing is reused and reintegrated into the process.

This virtuous cycle is made possible by crushing clay.



OUR SITES ARE COMMITTED

PARGNY-SUR-SAULX (MARNE)

Energy and resources: controlled consumption

To fine-tune the management of energy consumption, new monitoring software is currently being tested on the pilot site in Pargny-sur-Saulx. Its aim is to facilitate the remote management of electricity, gas and water, and provide a way to identify the most energy-intensive equipment, detect potential defects, and adopt good practices!



> Reducing our tile waste

Tiles are a naturally respectful material: 100% natural and totally inert.

- **Minimising the waste rate** by implementing an action plan based on **2 priority processes: pressing and colour.**
- **Recycling tile waste** to create tracks for vehicles to drive on, in and around our quarries.
- **Searching for partnerships** to develop new **recovery systems.**



Rate of tile waste

(France scope, 2019 baseline)

In 2021

-2%

In 2023

-18%

(Target of -15%)

In 2025

-25%

Target 2030

-40%

REUSING OUR MATERIALS

When industry meets design

Jérémie Mestdagh, a product designer, came up with an original way to reuse flat tiles in Phalempin. With inspiring and aesthetically pleasing creations, inspired by the low-tech approach and technical features of Terrazzo tiles, he gives a second chance to “lost” materials that are transformed into everyday objects. These are made of tile and plaster fragments cast in moulds made from 3D prints. This project has been given the name “Les Bousillés” in reference to the French term used in glass-making for the creation of “recreational pieces” by workers during their break time.



EVERY ACTION COUNTS...

In Phalempin (Nord), from food compost back to the earth!

On the Phalempin site, two compost bins have been installed in the cafeteria and meeting room to recover food waste. All this waste is then transferred to the on-site composter.

> Controlling and treating our emissions and discharge

Efforts to control and treat discharge are determined by environmental analyses of our industrial sites, with the aim of prioritising actions where they will have the greatest impacts.

- **Reducing and treating** our atmospheric and dust discharge: watering tracks, compliance measurement gauges, and filtering our emissions to purify atmospheric discharge.
- **Treating, recycling, and collecting water:** decanting discharged run-off water and recycling process water.
- **Reporting our discharge annually** (water, ground, and air): regular DREAL inspections of all our sites.

... and our logistics

> Reducing our waste

- **Reducing the impact of plastic covers:** thicknesses, dimensions, transparency, reduction in ink content (-50%), proportion of recycled plastic, and increased recyclability.



In 2023

30%

recycled material used in covers

i.e. a decrease of

-26%

in the average CO₂ footprint¹⁰
(1.36 to 1.01 kg CO₂/m²)

TARGET FOR 2025

-50%

in the average CO₂ footprint¹⁰

- **Reusable pallets subject to a deposit** on all our sites: a closed system with our customers and our pallet recycling and repair service provider, Epalia.

900,000

pallets reused per year, i.e. over

20,000 m³

of wood not consumed (in France)

> Limiting the impact of our transport

- **Local industrial base:** close to extraction, conversion and installation sites.
- **Reducing the weight** of products and **optimising** the loading of trucks.
- **Gradual conversion** of the vehicle and machinery fleet to hybrid and electric versions.



80%

of our volumes produced in France are installed **within 300 km** of our tile production sites

... AND THAT OF OUR SUPPLIERS!

Edilians Group encourages its suppliers to commit to initiatives to preserve natural resources and/or reduce their impact.

Since 2022, an "Environmental Commitment and Reduction of Energy Consumption" clause has been included in our standard contracts for quarrying and transporting goods. This clause puts forward a number of actions aimed at reducing emissions of polluting gases, fine particulate matter and CO₂, including eco-driving training, the gradual conversion of vehicle fleets, and the optimisation of fill rates.



10. According to the life cycle analysis method

4. Preserving ecosystems and biodiversity

Our future and the acceptance of our activities depend above all on the fragile equilibrium of ecosystems. We are committed to protecting the fauna and flora of our sites by developing and restoring our lands in a way that favours natural habitats and enriches biodiversity.

1. Avoiding

areas with major biodiversity issues upstream from our projects

- **A flora and fauna survey is conducted** for 100% of our quarrying projects before applying to the local authorities for the necessary permits and waivers.

2. Reducing

the impacts on biodiversity as quickly as possible in the context of our operations

- **Rehabilitation of our quarries as soon as possible**, as their operation progresses, in anticipation of the rehabilitation phasing set out in the operating permits.
- **Systematic restoration** of the site concerned after operation.

3. Compensating

for our impacts on biodiversity in space and time

- **Creating or protecting equivalent environments** when one of our quarries affects fauna, flora, habitats, or wetlands.

Since 2022 in France, we have been building on a partnership with ARCA2E, a research and consultancy firm that studies the environmental challenges facing our industrial sites (factories and quarries), to accelerate the implementation of actions to promote biodiversity.



Target 2023

32 %

of our quarries

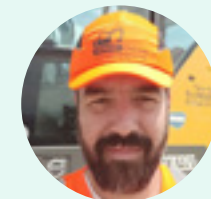
had a nature conservation initiative (7 sites out of 22)

(+ 14% compared with 2022)

Target 2025

100 %

There's a very pleasant relationship to earth, nature and seasons. We're anchored in reality. For the past 20 years, I've been working independently and in complete confidence in the Sainte-Foy-l'Argentière quarry, within an ethical framework".



Yannick George
Quarry Operations Manager, Crouzet



OUR SITES ARE COMMITTED

WARDRECQUES (PAS-DE-CALAIS)

Installation of beehives on the Wardrecques site

At the instigation of the Operations Director, Environmental Manager and the Management Controller, three beehives were installed in the quarry on the Wardrecques site, as part of a partnership with Bto'Bees, a company founded by agricultural engineers.





 LOCAL ROOTS

Local artisans

Striving to maintain virtuous bonds between individuals and their local area.

We are passionate about our industry and our expertise. That is why we attach special importance to defending and enriching the regions that are the foundation of our heritage and history. We put this commitment into action by contributing to the development of communities and by protecting our architectural heritage.

The Sustainable Development Goals to which Edilians Group contributes in the local roots category.



