

EDILIANS GROUP

Sustainable Roofing

Working together to transform
our business for the benefit
of the ecological transition
and people

EDILIANS CSR REPORT • 2026 EDITION





CSR REPORT

About this publication

Every year, our CSR report documents the Group's environmental, social and governance issues, actions and results. As our approach becomes more structured and our understanding of these issues progresses, this report expands by taking these extra details into account.

This year, we wanted to offer two formats: a sustainability report, which is more comprehensive and more regulatory, as well as an abridged publication, which you have here.

This publication is also an opportunity to highlight the dedication of our teams and, more broadly, our entire ecosystem. Because meaningful change is also about understanding the interdependencies that connect us to the people, expertise and local areas that help them to thrive.

To delve deeper and read about the information, data and associated methodologies in full, scan here for the non-abridged version of our 2026 sustainability report:





CONTENTS

INTRODUCTION

DEDICATED TO OUR BUSINESS, COMMITTED TO ITS TRANSFORMATION	P. 04
EDILIANS GROUP, AT A GLANCE	P. 05
2025, CONSOLIDATE TO BETTER TRANSFORM	P. 07
OVERVIEW OF THE YEAR	P. 09
REDESIGNING ROOFING FOR MORE SUSTAINABLE HOUSING	P. 10

LOCAL ARTISANS

P. 12

SOCIAL	P. 14
PROTECT DEVELOP TRANSFORM	
> Managing risks	P. 16
> Developing a safety culture	P. 18
> Fostering a positive and inclusive work environment	P. 20
> Guiding career paths and the transfer of skills	P. 22
> Our commitment to our regions	P. 24

ENVIRONMENT	P. 26
ANTICIPATE ACCELERATE TRANSFORM	
> Putting our model on a sustainable pathway	P. 28
> Reducing our direct emissions	P. 30
> Managing our atmospheric emissions and water discharges	P. 32
> Protecting and restoring natural environments	P. 34

GOVERNANCE	P. 36
ORGANISE CONVERGE TRANSFORM	
> Strengthening our governance to support our commitments	P. 38

OUR PRIORITIES FOR TOMORROW

P.40



Pascal Casanova

Executive Chairman
of Edilians Group



DEDICATED TO OUR BUSINESS INVOLVED IN ITS TRANSFORMATION



Against a backdrop that remains unstable, with persistent tensions in the construction sector, we could have redirected our efforts, but we have chosen to continue following the course we have followed for many years. We believe that this is the most appropriate pathway to shape the future of our industry and ensure the Group's long-term viability.

This requires combining short-term performance – producing, serving our customers, protecting our jobs – with the transformation of our model in response to the climate, regulatory and economic changes that are redefining our long-term scope of action.

The decarbonisation of our manufacturing facilities is a cornerstone of our CSR pathway and a necessary condition for our resilience. The investments made in recent years are starting to bear fruit, and we have no intention of stopping there, because building industrial competitiveness is a long-term project.

This industrial transformation is part of a wider conversation about the resilience of our activities.

It requires us to rethink our production methods, secure our access to resources and ensure the continuity of our operations.

In 2025, we took this analysis further, in a bid to better understand our vulnerabilities and gradually organise a Group-wide adaptation strategy in partnership with our entire value chain.

From this standpoint, the implementation of the CSRD is a foundational lever. It strengthens the organisation of our strategies, improves data reliability and deepens the analysis of our impacts, risks and opportunities. This is more than just a compliance process: it helps strengthen the resilience of our operations in the long term by bringing our strategic decisions into sharper focus.

Beyond frameworks and tools, the transformation of our model takes place first and foremost in the field, where our teams operate. In a demanding environment, their commitment, ability to adapt and sense of community make the difference every day. This means that we must pay constant attention to their safety, working conditions and skills development. In practice, this requirement underpins our ability to deliver sustainable performance.

Always true to our core business, we continually upgrade our expertise to satisfy the expectations for more sustainable housing – building step-by-step an industrial model that is more energy-efficient, resilient and rigorous.

We are now entering a more operational phase, as the transformation takes shape in our factories, our production methods and the development of our roofing systems.

We look forward to 2026 with confidence thanks to the real progress achieved in 2025, both in our manufacturing facilities and our teams. This report highlights that progress.



The transformation takes shape in our factories, our production methods and the development of our roofing systems.

Edilians Group AT A GLANCE

Edilians Group, a specialist in roofing solutions, brings together complementary skill sets, from the manufacture of clay tiles, roofing accessories and components to integrated solar solutions and industrial engineering. For nearly 200 years, our brands have been supporting the developments in housing and local areas. Backed by the commitment of our 1,724 employees, the Group relies on a unique industrial base: our factories are located as close as possible to the clay deposits from which our products are made, where the expertise that shapes our identity is developed and passed on.

OUR SITES, BRANDS AND OPERATIONS

As our operations are complementary, we are able to provide solutions tailored to the needs of construction professionals, while keeping pace with the developments in our sector.

France

France, the birthplace of the Group, brings together the clay roof tile, technical component, solar solution and industrial engineering operations. These historic roots are particularly expressed through nine regional appellations, a sign of the wide diversity of regional architectural styles and roofing uses across the country.

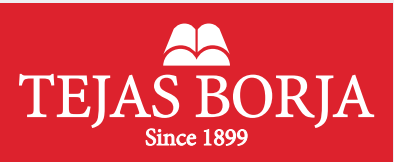


> 9 regional appellations



Iberia

In Spain and Portugal, the Group's operations are grounded in renowned brands and a well-established international presence. They contribute to the geographical diversification of our operations and markets.



