



SUSTAINABLE ROOFING

Developing projects together
for the low-carbon transition

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CSR report Disclaimer

This report covers the Edilians Group for 2022, including Edilians SAS, its subsidiaries in France, and two of its European subsidiaries, Umbelino Monteiro in Portugal and Tejas Borja in Spain.

Information relating to the latest acquisitions made in 2022 (in particular La Escandella in Spain) will be published at a later date. In the event that Edilians 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 report.

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.



Umbelino Monteiro

A word from our CEO Pascal Casanova



The year 2022 was marked by a turbulent economic and social context. How were Edilians Group and its activities affected?

The energy crisis and inflation linked to the consequences of the war in Ukraine had a significant impact both on our business and on our professional and private customers, with a general rise in prices. At the same time, strong activity in the new-build sector, in parallel with the acceleration of the renovation market, also put a lot of pressure on our supply chains and delivery capacities. **Edilians paid a particular attention** and took different actions to minimise end price increases and ensure product availability.

In reality, 2022 merely accentuated trends that had already been observed, around the need to **accelerate the decarbonisation of our activities**, in particular through

energy savings, and use our unique expertise to support the transition with our top-quality, environmentally friendly roofing solutions.

On this last point, what is your outlook for the coming years?

On the topic of eco-housing, our ambition is to support the entire industry in addressing energy performance issues. This will mean developing a comprehensive range of solutions for more efficient, sustainable and resilient buildings.

The share of solar energy will continue to rise in the coming years, as will the rate of energy renovation. Our acquisition of IRFTS's solar roofing business in 2022 enabled us to considerably expand our range of solutions, which is now the **most comprehensive on the market**. We also added two new exterior roof insulation solutions to our range, opening up new opportunities on the renovation market.

The Group's first CSR publication was also released in 2022. As a leader in the French and Iberian Peninsula¹ what do you see as your CSR commitment responsibilities?

Our recent acquisitions are providing us with two major opportunities, which are to become a leader in clay tiles in France and on the Iberian Peninsula, and also to be a key player in the energy and environmental transitions. Of course, we still have considerable room for improvement and are facing new integration challenges. Nevertheless, our ambition and our strategy remain the same: we aim to reduce our **direct carbon emissions per tonne of tiles by 30%** by 2030, with the widespread deployment of our decarbonisation plan across all our industrial activities. That is our top priority.

From a human point of view, **we have been focusing on the working conditions of our employees** and on the implementation of an integration plan designed to roll out our Health, Safety & Prevention policy at Tejas Borja in Spain in a concrete and concerted manner. In 2022, we reduced the number of accidents reported at Tejas Borja by 36%.

We now need to continue our efforts to achieve all our objectives, whether in terms of the environment, people, our local roots, or our governance team.

We are dedicated to sharing ambitions and good practices collectively within the Group. This is a major asset and is one of the strengths we are attempting to demonstrate in publishing this second report.



¹ Umbelino Monteiro (Portugal), Tejas Borja (Spain), and soon La Escandella (Spain).

Edilians Group

At a glance

OUR CORPORATE PURPOSE

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

W *In keeping with our **corporate purpose**, we create innovative roofing solutions that improve quality of life while preserving the environment for future generations."*



Pascal Casanova
Executive Chairman of Edilians Group

Setting the standard in Europe for the construction and renovation of building envelopes, Edilians Group and its subsidiaries offer comprehensive, tailor-made solutions for roofs that combine tradition, technical performance, and aesthetics.

Drawing on 200 years of expertise and its 1,700 talented staff members, Edilians Group stands out for its commitment to eco-housing and energy renovation. Constantly striving for excellence and united around shared values and a clear mission, Edilians Group's various subsidiaries work in synergy to promote sustainable, eco-friendly solutions and take action for the sustainable development of housing.

OUR VALUES

TEAM SPIRIT

Friendliness and professionalism blend together 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 transparency, work ethics, and responsibility whilst abiding by rules.

LEADERSHIP

We affirm our leading status and are the benchmark for our customers and the industry as a whole. Results, innovation and services are delivered through the ambition of our employees.

A CULTURE OF EXCELLENCE

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

Edilians Group

At a glance

Our foundations

OUR BRANDS

With its strong presence in many regions of France, Edilians Group also operates in Spain and Portugal, through well-known brands; it distributes its products in more than 100 countries.

FRANCE

Edilians Group is uniquely rooted in mainland France, with its wealth of ancestral know-how linked to the nature of the soil and architectural traditions. Local regions and their distinctiveness have always forged its identity.