KEY INDICATORS	Indicator	Unit	2021 (reference year)	Target for 2022	Achieved in 2023	Target for 2030	Trend
	EXTERNAL TRAINING POLICY	Customers / Partners trained via the Edilians Academy	Number of participants	200	200	408	200

1. Setting the standard for the virtuous local development

The unique nature of our local areas has always forged our identity. Our products are specific to the region and the land where our sites are located. That is why we strive every day to create mutually beneficial partnerships with all the stakeholders we work with on a daily basis, to sustain a thriving local economy.

1.1. Reinforcing local employment

Thanks to our local roots, it is a point of pride for us to support the dynamic activity of the local employment areas in the regions where we operate.



17

employment areas at the heart of our regions

> Local recruitment near our sites

Because of both human and environmental concerns, we strive to develop a local network of partners for recruitment, whilst working closely with the regional authorities to recruit employees as locally as possible for our sites.

75%

or more of our employees hired for permanent jobs lived within 40 km of our factories in France in 2023

REFERRAL BONUSES

Involving our employees in recruitment

To reinforce our collective engagement locally and build a trusted source of jobs, we use referral bonuses to encourage our employees to recommend members of their network to fill job vacancies.

> Reducing the rate of temporary employment

Depending on market fluctuations, temporary contracts are often a necessity. Nevertheless, we want to reduce the number of temporary contracts as much as possible, in particular by working on recruitment, induction, integration, and training.



Target 2025

-20 % temporary staff (manual workers)

Target 2030

-15 % temporary staff



1.2. Training our roofer customers

Because we care about our partners and the long-term future of their trade, we support and advise our customers all the way to their worksites, in particular by contributing to the training of installers and dealers at the **Edilians Academy**.

The Edilians Academy was founded in 2019 and comprises six regional training centres, offering themed and specific training modules for roofing companies, solar companies, solar panel fitters, and dealers.

AMBITION FOR 2025

EDILIANS, a Qualiopi accredited training centre

By 2025, Edilians Group aims to obtain Qualiopi certification, issued by certification bodies accredited or authorised by the French Accreditation Committee (COFRAC) based on national quality guidelines. The aims of this "label" are to attest to the quality of the skills development process implemented, and to make the training courses offered easier to understand for companies and users.



Customer training LA ESCANDELLA (Spain)

W *The Edilians Academy trains roofers responsible for installing solar panels to obtain BP certification. This is mandatory if they are to fulfill their missions. By combining theory and practice, we review all the basics, from risk regulations to methods and procedures for safely installing, handling and connecting photovoltaic modules".*



Patrick Meunier Blanchon
Training Officer

Eco-housing: recognised training programmes

Photovoltaics

1
technical training
module

More than
200
roofers
every year

2
sales
modules

408
roofers
trained in BP
electrical certification
in 2023

Insulation

1
technical training
module

3
advisory and sales
modules

A 10-YEAR PARTNERSHIP!