Edilians Group KEY FIGURES

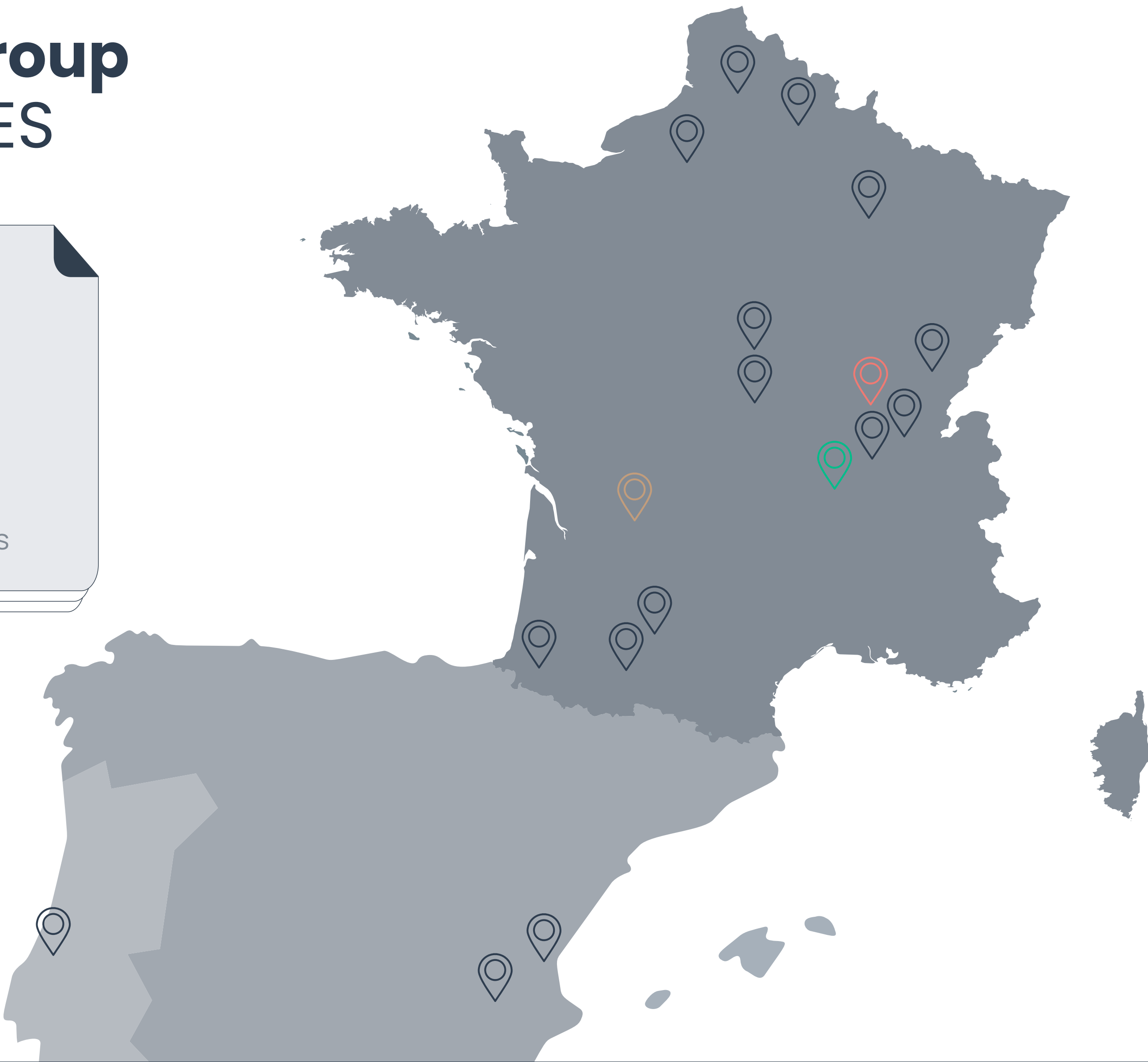
**1 engineering
site**

3 countries

**17 production
sites**

**1,724 secure,
locally-based jobs**

-  Tile site
-  Solar business site
-  Metal component site
-  Engineering site



2025, CONSOLIDATE TO BETTER TRANSFORM

The construction market remained challenging in 2025, while also confirming two underlying trends: a firmly established energy renovation activity and the acceleration of decarbonisation pathways. These developments are reshaping our operating environment and underscore the need to make long-term decisions.

In France, by 2050,
the ecological transition
could create

more than 1 million jobs,
including:

30,000
in the **energy** sector
and

196,000
in **construction***

> Decarbonising for a new industrial model

The construction sector currently accounts for 36% of greenhouse gas emissions and 40% of the European Union's final energy consumption.** Given this situation, decarbonisation has become a crucial issue for the entire industry, driven both by European climate targets and by the changing regulatory framework. Beyond its environmental dimension, it contributes to the emergence of a more energy-efficient, resilient and competitive industrial model, capable of shoring up regions' expertise, jobs and economic activity in a sustainable manner.

*Association PROMOTOIT

** European Commission – In focus: Energy efficiency in buildings



> Industrial transformation

Balancing industrial performance with a reduction in our environmental footprint is one of the main challenges of our transformation. The Group's acquisition of Ceritherm in 2023 marked an important milestone as it has empowered us in terms of developing solutions to improve the energy efficiency of our processes.

> Cultural transformation

The cultural transformation project, as part of the CAP 2030 programme, has enabled us to define a shared vision of how we want to work together tomorrow. Drawn up with the management teams, this process is aimed at better planning

operations, focusing efforts on priority projects, strengthening accountability and consolidating best practice in health, safety and customer relations. Its operational roll-out will begin in 2026.

> Organisational transformation

In Iberia, the establishment of a joint management structure and the launch of the NIDO project have set efforts in motion to harmonise organisation and working methods between Spain and Portugal. This development paves the way to stronger synergies between the teams while maintaining the local specificities of sites and brands.



MAXIME COUTOULY,
CEO, EDILIANS FRANCE

In 2025, the main focus was to provide a common structure and framework for the transformations already underway. The aim is not to launch a large number of initiatives, but to be able to steer them in a coherent way.



OVERVIEW OF THE YEAR



*CSRD: Corporate Sustainability Reporting Directive.

> EMPLOYEE HEALTH & SAFETY

Alongside the definition of a new Group Health & Safety policy, the roles and responsibilities in terms of prevention have been clarified and the dedicated resources increased.

> Page 18

> INDUSTRIAL DECARBONISATION

The innovations developed by Ceritherm have confirmed their potential on an industrial scale and can now be steadily rolled out across the Group's different sites.

> Page 30



> CULTURAL TRANSFORMATION

The CAP 2030 programme is taking shape through the definition of common principles aimed at better planning operations, strengthening accountability and focusing efforts on the Group's priorities.

> Page 22



> HARMONISATION

French, Spanish and Portuguese operations continued their alignment with the gradual harmonisation of their organisation, working methods and tools.

> Page 37

> VALUE CHAIN ENGAGEMENT

The consolidation of indirect emissions data now gives us a clearer understanding of the distribution of impacts within our value chain, so that we can guide future reduction actions.

> Page 29



> STRUCTURING OF DATA AND REPORTING

As part of the preparations for the CSRD* requirements, significant work has been undertaken to improve the quality, traceability and governance of data Group-wide.

> Page 38

REDESIGNING ROOFING FOR MORE SUSTAINABLE HOUSING

While clay tiles are still our core business, they can no longer be designed as standalone products, but as the central element of a complete roofing system. We combine tiles with technical accessories, waterproofing solutions and ventilation devices to develop integrated systems that improve overall performance and are easy to install.



Photovoltaic solar energy is a natural extension of our offering. Our integrated solutions can generate energy while blending seamlessly with the appearance of buildings and meeting the architectural requirements of certain regions, particularly heritage areas.

> Position of the construction sector in the European climate neutrality pathway

The European emission reduction targets for the construction sector aim to limit the environmental impact of new buildings by including both the carbon involved in the manufacture of materials and the energy consumption of the buildings. They are mainly based on CO₂ emission ceilings per square metre of floor area, with a reduction of about 25% expected by 2030. This pathway encourages project owners and builders to choose lower-carbon solutions and materials. In France, this is governed by the 2020 Environmental Regulation (RE2020).