As a historical leader in clay roofing and a pioneer in solar tiles, Edilians has a comprehensive range of products dedicated to eco-housing. Edilians offers and manufactures innovative and complementary solutions for roofs and building envelopes; combining aesthetics and performance, they are designed to provide sustainable protection for the home. These solutions include comprehensive ranges of products for photovoltaic solar energy, airtightness, insulation, ventilation, functional accessories, façades, rainwater and folding.

PORTUGAL

The integration of a Portuguese subsidiary since 2019 has enabled Edilians Group to expand its business and export capacity towards new markets.

UMBELINO MONTEIRO

Specialising in the manufacture and distribution of ceramic tiles, Umbelino Monteiro 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.

SPAIN

The Group's Spanish subsidiaries were acquired in 2021 and 2022. Their outstanding production capacity means that Edilians Group can meet the varied needs of all sizes of construction projects.



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

La Escandella

ROOFING THE WORLD

La Escandella combines high quality, 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.

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

1700

jobs

firmly seated in the heart of our regions

9

French regional appellations

500

roofing projects

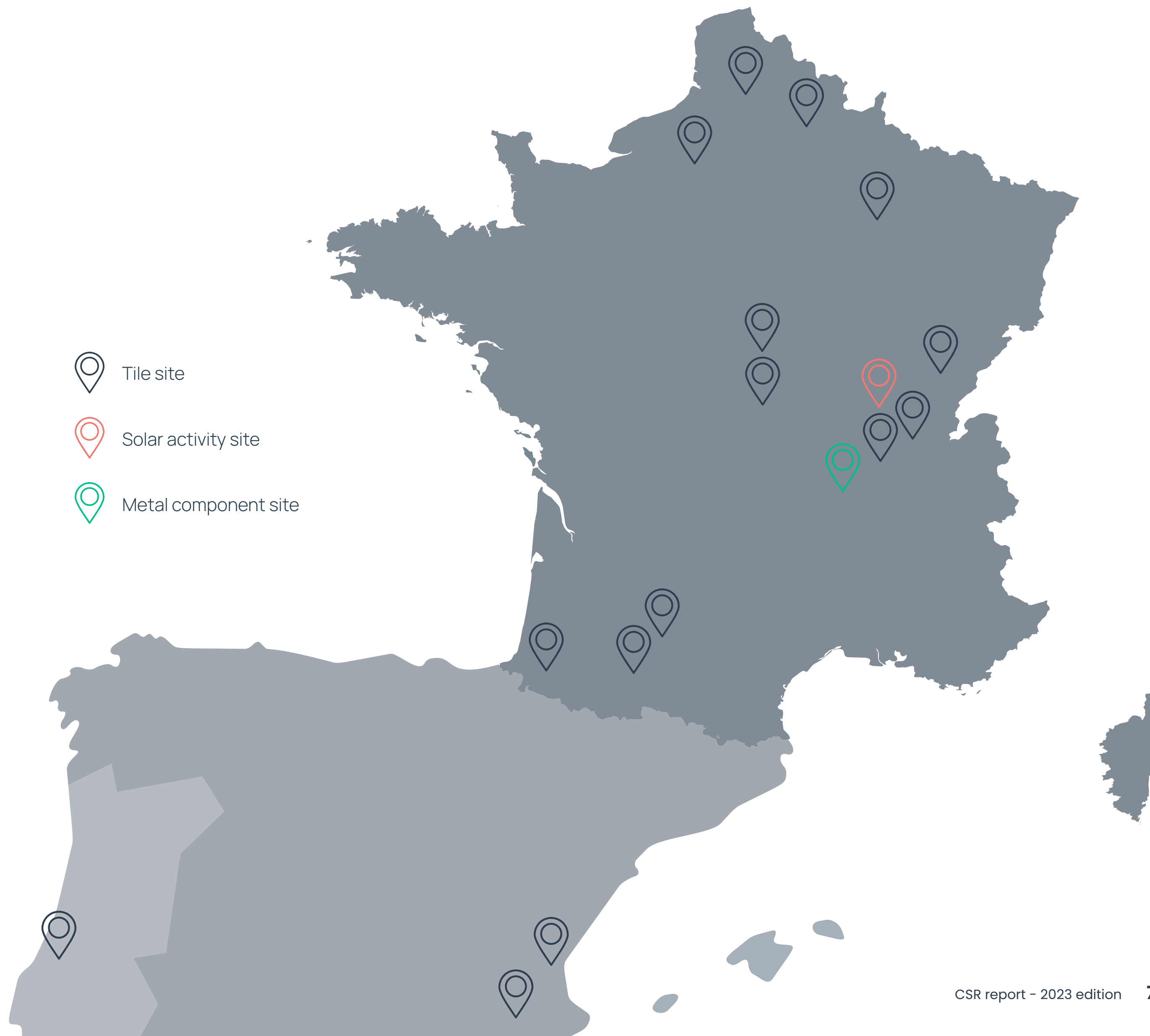
per day (new-build and renovation projects)

+100

countries of distribution on all 5 continents

96

tile models & 380 colours



Our CSR strategy

“Blending high technical performance and local industry, we develop and manufacture innovative roofing solutions for sustainable housing.”