EDILIANS x COMPAGNONS DU DEVOIR

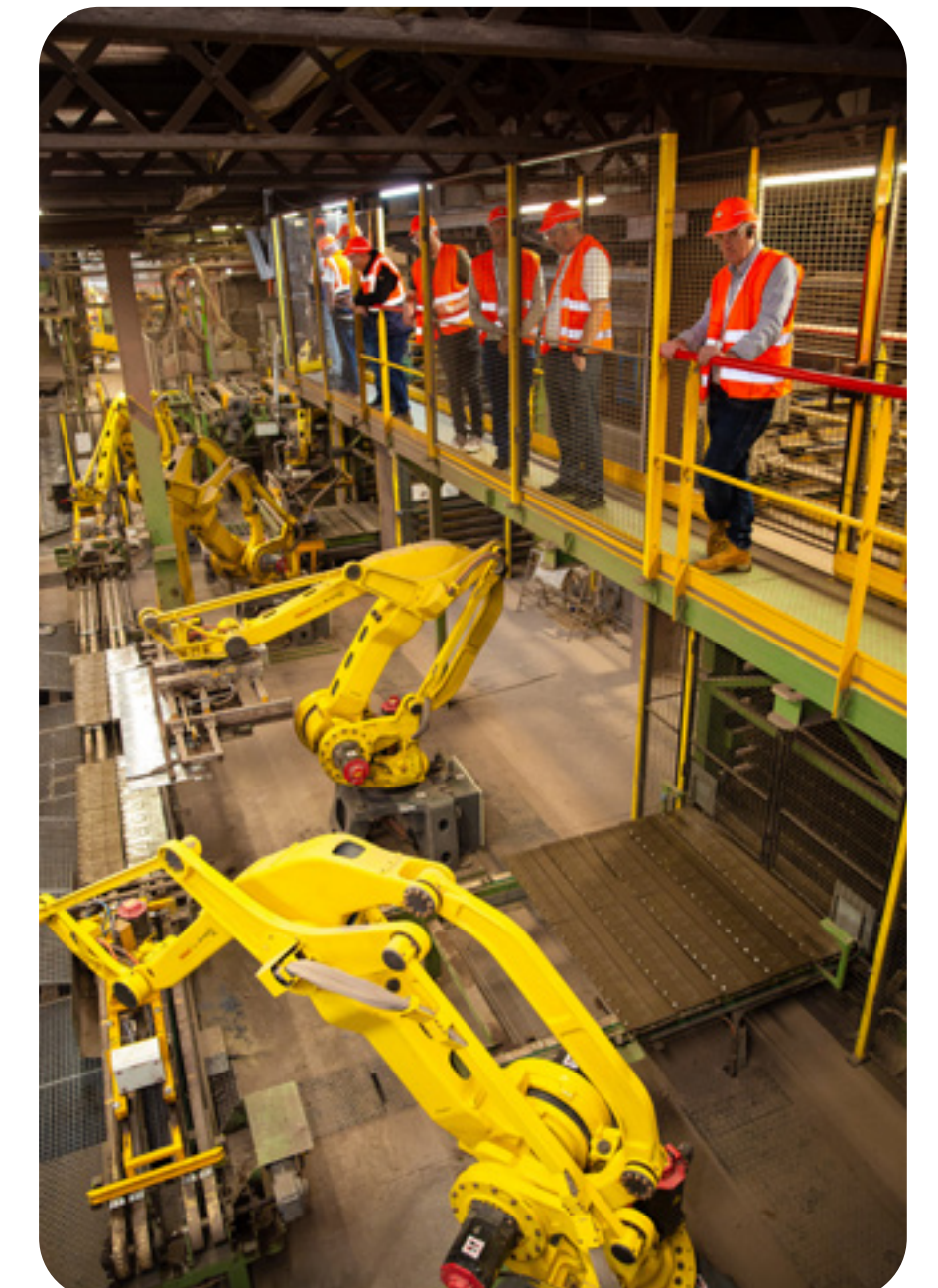


For the past 10 years, our partnership with the Compagnons de Devoir France ISC (Advanced Roofing Institute) has enabled us to support them in the solar sector with integrated photovoltaic technology. We also train them in our complete Edilians system solutions with clay tiles and components.



1.3. Our commitment to vibrant regions

We believe it is essential to maintain regular and productive relations with our local ecosystem, including local residents, elected officials, associations, businesses, and schools. By regularly opening up our factories to promote local expertise, and by committing to sport, cultural, and solidarity initiatives, we are involved in day-to-day local life and work to strengthen the social and economic fabric.



2. Preserving our cultural and architectural heritage

Building on our historical expertise, we strive to be involved in projects that enhance the heritage of the regions where we are based. The architectural new-build and renovation projects we support reflect the specific technical and aesthetic characteristics of each region.

9

regional appellations

96

tile models & 320 colours

RECONCILING ARCHITECTURAL AND ENVIRONMENTAL CONSERVATION

Boasting renowned expertise in classified ABF zones in France, where the rules applying to roofing are strict (historic monuments, homes in heritage areas, churches, etc.), Edilians solar tiles are the only option accepted by the *Architectes de Bâtiments de France*.

OUR REGIONAL APPELLATIONS

The expression of age-old heritage

Clay comes from the earth of our regions, and tiles are a unique reflection of this. This ancestral expertise, sometimes dating back 200 years, is related to the nature of the land and is what makes our range of products so special. Firmly rooted in their regions of origin, our nine appellations draw their strength from their proximity to the markets of which they have perfect knowledge and to which they are better suited than anyone else. This is why we continue to innovate, in order to develop and transfer our rich heritage of craftsmanship in turn.

Our products are specific to the regions in which our sites are located. That is why we attach special importance to enriching and defending these regions that are the foundation of our heritage and history. Committing to a CSR approach means ensuring the continuity of an industry closely connected with its roots. It means preserving our ability to produce tiles locally and sustainably, and taking action over the long term to protect our heritage".



Frédéric Fabien
Sales Director

BASTIDE-NIEL

An exceptional project

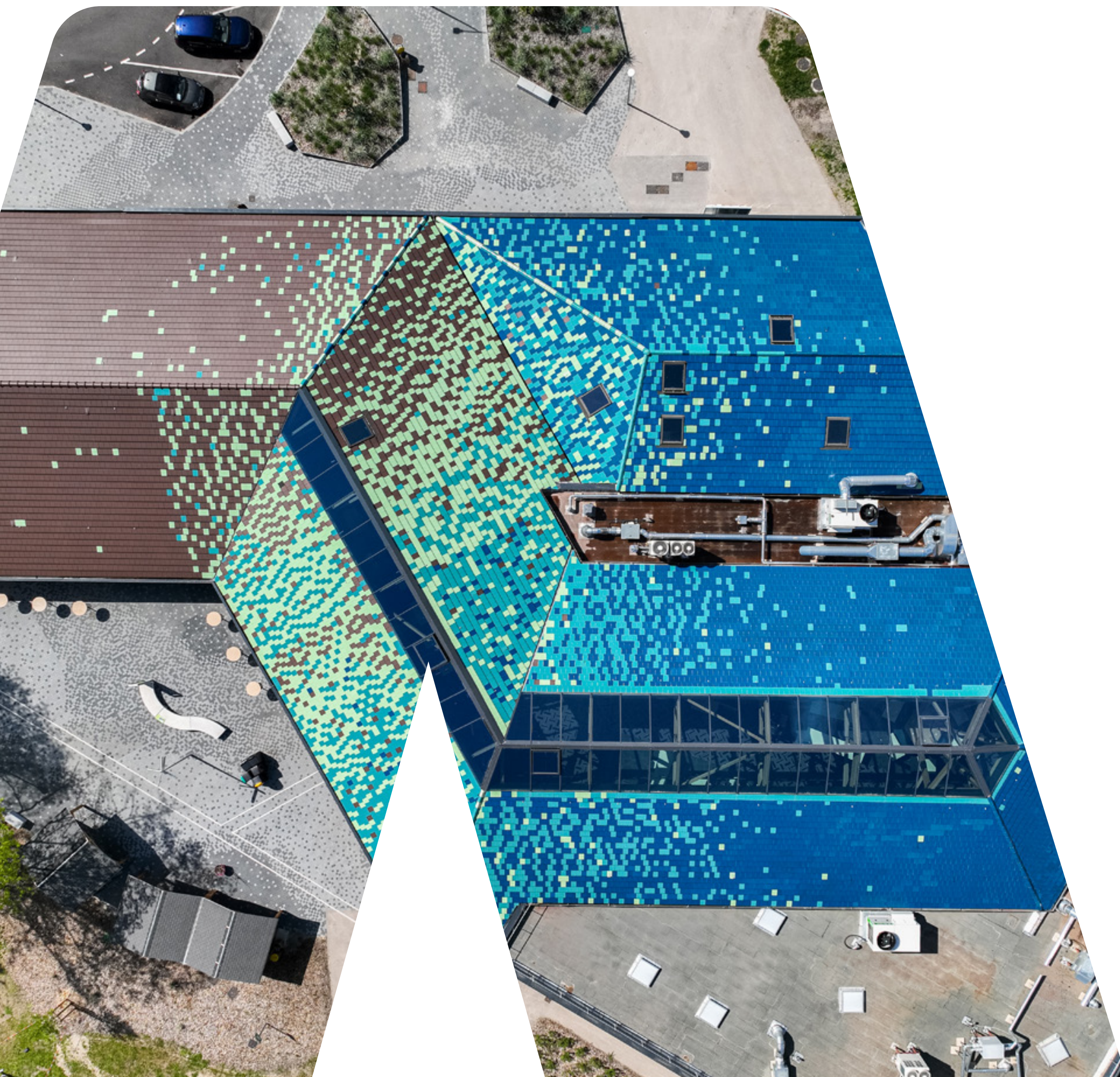
In May 2023, the French national press was invited to discover a new exceptional project: Bastide-Niel in Bordeaux. Created on the site of the former Niel barracks and railway wastelands, the Bastide-Niel mixed development zone covers an area of around 35 hectares on the right bank of the Garonne river. The objective of this urban project, combining energy performance, low environmental impact, and preservation of the site's architectural identity, is to obtain the "eco-neighbourhood" label. 4,000 m² of Diamant Argentique Huguenot tiles for roofs and cladding and 895 Max Solar tiles by Edilians are used in the buildings devoted to future social housing.