A ROOF RENOVATION PROJECT

(insulation and airtightness) represents:

40% less
heat loss in winter
and
heat influx in the summer

Clay tiles and accessories

Over 110 clay tile models, 420 colours and 750 accessories



Components and solar energy

Insulation, airtightness, rainwater, technical accessories, façade cladding and in-roof integrated or on-roof mounted solar solutions



FOCUS

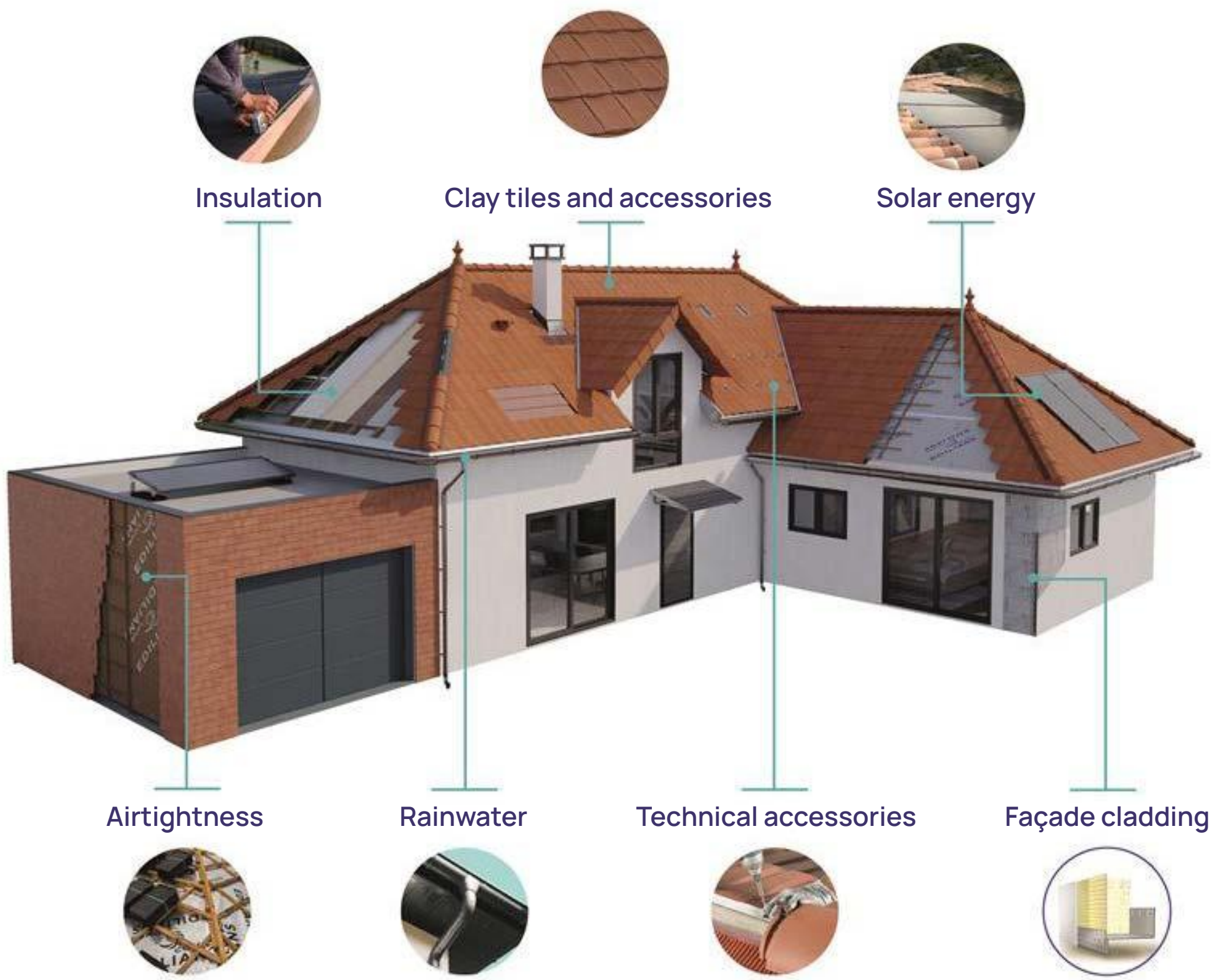
> PRODUCTS ADAPTED TO CLIMATE CHANGE

Roofing systems designed for areas exposed to strong winds have special mounting systems and installation instructions to ensure they remain secure in the event of a storm.

Solar tiles enable the integration of renewable energy generation into the building.



> Cauderan Town Hall (Bordeaux)



**7
ranges of technical solutions
for sustainable housing**

(clay tiles, functional accessories, photovoltaic solar energy, insulation, airtightness, rainwater solutions, cladding)

LOCAL ARTISANS

Since 2011, our Earth, Nature and Solidarity (Terre, Nature Solidarité) endowment fund has been supporting public-interest projects in connection with heritage, solidarity and local development. True to the Group's regional roots, it backs initiatives led by associations, local authorities and stakeholders committed to serving their local areas.

22 projects
supported in 2025

€148,025
in donations and
sponsorship

Our tile factories originated in the places where you find the clay that we still use today. Our history is written in step with the regions that host our sites, shape our know-how and give rise to products that are deeply rooted in their environment.

Each region has its own landscapes and architectural traditions. The colours, shapes and lines of the roofs illustrate this diversity and attest to a time-honoured dialogue between local resources, artisans and residents.

These local ties have helped to forge Edilians' identity and continue to inspire the way we design our products.

Over the generations, these enduring roots have also nurtured close connections with local authorities, local economic stakeholders, roofers, partners and the men and women who are the daily driving force behind our sites. They foster **our sense of responsibility towards the local areas, whether in terms of safeguarding natural resources, contributing to local economic activity or helping to pass on a living architectural heritage.**



To us, local roots are not just a concept: this is how we have been conducting our business for nearly 200 years.

PASCAL CASANOVA,
EXECUTIVE CHAIRMAN, EDILIANS GROUP



AN EXCEPTIONAL PROJECT

> **AN EXCEPTIONAL SOLAR ROOF IN RIVES-EN-SEINE**

Edilians was involved in the thermal renovation of an important heritage building belonging to the Rives-en-Seine Technical Department. 2,100 red solar tiles (475 m²) were laid, in addition to 725 m² of clay tiles. This is the largest HP10 Solar roof in France. It will cover the site's energy needs in addition to powering the town hall and schools through a collective self-consumption scheme.



> Overview of the Technical Department Building



> Roof slope facing due south



Reconciling architectural and environmental conservation

With recognised expertise in “Architectes des Bâtiments de France” (ABF) zones, where some particularly strict regulations apply to roofing (historic monuments, heritage areas, places of worship), our solar tiles are a compatible solution that is often chosen.





Protect
Develop
Transform



Our actions contribute to the UN Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

PROTECT DEVELOP TRANSFORM

OUR PROGRESS IN 2025

more than 9,000
safety discussions
conducted on the
industrial sites

100%
of entities covered
by the HRIS and the
EDILIFE HR platform

60%
participation
in the first QLWC*
survey in Iberia

86%
of employees
took part in a training course

* QLWC: Quality of Life and Working Conditions.

In 2025, we continued to develop our social model while strengthening the foundations that allow us to provide the Group's transformation with enduring support. Organisational changes, upgraded management tools and our unwavering attention to working conditions and safety contribute to a more integrated approach to people-related issues.

Alongside these efforts, the launch of the CAP 2030 cultural transformation project marks a key stage in our transformation by shifting our operating modes towards greater anticipation, preparation and collective responsibility. The aim of this Group-wide endeavour is to better anticipate changes in our businesses, strengthen the consistency of our practices and create an environment conducive to team engagement against a constantly changing industrial backdrop.



The shift from a reactive culture to a proactive culture creates an environment where each person can work safely, grow and fully contribute to collective success.

SÉBASTIEN BLANCHON,
HUMAN RESOURCES DIRECTOR, EDILIANS GROUP

4 KEY ISSUES

1 • Strengthening the safety culture at every level of the organisation and sustainably embedding preventive habits in daily activities.

2 • Improving quality of life and working conditions by adjusting the factors that workers identified in the QLWC survey.

3 • Developing skills and supporting workforce development to promote the employability of workers and drive sector transformation.

4 • Structuring Group-wide management of social issues using shared HR tools and more robust indicator tracking.

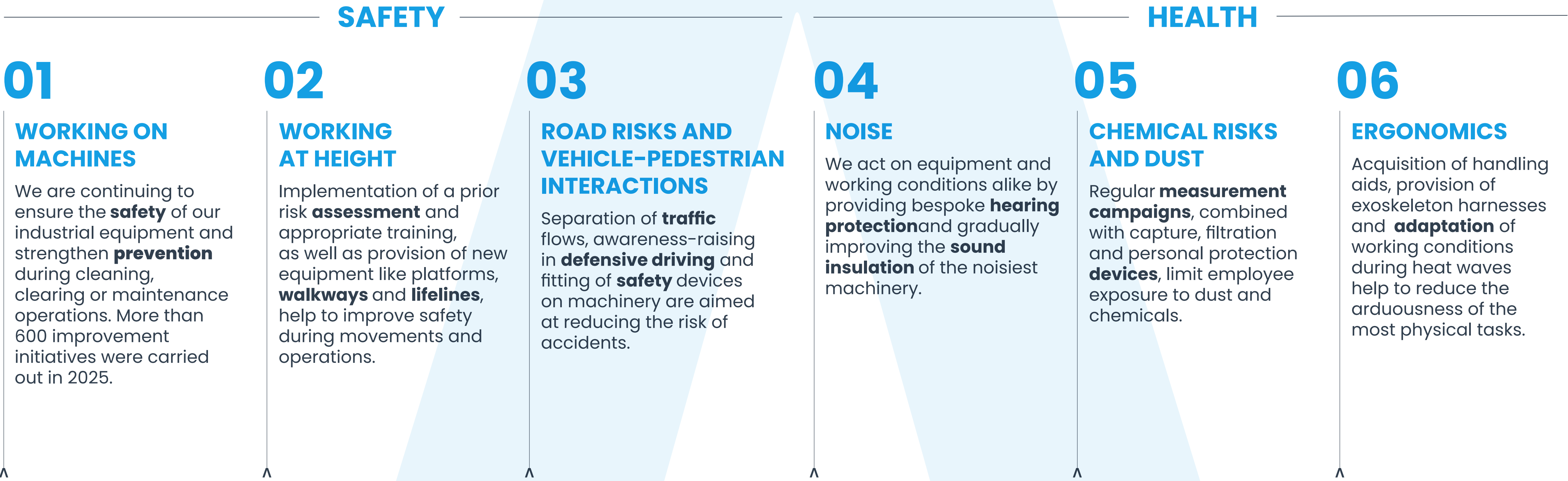


MANAGING RISKS

In our line of work, health & safety take absolute priority. Prevention is based on improving equipment safety, adapting working practices and getting everyone involved in order to reduce the risk of accidents and protect the long-term health of our workers.



> Six priority commitments





**SafeStart:
safety begins with each
person being alert**

After the French teams, employees at Tejas Borja and La Escandella in Spain received SafeStart training too. The purpose is for employees to better grasp the human factors that cause accidents and to develop preventive habits, both at work and in their daily lives.

**THE PACTE PROGRAMME
5 vital rules for an
essential safety pact**

In March 2024, Edilians Group launched the PACTE programme, comprising **awareness sessions on vital safety rules**, aimed at training all Group employees on a regular basis throughout the year.

**PACTE: 5 letters to identify
priority safety hazards:**

Piétons Circulation (Pedestrians & Traffic): compliance with traffic rules for pedestrians and drivers, both on-site and on the road.

Attitude Prévention (Prevention Attitude): applying rules, procedures and instructions, and reporting dangerous situations and actions.

Consignation des énergies (Energy isolation): pre-work isolation and checking of all installations.

Travail en hauteur (Working at height): use of collective or personal protection.

Equipements de Protection Individuelle (Personal protective equipment (PPE)): correct use of all PPE and equipment suited to the workstation.

**TAKE 5:
think before you act**

The TAKE 5 method is a prevention tool that encourages teams to stop and think before performing an unfamiliar or hazardous task. Already used in France, it has been trialled at the La Escandella site in Spain.

It is based on five key steps:

- 1 •** Understanding the task to be performed
- 2 •** Analysing the risks
- 3 •** Deciding on preventive measures
- 4 •** Checking the safety conditions
- 5 •** Performing the job



DEVELOPING A SAFETY CULTURE

Safety culture is fostered on a daily basis, through dialogue, field observation and everyone's involvement. Conducted by managers at all levels of the organisation, this approach relies on regular discussions with teams to share feedback, identify risky situations and strengthen preventive habits.



The reporting of hazardous situations and near misses is essential for a culture of prevention, because such events often reveal the next possible accidents, and often the most serious ones. Reporting them provides an opportunity to make operations safe before an accident occurs.

OLIVIER LEDUC,
DIRECTOR OF PREVENTION, HEALTH AND SAFETY, EDILIANS GROUP

> Prevention, a habit acquired through encouragement and practice

Driven by managers at all levels of the organisation, safety discussion sessions are integrated into operational practices at regular intervals. Managers are trained in how to lead them.

- **Safety meetings:** regular discussions held with teams to remind them about essential rules, share feedback and raise awareness of operational risks.

- **5'Com meetings:** short briefings organised at the start of a shift to share key information of the day,

give a reminder of safety issues to watch for, and have a quick discussion with the teams.

- **Safety discussions:** Field visits to observe real working situations, talk to operators and encourage sensible behaviour.

- **FORCE inspections:** Workstation inspections for the purposes of identifying any risky situations and making sure workstations remain neat, tidy, organised and safe.





1 day, 1 safety action

In early 2025, we launched the “1 day, 1 safety action” programme to highlight practical initiatives conducted on the sites to improve safety and working conditions. Every day, one initiative was shared via email and displayed on the workshop information screens. The sites take turns sharing their tips according to a communication schedule, presenting a practical action in the form of an illustrated page.

A total of 206 actions were shared through this initiative in 2025, demonstrating the commitment of our teams to the goal of zero accidents.

Health & Safety and CSR Day on 5 June 2025

The theme of this Group-wide day was “TAKE 5 – Think before you act”. The purpose was to teach teams about the importance of anticipating risks, not only for the sake of occupational health and safety, but also to protect the environment. Local teams organised workshops to promote discussions and share best practices among colleagues.

H&S

2021

2025

2030

Leadership actions – discussions and FORCE inspections

4,500

9,052

8,500

Frequency of workplace accidents with lost time (FR1)

9.9

8.1

< 5.0

Frequency of workplace accidents (FR2)

19.8

12.4

< 10



FOSTERING A POSITIVE AND INCLUSIVE WORK ENVIRONMENT

Working in a tile factory is a physical job, in a hot, noisy and demanding environment. Improving the working conditions of our teams means taking tangible action on these realities on the ground, based on the needs and expectations expressed by the workers themselves. It also means ensuring that everyone can fit in: women, men, people with disabilities and employees with specific family situations.

> Addressing working conditions

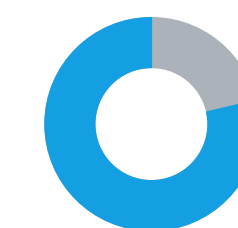
- Making common areas more pleasant and friendly.
- Reducing exposure to heat, noise and dust and the physical constraints of workstations.
- Better preventing situations that overwhelm or cause stress.
- Developing discussions on career paths and prospects.