TO FIND OUT MORE



Taking action to preserve our heritage and local roots, with Frédéric Fabien





The ‘Terre Nature et Solidarité’ (Earth, Nature, and Solidarity) fund

Since 2011, we have been committed to contributing to local needs in terms of new builds and renovation through the Terre, Nature et Solidarité endowment fund.



3

projects of architectural and heritage interest and/or with a social impact

highlighting our product lines supported every year in France

In 2023

1

project supported

for roofing the Val Gallerand bread oven

2

sponsorship files

City of Villeurbanne
Musée des Maisons Comtoises
(Arces-de-Morteau farm)

1

architectural project

approved for the Spitzberg forest house (completed in 2023)

Our sites are committed...

... To creating a positive local impact

SAINTE-FOY-L'ARGENTIÈRE (RHÔNE)

> Renovated housing for local employment

Thanks to the involvement of local companies, including Edilians, the town's mayor was able to renovate former staff flats on the top floor of the public primary school. Rented out to companies experiencing recruitment difficulties due to lack of accommodation, these flats provided a way to preserve and boost employment and the local industrial fabric.

UMBELINO MONTEIRO (Portugal)

> Committed to helping the local community

In December 2023, Umbelino Monteiro organized a solidarity initiative in support of a temporary shelter home for children. It was donated several essential goods such as clothes and shoes, diapers, new backpacks and toys, in hope to bring some joy during the holiday season.



... To being a leading player

COMMENAILLES (JURA) & PARGNY-SUR-SAULX (MARNE)

> Local customer outreach

Proud to promote their historical expertise and showcase their local roots, these two sites each welcomed around 10 customers and a few elected officials, every Thursday morning in September, October, and November 2023. The programme consisted of meetings, discussions, factory tours, and meals, all in a friendly atmosphere!

PHALEMPIN (NORD)

> A Sales Day to strengthen ties

On 28 September 2023, sales teams warmly welcomed 130 customers from the United Kingdom, Belgium, and the Paris region who were invited to discover our expertise and our local origins with our solar products and tiles.



... To promoting the transfer of expertise

SAINT-GEOURS-D'AURIBAT (LANDES)

> Student visits: our work experience trainees acting as ambassadors

The St-Geours-d'Auribat site opened its doors to students from the Bayonne University Institute of Technology (IUT). The programme included a welcome and overview of the Group and its values, sharing experiences with current work experience trainees, and tours of the factory. This day was full of interesting discussions and provided students with a unique opportunity to discover our professions and expertise!



LA ESCANDELLA (Spain)

> Factory tour and experience-sharing

The Spanish site welcomed students in their 5th year of architecture studies at University of Alicante. These students had an opportunity to discover all the stages of manufacture on this production site and learn about the wide range of career opportunities available.





GOVERNANCE

Responsible manufacturers

Let's work to conduct our business in an exemplary manner.

Because trust is a value we have now spent more than two centuries standing up for, we always try to apply it in our daily modes of operation, actions, and conversations. Our trust is based on transparency, integrity, ethics, and responsibility whilst complying with regulations.

The Sustainable Development Goals to which Ediliani Group contributes in the governance category.



KEY INDICATORS							
	Indicator	Unit	2021 (reference year)	Target for 2022	Achieved in 2022	Target for 2030	Trend
COMPLIANCE OF COMMERCIAL EXCHANGES	International verification of restricted or unauthorised third parties	Percentage (%) of the base of third parties	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of all third parties	▶