> Fostering an inclusive working environment

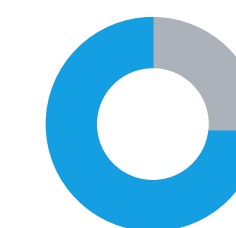
- Guaranteeing equal opportunities right from the recruitment stage.
- Enabling everyone to do their job in the best possible conditions, regardless of their disability.
- Better taking into account parenthood issues and different life situations.
- Promoting a respectful working environment for all.

> THE QLWC SURVEY: A TOOL TO GUIDE ACTIONS AT SITE LEVEL

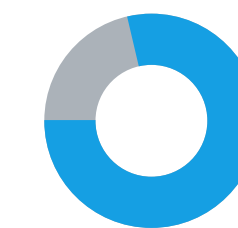
Across all countries, several themes stood out with high satisfaction levels:



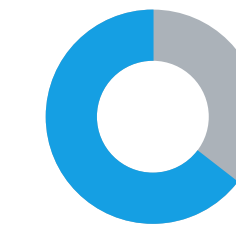
Support from Managers:
over **80%** positive



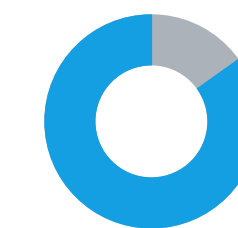
Social climate:
over **75%** positive



Support from colleagues:
over **80%** positive



Confidence in the future (for oneself and the company):
over **60%** positive



Attitude towards work (quality/usefulness/interest) and ethics:
over **85%** positive

> STRENGTHENING SOCIAL DIALOGUE

Against an economic backdrop characterised by pressures in the construction market, we have strengthened dialogue with staff representatives in an effort to promote transparency and clear communication. Moreover, organisational changes and the roll-out of new HR tools are helping to gradually harmonise social dialogue Group-wide, promoting broader information sharing and consistency in practices.



DuoDays across our French sites

On 20 November 2025, for the third consecutive year, Edilians France participated in DuoDay, an initiative aimed at helping people with disabilities enter the workforce. Volunteer employees welcomed participants to introduce them to their job and show them what a typical workday is like. Five pairs were formed: two at Head Office (Graphic Designer and HR Assistant), two at the Quincieux site (Health, Safety & Prevention Manager and Receptionist) and one at the Wardrecques site (Mechanical Maintenance Operator).

87/100
Workplace gender
equality index
(Edilians SAS) in 2025.



GUIDING CAREER PATHS AND THE TRANSFER OF SKILLS

Our jobs are evolving, our tools are changing and our organisations are adapting. To support these transitions while maintaining the extensive expertise that is our strength, we are investing in the development of our employees' skills. The roll-out of the EDILIFE training platform has structured and simplified access to training for all Group employees.



> 4 GROWTH AREAS

01

ORGANISING training programmes...

... to support changing job roles and facilitate employee access to training schemes:

- › Programme combining a common core (company culture, values, Code of Ethics) and job-specific training, accessible online and in person, tailored to the needs of different roles.
- › Expanding the training catalogue to keep pace with the changes in technical and operational skills.
- › Automation of worker training requests, manager approvals and HR tracking thanks to the deployment of the EDILIFE platform.

02

SUPPORTING the integration of new employees...

... against a backdrop of workforce renewal and knowledge transfer:

- › Rolling out a structured onboarding pathway with tools provided to managers to support the integration of new employees.
- › Organising *Welcome Sessions* for new managers to meet senior management and learn about our manufacturing activities and all of the Group's roles and operations.

03

DEVELOPING management practices...

... to strengthen team support and to guide the cultural transformation initiated as part of the CAP 2030 programme:

- › Training and support initiatives for managers to boost their team leadership and employee development skills.
- › Promoting practices that foster empowerment, cooperation and anticipation of risks.

04

PREPARING the talents of the future...

... by contributing to the development of technical and industrial skills across our regions:

- › Partnerships with training institutions on technical roles at the heart of regions.
- › Pursuing an active internship and work-study programme policy, contributing to the transfer of knowledge and the development of skills for the future.



Cultural transformation as part of the CAP 2030 programme: Developing the company culture to support sustainable performance

By putting our collective thinking caps on in working groups bringing together employees from different roles and entities, we have identified the main pillars of our culture and the adjustments required to support ongoing changes.

The 5 priority behaviours:

- Customer focus
- Anticipation and preparation
- Steering and prioritisation
- Listening and decision-making at the right level
- Global and sustainable efficiency



Work-study programmes are a key commitment for Edilians. Every year, we welcome new work-study students to pass on our expertise, develop skills and prepare for the future of our business areas. This is a key factor in the Group's appeal and contributes to training the talents of tomorrow. In 2025, we supported 40 work-study students across 11 sites in France.

GREGORY CORONA,
RECRUITMENT MANAGER,
EDILIANS FRANCE



Human resources

Employees who took a training course

2021

1,018

2025

1,403 (86%)

2030

>75%

OUR COMMITMENT TO OUR REGIONS

> Encouraging locally-based expertise

We support professionals throughout project execution and in the development of their skills. The Edilians Academy, which was awarded Qualiopi certification in February 2025, offers specialist training courses for roofing companies, solar panel installers and dealers.

More than 1,100
professionals
trained at the
Edilians Academy



Deeply rooted in local areas, our sites keep in regular contact with their stakeholders, whether local residents, elected representatives, local authorities, customers, suppliers or local partners. Through these exchanges, we share useful information and gain a better understanding of everyone's expectations so that we can then adapt our actions to the realities on the ground.



LA ESCANDELLA

> ORGANISING OPEN DAYS ON OUR SITES

The La Escandella site in Spain hosted participants from the FORMACIÓN LABORA programme. This initiative helps to showcase our expertise to people seeking employment, inspire vocations and support career development in line with regional needs.



> Participants from the FORMACIÓN LABORA programme



> La Escandella site



> Tour of the La Escandella site



75%
or more of our
employees
hired for permanent jobs in
France lived **within 25 miles**
of our factories in 2024

**Supporting the
industry's stakeholders**

The second edition of the contest "Do you have the ref?" competition, organised with our partner dealers, shined the spotlight on EDILIANS Tech products stored at the La Talaudière logistics platform. The winning sales outlets then hosted an on-site event promoting meetings and exchanges with roofing professionals.

SAINT-GERMER-DE-FLY

**> SHOWCASING OUR INNOVATIONS TO REGIONAL
STAKEHOLDERS**

The Saint-Germer-de-Fly site welcomed government representatives and regional stakeholders a few months after the commissioning of the FTO (optimised tunnel kiln) drying line, a project that received €3 million of support through the France 2030 plan.



> Tour of the Saint-Germer-de-Fly site: Bruno Bonnell, Secretary-General for Investment, and Pierre Dugay



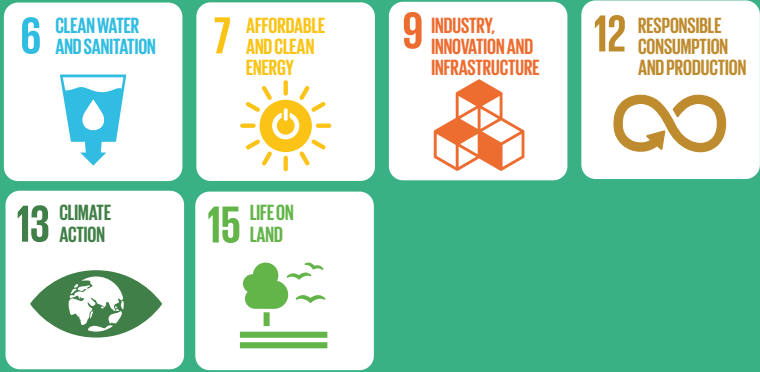
ENVIRONMENT



Anticipate
Accelerate
Transform



Our actions contribute to the UN Sustainable Development Goals



ANTICIPATE ACCELERATE TRANSFORM

OUR PROGRESS IN 2025

-41%
of GHG* emissions
Group Scope 1 vs 2021

- Definition of the
Scope 3 pathway

2
low-carbon kilns
from Ceritherm
installed in France

- Physical risk analysis carried
out on the whole scope

Against a backdrop of evolving regulatory requirements, related to CSRD in particular, and fast-changing climate concerns, our environmental approach has consolidated around two complementary aims: reducing the impact of our operations and improving the preparedness of our sites and organisation for ongoing transformations. This shift has prompted greater mobilisation on the part of our teams and more dialogue with our strategic partners. Thanks to this team effort, we now anticipate risks more accurately, our decarbonisation is on a faster track, and we are gradually transforming our industrial model. It gives our commitments greater substance. It also helps us to build a more sustainable future that respects the resources our operations depend on and the regions we call home.



For the sake of resilience, we must do more than just manage risk. Resilience ensures the company's long-term future and opens up new opportunities for transformation and sustainable value creation.

PASCAL CASANOVA,
EXECUTIVE CHAIRMAN, EDILIANS GROUP

4 KEY ISSUES

- 1 • Reducing the carbon footprint** of our sites to stay in line with climate goals.
- 2 • Controlling air quality** around our factories by limiting our emissions and securing our facilities.
- 3 • Conserving water,** an essential resource for our operations and the regions in which we operate.
- 4 • Protecting and restoring the natural areas** around our quarries and production sites.



* Greenhouse gas.

** CSRD: Corporate Sustainability Reporting Directive.

PUTTING OUR MODEL ON A SUSTAINABLE PATHWAY

Decarbonisation is based on a comprehensive approach, which combines reducing emissions from our industrial sites with better management of those in our value chain. Our entire business is involved in this transition, from upgrading industrial processes to developing solutions that contribute to a lower-carbon building.



Reducing our Scope 3 is a challenging, occasionally frustrating, but deeply transformative undertaking. It forces us to move beyond a strictly internal mindset and to rally an entire sector around it.

GUILLAUME AZZOPARDI,
PROJECT AND DATA DIRECTOR, EDILIANS GROUP

> Our decarbonisation plan

SCOPE

1



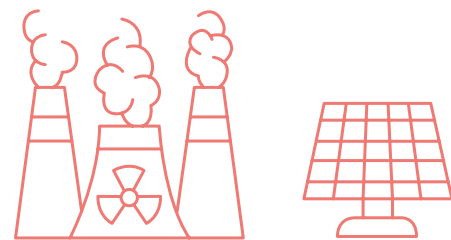
DIRECT EMISSIONS

Emissions related to the company's production activities (mainly gas combustion)

63%: Decarbonisation plan

SCOPE

2



INDIRECT EMISSIONS

Energy-related emissions (electricity consumption)

4%: Electron plan

SCOPE

3



INDIRECT EMISSIONS

All indirect emissions outside scope 2 (purchased products and services, transportation and logistics, etc.)

33%: Purchasing and transportation policy



FOCUS

> UPSTREAM ACTIVITIES

These activities include the extraction and processing of raw materials, production of the inputs required for the manufacture of our products and transportation to our factories. We have initiated discussions with our suppliers to support changes in practices, encourage greater transparency and gradually incorporate environmental requirements into our contractual relationships. These initiatives help to reduce the carbon footprint associated with our purchases and supplies.

> DOWNSTREAM ACTIVITIES

These downstream activities include the transportation, distribution and installation of our products. Because our tiles are delivered ex works, dealers and distributors choose the mode of transportation to be used. Our main area of leverage therefore depends on dialogue, awareness-raising and an approach involving co-construction with our partners to limit the carbon impact related to logistics and the distribution of our products.

Efforts outside of our own operations

Reducing emissions from our value chain is a joint endeavour together with the whole of our ecosystem. Since mid-2024, we have been striving to better understand the distribution of these impacts by consolidating and improving the reliability of relevant data. Thanks to this in-depth groundwork, from 2026 we will be able to initiate the first actions focusing on the most significant sources.

TO FIND OUT MORE



Innovation and decarbonisation:
Maxime Coutouly presents the Group's decarbonisation plan



REDUCING OUR DIRECT EMISSIONS

The decarbonisation of our production activities is based on a gradual and pragmatic approach. It starts by reducing consumption through careful management of industrial processes, followed by optimisation of the equipment, particularly through heat recovery and kiln adjustments. Finally, it relies on innovation and R&D, as well as exploring new energy options.

Four measures in which we have already invested
€26m, with an additional €10m planned in 2026:

01

Optimising our production processes

- › Optimising the operation of kilns to reduce energy consumption.
- › Strengthening consumption monitoring thanks to dedicated managers based on sites.
- › Rolling out measuring devices more widely to better understand energy uses.
- › Using digital tools to facilitate the management and identification of areas where improvements can be made.

02

Rolling out proven technical solutions

- › 7 production units already use heat recovered from the kiln outlets to heat the combustion air.
- › 4 production units are equipped with flue gas scrubbers to completely clean all the flue gases and recover the waste heat, thus generating energy savings of around 15%.

03

Industrialising innovations

- › **Optimised Tunnel Kiln** (FTO), which improves heat recovery and circulation throughout the firing phases.
- › **AERO carts** have been streamlined to reduce the mass to be heated and therefore also the gas consumption.

04

Preparing for the green energy sources of tomorrow

- › Replacing natural gas with other green energy sources and evaluating the feasibility of alternatives such as biomethane, kiln electrification and hydrogen for example.





ROLL OUT OF CERITHERM SOLUTIONS

-30%
gas consumption
on the kiln converted in 2024

-15%
after two and a half months
on the second kiln converted
in 2025 (target of -20%)

Third
kiln
is currently being converted



In industry, transformations take time. Even when you have the resources and the will, you need to test and adjust the system and ensure it is safe before rolling it out. Decarbonising a kiln sometimes means shutting down a line, which has a direct impact on production. The challenge, therefore, is to find the right balance between short-term considerations (production, serving the market, protecting jobs) and medium- to long-term ones (anticipating climate issues and regulatory changes and preparing the company for the future).

BERTRAND LANVIN,
TECHNICAL AND INNOVATION DIRECTOR, EDILIANS GROUP

> **Goals and results**

ENVIRONMENT	2021	2025	2030
Scope 1	Base 100	-41%*	-30%

* The 2030 target has been exceeded thanks to decarbonisation investment and a currently slack market.

MANAGING OUR ATMOSPHERIC EMISSIONS AND WATER DISCHARGES

From clay extraction to tile firing, each step requires special attention to manage the emissions and discharges associated with our operations.



> Air pollution prevention and control

Flue gas scrubbing equipment eliminates elements such as sulphur, fluorine and chlorine from fumes produced by the clay firing process. These flue gas scrubbers require regular maintenance to ensure continuity of the scrubbing process and compliance with emission limits.

> Targets

100% of our lines in compliance with European gas emission regulations.

Treatment of firing glue gases

The flue gas scrubber acts as a chemical filter: the gases produced by the firing process are treated with a mineral reagent that captures pollutants naturally present in the clay.