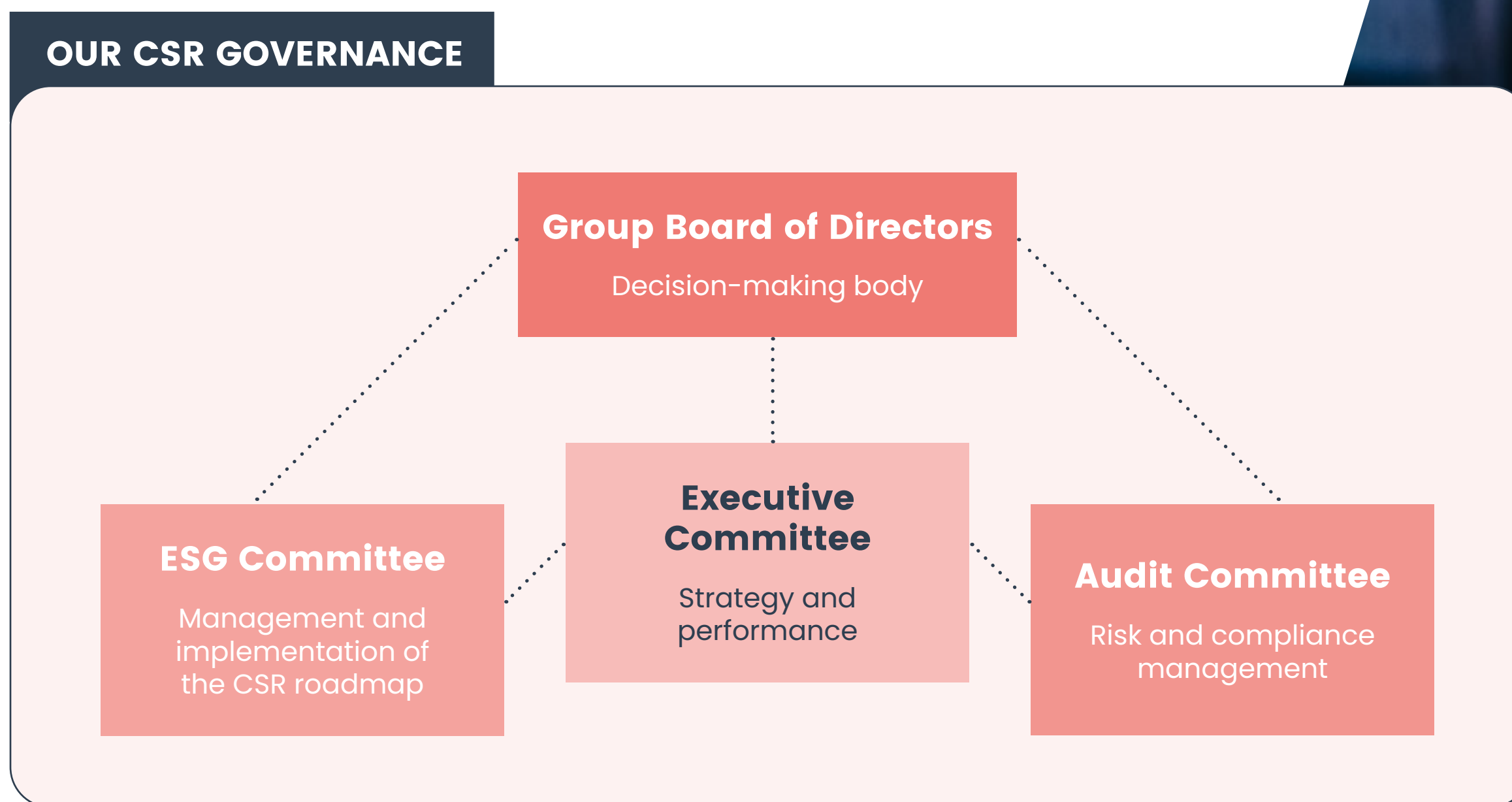
1. Affirming our commitment and our transparent approach

1.1. Strengthening our CSR governance

Our CSR commitment and organisation form an integral part of our strategic and operational decision-making process.

In 2022, we introduced a governance plan aimed at incorporating CSR at the highest levels of decision-making and guaranteeing regular reporting on all our action plans.

The various committees that were set up rely on the daily work of our internal teams, which are divided into working groups. They focus on specific action plans addressing CSR issues (health and safety, decarbonisation, etc.). These groups are coordinated by a CSR Project Management Officer, thus ensuring an overall approach.



“The creation of our ESG Committee was the first outcome of our governance plan. In parallel, we introduced an annual training programme for our Board of Directors on the topics of CSR, regulatory developments, and market trends. We also carry out an annual evaluation to review the smooth functioning and inter-communication of our management bodies, i.e. our Board of Directors and our various committees.”



Louis Schaaf
Governance and Transformation Manager

OUR ESG COMMITTEE

Our ESG Committee is an advisory body is made up of independent, internal experts. It aims to strengthen the integration of CSR within the Board of Directors, by supporting and guaranteeing the level of expertise of the most strategic CSR decisions. Founded in 2023, it meets every quarter and allows the Group to progress more quickly, accelerate its reporting, and guarantee compliance with the highest standards in its field.

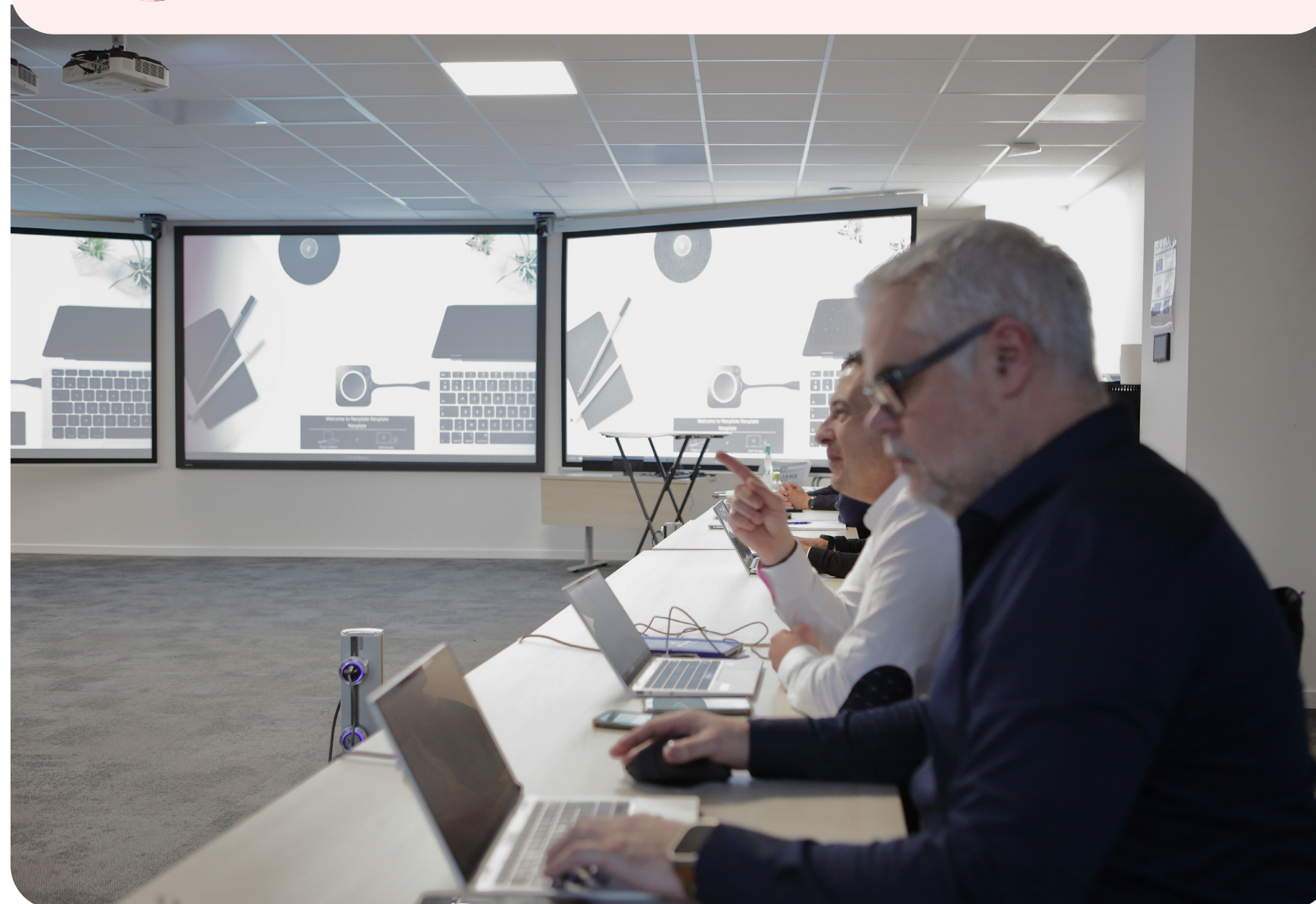
Topics covered in 2023:

- > Review of the Group’s CSR roadmap and progress monitoring
- > Validation of independent bodies to be commissioned or subscribed to
- > Review of changes in the regulatory framework and compliance (CSRD in particular) measures.
- > Definition and review of the internal and external communication strategy

“As an external advisor to the Committee, I bring a point of view on both the strengths and the gaps in Edilians’ approach to ESG. I can share practical guidance and tools on how to move forward on topics like decarbonization targets or responding to new regulations. Other topics discussed at the ESG Committee in 2023 included health and safety performance, employee engagement survey results and action plans, and reporting developments.”



Ben Richards
ESG and Climate Director, Hudson Advisors



1.2. Advancing our certifications

Being assessed by external certification bodies provides an opportunity for us to structure our Corporate Social Responsibility policy. It is also an opportunity to measure ourselves against the best practices in our sector and to identify levers for improvement.

Our aim is to be able to give our stakeholders an objective evaluation of our actions and our progress when they ask for it.



EcoVadis Silver Medal

Edilians SAS

Top 6%
72/100,
94th percentile



EcoVadis Platinum Medal

Edilians TECH

Top 1%
80/100,
99th percentile

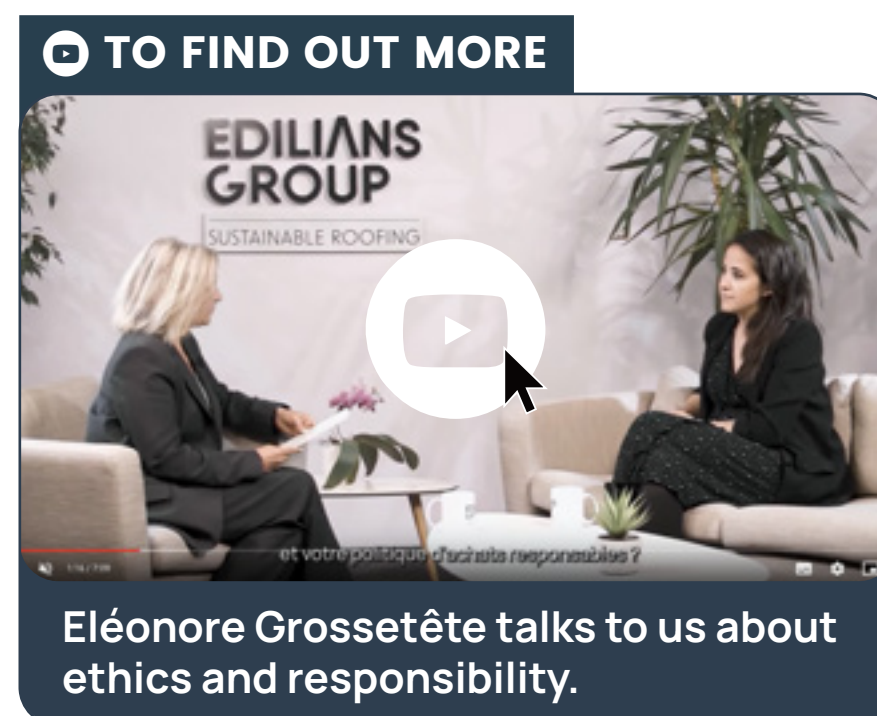
2. Placing ethics and excellence at the heart of our business

Because it is fundamental that we conduct our business in an ethical and responsible manner, in accordance with the laws and regulations in force, we work every day to identify the risks inherent in our activities and to strengthen our overall compliance policy, with regard to both our employees and our business partners.

Our code of ethics

Published in 2020 and disseminated in four languages, our code of ethics sets out the values that must be known, observed and applied by everyone whilst they are doing their job every day; it also describes the behaviours that should be avoided. The major principles put forward include: mutual **trust** and **politeness** between colleagues, **compliance** with laws and regulations, and also respect for people, competitors and suppliers, **honesty, fairness, loyalty, and integrity**. It advocates all of the following:

- > Ethical principles at work with regard to diversity and health and safety;
- > Sustainable development, environmental protection, and social responsibility;
- > Irreproachable business ethics with regard to money laundering, competition, corruption, conflicts of interest, and data protection.