On lines equipped with older-generation flue gas scrubbers, reagent quantities are adjusted according to the pollutant content of the raw materials and occasional testing of the fumes.

Next-generation flue gas scrubbers have been rolled out at the Phalempin, Wardrecques and Pargny-sur-Saulx sites. They incorporate continuous measurement devices upstream of the gas scrubbing, so that the reagent doses can be adjusted automatically.

Decontamination of flue gases and energy efficiency: related issues

In our factories, the prevention of air pollution is closely connected to energy efficiency. To recover and reuse the heat from the firing flue gases, particularly to supply the dryers, the flue gases must be decontaminated. Flue gas scrubbing equipment therefore plays a key role by ensuring regulatory compliance while reducing gas consumption and associated CO₂ emissions.



> Wastewater treatment

Slip coating water

Slip coating is a natural liquid mineral mixture, used to colour tiles before firing. During washing operations, the water containing this material is collected and then reused to dampen the clay during the preparation and shaping phases. The metal oxides it contains are the same as those naturally occurring in the clay used to make the tiles.

Kiln cooling water

On some production lines, the kilns are equipped with a hydrocasing system that protects metal structures exposed to high firing temperatures. The water used is inspected before any discharge to check its compliance with regulatory requirements. Where necessary, it is directed towards the appropriate treatment processes.

Quarry water

In our quarries, water sourced from aquifers, rainfall or runoff is pumped away to enable exploitation of the deposits. It then passes through settling tanks where the suspended matter is separated from the water. Once clarified, it can be released into the natural environment, while the settled material is managed on site as inert material.

A mobile flocculation system

In some quarries, natural settling does not always clarify the water quickly enough for operational needs. As the Saint-Germer de Fly site operates six quarries, it has obtained a mobile flocculation system, which is moved around in accordance with the various pumping phases.

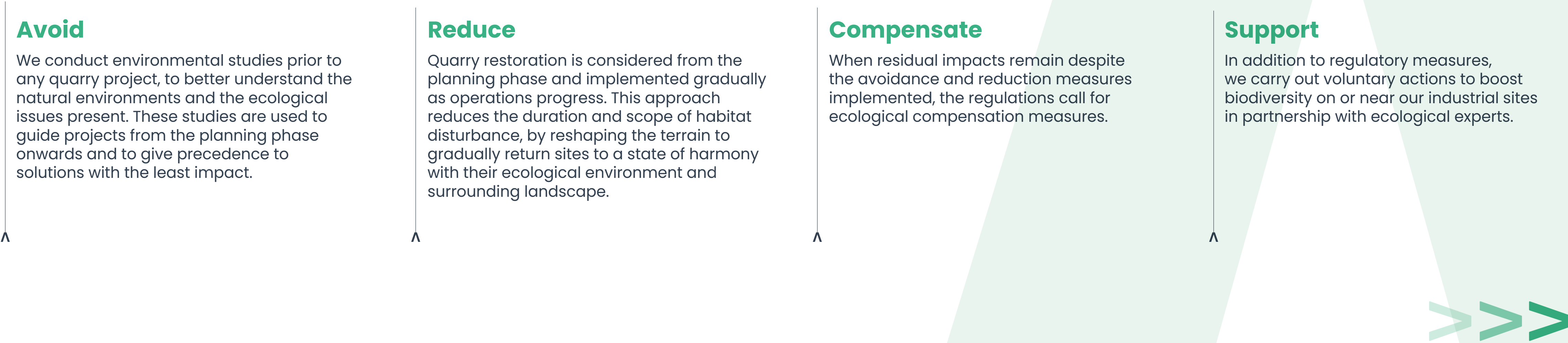
This system accelerates the settling of the finest clay particles and ensures compliance with the regulatory thresholds before water discharge. The flocculant used to agglomerate the clay particles remains bound to them after treatment and does not generate pollution. Residues can therefore be managed on site in accordance with the regulatory requirements.



PROTECTING AND RESTORING NATURAL ENVIRONMENTS

Quarries have decades-long operating cycles and often develop in ecologically rich environments. From project planning to site restoration, our goal is to reconcile the use of the resources necessary for our operations with the conservation of species, habitats and natural ecosystems.

**We systematically integrate biodiversity issues into the management of our quarries.
This approach is based on the Avoid – Reduce – Compensate – Support sequence (ARCS) sequence.**





Managing our waste

Our clay waste, considered inert under the decree dated December 2014, is reused on our sites, in particular to build and maintain quarry access roads. Other waste generated by our operations is handled by approved service providers and tracked via the Trackdéchets app, in accordance with regulatory requirements.

> PROMOTING BIODIVERSITY AROUND OUR FACTORIES

The Wardrecques site has undertaken reforestation operations and introduced eco-grazing using sheep in certain areas.



Today, biodiversity is a central issue for our quarries. If we can no longer extract clay, we can no longer manufacture tiles. Our responsibility is therefore to anticipate, discuss and create projects that are compatible with the regions in which we operate.

ROMAIN CARON,
DIRECTOR, RAW MATERIALS AND ENVIRONMENT, EDILIANS FRANCE



Organise Converge Transform



Our actions contribute
to the UN Sustainable
Development Goals



ORGANISE CONVERGE TRANSFORM

OUR PROGRESS IN 2025

- Roll-out of the Novisto ESG reporting platform
- Establishment of a monthly CSRD strategy committee
- Launch of the NIDO project to harmonise systems in Spain

Trust has been our guiding principle for nearly two centuries in our relations with our employees, partners, customers and all of our stakeholders. We are committed to upholding and demonstrating it daily through practices based on transparency, integrity and responsibility. In 2025, continued work on CSRD compliance contributed to strengthening our governance, ethics and compliance systems. The clarification of our processes, upgrading of our reporting tools and initiatives in data governance all help to enhance the transparency of our practices and responsibilities. These changes are part of a broader effort to converge practices and systems within the Group, aimed at harmonising working methods, facilitating data sharing and strengthening the consistency of our management systems. This momentum allows us to move forward with a stronger framework to conduct our operations in an exemplary manner.



By organising our processes and clarifying responsibilities, we can make our data more reliable and better steer our Group-wide commitments.

LOUIS SCHAAF,
STRATEGY COMMITTEE REPRESENTATIVE, EDILIANS GROUP

4 KEY ISSUES

- 1 • Structuring** our sustainability reporting and governance to meet CSRD requirements
- 2 • Improving data reliability** and sharing data Group-wide to enhance the traceability of information and the quality of our decision-making processes
- 3 • Adopting** common practices and systems to harmonise our working methods and increase the consistency of our management systems
- 4 • Strengthening** ethics, responsible business practices and a culture of integrity right across the Group



STRENGTHENING OUR GOVERNANCE TO SUPPORT OUR COMMITMENTS

If we are to sustainably transform our operations, we need common practices, clearly defined responsibilities and reliable information. These organisational efforts, which have been ongoing for several years, support the Group's developments and help to make our actions more coherent, transparent and sustained.



Reporting a situation should never put anyone at risk. This is a very important principle to us. We guarantee the protection of individuals who speak in good faith. We also guarantee the confidentiality of the information shared, limiting ourselves to what is strictly necessary to investigate the report.

SONIA CHAPUIS,
LEGAL & COMPLIANCE MANAGER EDILIANS GROUP

> Due diligence and controls

The prevention of ethical risks and non-compliance is based on several internal control and monitoring mechanisms that are implemented Group-wide. As part of our efforts to comply with the CSRD directive, we have also strengthened our processes for collecting, validating and reviewing non-financial information to ensure the consistency and reliability of published data.