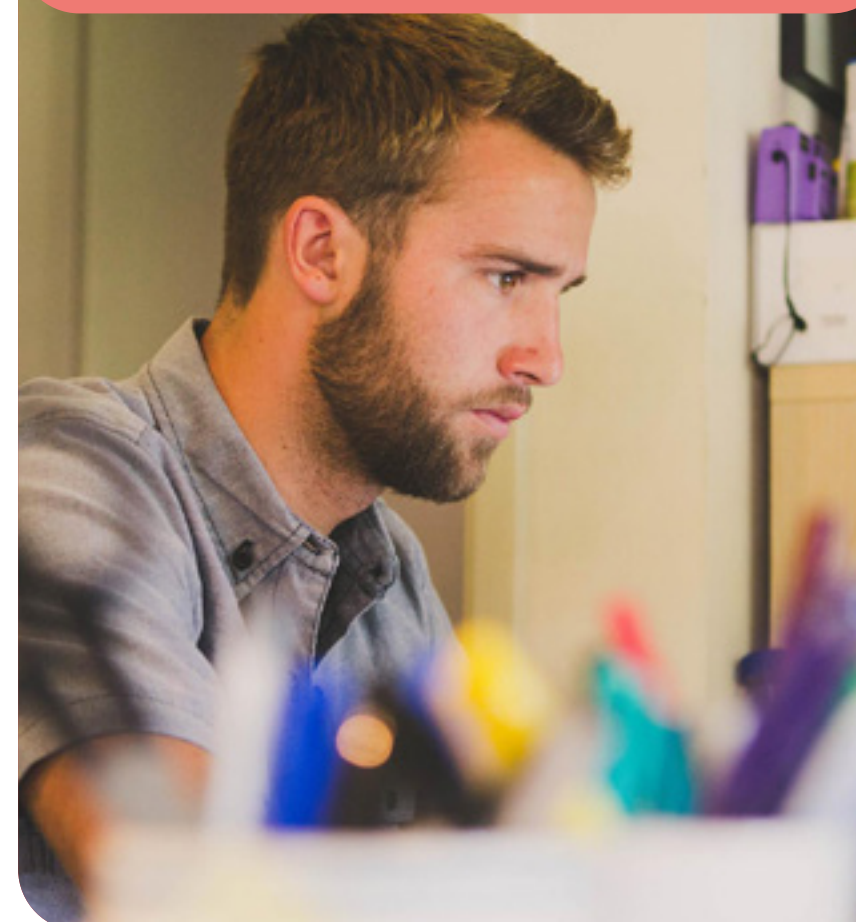
Target 2023

100 %
of employees were trained and signed the code of ethics

Edilians has a zero-tolerance policy regarding any form of fraud or corruption.

Since 2022, a **whistleblowing platform** has been in place, enabling any Group employee to report conduct or situations contrary to the Code of Ethics and Business Integrity and, more generally, to the regulations.

This platform complies with the French Wasserman Act and is available at edilians.integrity.complylog.com. Edilians Group undertakes to deal with the alerts received on the platform within seven days.



Our sustainable purchasing policy

While all our main suppliers are assessed annually (in line with the ISO 9001 standard), a **Sustainable Purchasing Charter** was drawn up at the end of 2022, based on ethical, environmental, social, and human rights criteria, to be applied to all our suppliers.

Since 2023, the Sustainable Purchasing Charter has been an integral part of our contractual documents with our suppliers (contracts, general terms and conditions of sale, etc.).

Agreeing to be part of Edilians Group's supplier database means undertaking to comply with these principles that are based on international standards.

We monitor compliance with these principles through self-assessment questionnaires and audits where necessary.

Our code of ethics and sustainable purchasing policy clearly and precisely set out our vision as a responsible manufacturer. This is a major challenge for an industrial group like Edilians Group. We want our employees and all our stakeholders to understand our values and strive for our level of excellence in all our interactions, both internally and with third parties."



Eléonore Grossetête
CFO

3. Being a preferred supplier for our customers

Excellence and quality are at the heart of our business. We are always evaluating and improving our processes to provide our customers with a high level of satisfaction. We are constantly striving to go further, to create solutions that are ever more in tune with their expectations and the challenges of the future.

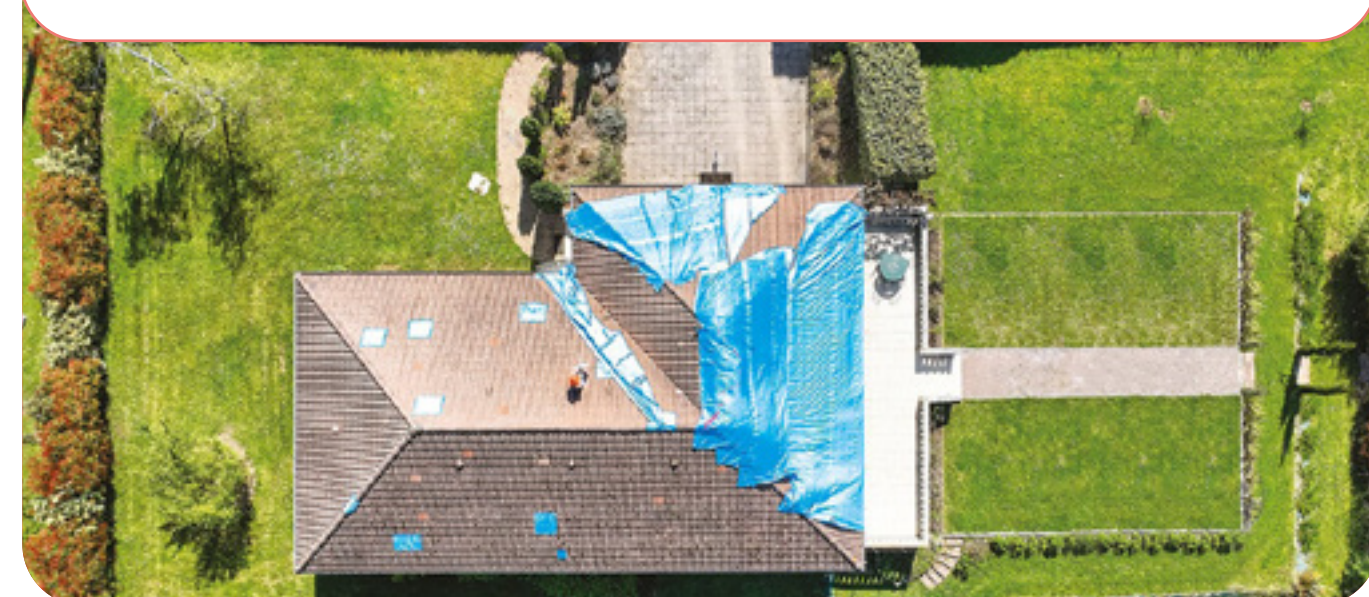


100%
of our sites are
ISO 9001 certified
for **quality management**

SOS TOITURE

Express delivery for damaged homes

With a sharp increase in damage caused by hailstorms in 2022, and in a context of pressure on the availability of our products, Edilians developed an innovative service for priority delivery of roofing components for damaged homes. After an initial test in the Puy-de-Dôme and Allier départements, this system was rolled out across France in March 2023, optimising logistics operations to guarantee the rapid delivery, of tiles and accessories to roofers, subject to availability.