> Ecovadis medals

2025	2030
Gold: EDILIANS Tech	Gold
Silver: Edilians SAS, Tejas Borja, Umbelino Monteiro	
Bronze: La Escandella	

> Our CSR governance



* Environment, Social, Governance

100% of the Group's board members are evaluated on sustainability-related goals.

> Data governance

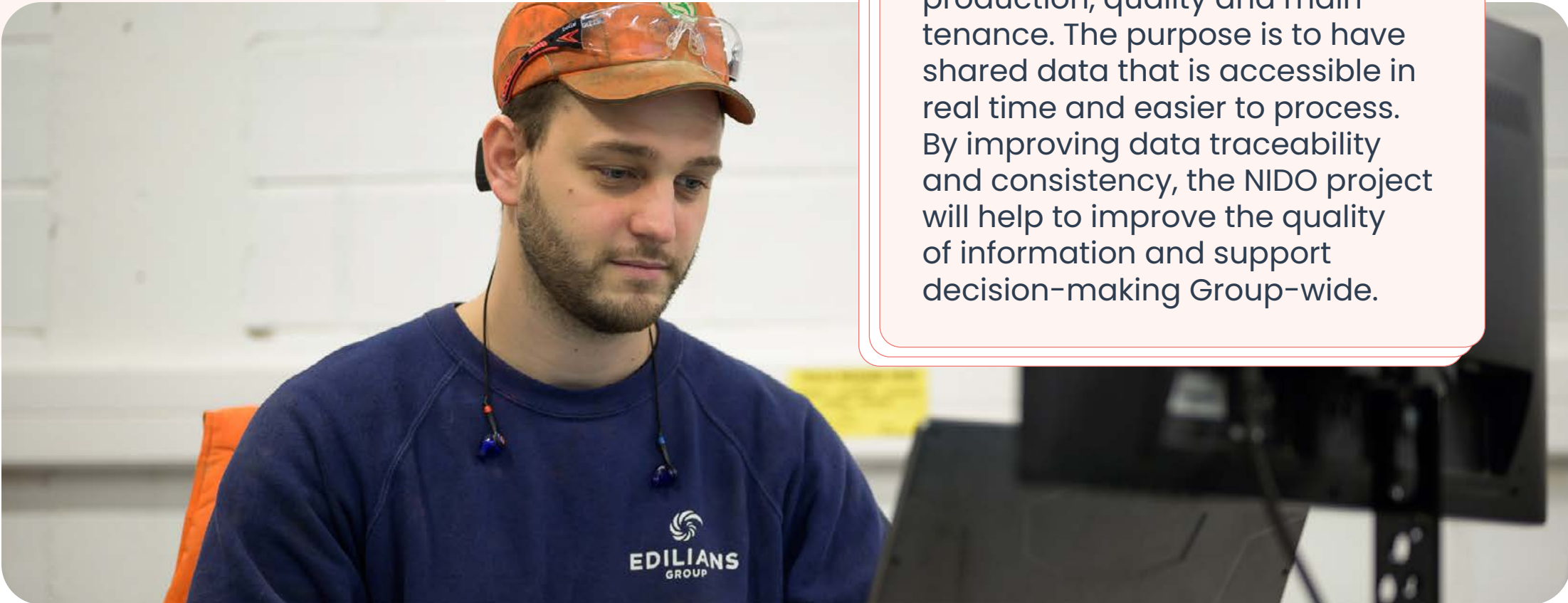
As the Group progresses, the issue of data quality becomes ever more important. In 2025, we pushed on with our efforts to better organise, share and enhance the reliability of the information used to manage our operations. The roll-out of the Novisto platform is a key step in this process by providing a common framework for monitoring our CSR data.

> Responsible purchasing

Our responsible purchasing charter formally sets out our expectations regarding our partners in terms of business conduct, human rights, working conditions and the environment. This is associated with an evaluation questionnaire and, where necessary, targeted audits.

> Training and familiarisation

Mandatory e-learning modules on the anti-corruption and fair competition rules have been developed for employees exposed to these risks to bolster their knowledge in this respect. In addition, familiarisation initiatives are conducted on such topics as gifts and hospitality or conflicts of interest.



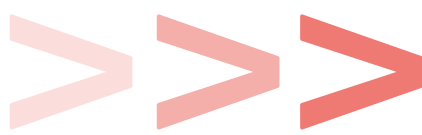
NIDO project: shared data to move forward together

As part of its digital transformation, La Escandella is rolling out the SAP ERP (Enterprise Resource Planning) system already used by Tejas Borja. This new ERP will complement existing tools, improving the centralisation and standardisation of the data generated by different departments: finance, sales, production, quality and maintenance. The purpose is to have shared data that is accessible in real time and easier to process. By improving data traceability and consistency, the NIDO project will help to improve the quality of information and support decision-making Group-wide.



A controlled scope, clear requirements and local relationships allow us to limit risks and ensure that practices comply with social standards.

ASTRID PILET,
PURCHASING AND
SUPPLY CHAIN DIRECTOR
EDILIANS GROUP



OUR PRIORITIES FOR TOMORROW

The changes undertaken in recent years have set the stage for common foundations and strengthened our adaptability. At the same time, the construction sector is undergoing a period of significant upheaval, against an uncertain economic backdrop shaped by accelerating climate challenges and emerging new regulatory requirements.

As **a committed regional player**, we are embarking on this new phase convinced that resilience is built over time and in close synergy with local areas, expertise and the women and men who are their driving force.

> BUILDING AGENCY WITHIN TEAMS

PUTTING INTO PRACTICE

Putting into daily practice the behaviours and operating methods that will support the Group's transformation.

PROTECTING

Advancing the safety culture by developing a sense of anticipation, mutual vigilance and the onboarding of new recruits.

UNITING

Continuing to align organisations and methods while maintaining our brand identities and the local roots of our operations.

> ADAPTING TO OUR ENVIRONMENT

ANTICIPATING

Transforming the insights gained from climate risk analysis into concrete decisions for our sites, resources and operations.

CO-BUILDING

Launching the first action plans with our suppliers, customers and partners to reduce emissions in our value chain.

> INNOVATING TOGETHER

ROLLING OUT

Rolling out, Group-wide, industrial innovations that have proven to be effective on our pilot sites.

ORGANISING

Harnessing data as a common foundation to better understand, manage and transform our operations.



> **BUILDING A MORE
INTEGRATED GROUP**

Continuing efforts to converge
organisations, tools and
practices.

Our corporate purpose

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

> **ACCELERATING CULTURAL
TRANSFORMATION UNDER
THE CAP 2030 PROGRAMME**

Embedding shared practices, behaviours
and methods into our routines.



LOCAL ROOTS

**Preserving regional
landscapes and heritage**

Contributing to employment
areas and economic vitality.



PEOPLE

**Nurturing a safety
culture**

Strengthening preventive
habits and adoption of
approaches on the ground.



ENVIRONMENT

Rolling out our innovations

Turning successful pilot initiatives
into large-scale practical solutions.

**Adapting our operations
to climate change**

Factoring climate issues into our
products, our sites and our regions.



GOVERNANCE

Acting with our value chain

Developing knowledge and
management of our indirect impacts.

**Harnessing data as
a management tool**

Organising information to better
manage, measure and report.

EDILIANS GROUP

SUSTAINABLE ROOFING

CSR REPORT
2026 EDITION

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