W Edilians Group is our primary supplier of clay tiles. Our close relationship with Edilians is based on local proximity, for easier procurement, and local values including the importance attached to people, who are at the heart of our two models. We keep a close eye on the Group's in-depth work relating to strategic issues such as reducing the carbon impact of factories and improving safety. Edilians Group is currently one of our most advanced partners in the sector when it comes to CSR."



Stéphane Jourdan
SAMSE Group Purchasing Director



PEOPLE

		Indicators	Units	2021 (reference year)	Achieved in 2022	Achieved in 2023	Target for 2025	Target for 2030	Achieved in 2022, Iberia scope (average for Umbelino Monteiro + Tejas Borja)	Achieved in 2023, Iberia scope (average for Umbelino Monteiro + Tejas Borja)
CONTINUING TO IMPROVE WORKING CONDITIONS AND THE WELL-BEING OF OUR EMPLOYEES AND PARTNERS	Health, Safety & Quality of Life at Work Policy	Financial effort for health, safety, and quality of life at work training	Percentage (%) of the payroll	2.25%	1.30%	1.10%	2.30%	2.30%	0.21%	0.86%
		Frequency of lost-time accidents (TF1)	Number per 1,000,000 hours worked (employees + temporary workers + contractors)	13.6	6.53	13.3	< 8	< 5	14.1	17.7
		Safety discussions	Number	4,500	5,710	5,973	5,500	6,000	252	NA
		Annual health and wellness initiatives	Number	1	1	3	2	4	0	1
COMMITTING TO THE DEVELOPMENT OF SKILLS	Inclusion course, training, promotion, and work experience policy	New arrivals who received an inclusion course	Percentage (% of employees)	95%	100%	100%	100%	100%	Not provided	62%
		% of employees who received upskilling training	Percentage (% of employees)	60%	40.31%	71%	70%	75%	48%	91%
		Financial effort for skill development training (excluding health and safety)	Percentage (%) of the payroll	0.54%	0.9%	1.28%	0.7%	0.75%	0.34%	0.50%
		Jobs filled by internal promotion	Percentage (%) of the payroll	>66%	50%	37%	>66%	>66%	Not provided	18.20%
		Number of work experience trainees	Full-time workers	46	53	61	48	50	6	NA

Indicators

ENVIRONMENT

	Indicators	Units	2019 (reference year)	Achieved in 2021	Achieved in 2022	Achieved in 2023	Target for 2025	Target for 2030	Achieved in 2022, Iberia scope (average for Umbelino Monteiro + Tejas Borja)	Achieved in 2023, Iberia scope (average for Umbelino Monteiro + Tejas Borja)	
REDUCING	Greenhouse gas emission reduction policy	Direct CO ₂ emissions (part of Scope 1) per tonne produced (nominal tonne, 2019 baseline)	kg CO ₂ /t	180	180	174.9 (-5.5%)	171	161 (-10%)	126 (-30%)	205	214
	Energy management policy	Production of green electricity on our lands and buildings compared to our consumption (solar parks)	Percentage (%)	9%	29%	63%	96%	85%	100%	0%	0%
		ISO 50001 certification of sites	Percentage (%)	0%	25%	58%	77%	100%	100%	50%	50%
CONTROLLING	Drinking water consumption control policy	Total consumption of drinking water per tonne produced	m ³ /t Reduction in %	0.104	-18%	-30%	-30%	-35%	-50%	-19%	0.159%
	Waste control policy	Index for improving the rate of tile waste (for the same quality level, 2019 baseline)	Progress vs. baseline value of 100 (%)	100	-0.02	-22%	-18%	-25%	-40%	-1%	NA
PROTECTING FAUNA AND FLORA	Biodiversity protection policy	Voluntary natural integration actions (beehives, nesting boxes, hedgehog crossings, other initiatives)	Percentage (%) of the number of sites in operation	0%	0%	12% (4/34)	29% (10/34)	100% (34/34)	100% (34/34)	0%	0%

LOCAL ROOTS

		Indicators	Units	2021 (reference year)	Achieved in 2022	Achieved in 2023	Target for 2025	Target for 2030	Scope	Achieved in 2023, Iberia scope (average for Umbelino + Tejas Borja)
SETTING THE STANDARD FOR THE VIRTUOUS DEVELOPMENT OF REGIONS	External training policy	Customers / Partners trained via the Edilians Academy	Number of participants	200	248	408	200	200	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030	0
		Courses taught	Number of sessions	19	20	33	20	20	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030	9
	Heritage enhancement contribution policy	Heritage, architectural, and/or social impact projects supported	Number of projects supported per year (in-kind or financial support) or amount allocated	3	3	4	3	3	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030	1

GOVERNANCE

		Indicators	Units	Achieved in 2020	2021 (reference year)	Achieved in 2022	Achieved in 2023	Target for 2025	Target for 2030	Scope
SETTING AN EXAMPLE IN OPERATING A TRANSPARENT AND ETHICAL BUSINESS	Code of business ethics	Employees trained in the code of ethics	Percentage of employees trained in the code of ethics (%)	100%	100%	100%	100%	100%	100%	Group scope
	Compliance of commercial exchanges	Checking of restricted or unauthorised third parties at international level	Percentage (%) of the base of third parties	n/a	100% of third-party customers outside the EU	100% of third-party customers outside the EU	100% of third- party customers outside the EU	100% of all third parties	100% of all third parties	Group scope
JUSTIFYING AND COMMUNICATING CORPORATE CSR PERFORMANCE TO STAKEHOLDERS	Evaluating our CSR policy	EcoVadis certification	Label	n/a	Silver	Silver	Silver (Edilians SAS) Platinum (Edilians TECH)	Gold	Gold	Group scope

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GROUP**

SUSTAINABLE ROOFING

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