Resources

- Financial capital**
Self-funding capability
- Industrial capital**
17 sites including 3 abroad
8 out of 14 sites with ISO 50001 certification
- Intellectual capital**
9 regional appellations
An integrated research & development process
1 industrial IT team and
1 central laboratory
- Human capital**
1700 employees, including 300 abroad
An integrated training centre
5710 health & safety discussions in 2021
- 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
95% green electricity
900,000 new pallets saved in 2022; the recycling of pallets eliminated the need to use new wood to manufacture 900,000 pallets



Value creation

- Financial capital**
+ €500 million in turnover¹
- 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 created in 2021:
Edilearn & Edisafe
- Human capital**
41% of employees received training in 2022
86/100 score on
the gender equality index
-50% lost-time accidents
(compared with 2021)
100% of employees given awareness
training on the code of ethics
- Social & Societal capital**
96 tile models² and 380 colours
3 heritage and/or social projects
supported every year in France
+200 roofers given
photovoltaic training in 2021
- Environmental capital**
-30% direct CO₂ emissions
per tonne of tiles by 2030 in France
-20% drinking water consumption per tonne of
tiles by 2023 in France; -35% in 2025³
-25% rate of tile waste by 2025 in France³

1. FY 2021 pro forma including the acquisition of Tejas Borja. 2. In France. 3. Reference year 2009.

Staying open to the world

Seven ongoing trends

In a troubled context, marked by inflation and by energy and climate crises, the housing sector is at the crossroads of multiple complex trends, which are profoundly impacting our strategy, our decisions and our actions. Renovating buildings, improving our energy performance and environmental footprint, and ensuring access to housing and quality of life – these are all catalysts for the various transitions that need to be made today.

1. ENERGY AND INFLATION

Two forms of pressure on the sector

While a return to normality was expected in 2022 and 2023 following the COVID-19 pandemic, the war in Ukraine has triggered economic and financial shocks on a massive scale. Energy prices are now volatile and uncertain, with unprecedented peaks reached in late 2022, hitting businesses and households very hard. Systemic challenges, the war in Ukraine and the ensuing energy crisis are prompting efforts to speed up the transition considerably in order to move away from dependence on carbon-based energies as quickly as possible.

2. CLIMATE CHANGE

A development model tending towards net zero

The 2015 Paris Agreement aimed to keep global warming to below 2°C above pre-industrial levels. Greenhouse gas emissions must be reduced by 2030 and tend towards zero by 2050. However, they have continued to rise at a time when climate risks are emerging and worsening earlier than expected. Europe and France are urging all stakeholders to commit to ambitious roadmaps to decarbonise their activities, encouraged by customers' increased demands for low-carbon products and solutions.

3. USES AND LIFESTYLES

From energy poverty to renovation projects

In 2020, the European Commission estimated that 34 million Europeans were unable to afford to heat their homes properly¹. Driven by the EU and new regulatory constraints, efforts to improve the energy performance of both new-build and renovated buildings are intended to meet the dual challenges of climate change and energy poverty. Moreover, private individuals are increasingly aware of self-supply – such as solar power – and insulation solutions. This is an opportunity for roofing companies to position themselves as providers of appropriate solutions.

1. Source: European Commission/Eurostat.



4. ECOLOGICAL TRANSITION AND CIRCULAR ECONOMY

New ways to create value for the industry

The construction sector currently accounts for 20% of greenhouse gas emissions in France and generates 46 million tonnes of waste per year¹. The buildings of the future must be decarbonised in terms of both their uses and their implementation, but Extended Producer Responsibility envisages the requirement to consider the sorting, collection, recycling, and reuse of materials. It will be necessary to deploy foundational projects in the fields of industrial innovation, the circular economy, employment, and skills development.

5. SECTOR, ATTRACTIVENESS, AND TALENT

A lack of attractiveness and loss of skilled labour

Companies in the sector are struggling to recruit: only 44% of young people trained in the construction trades actually find their

first job in that sector. If the problem is that these trades are not attractive to prospective employees, it is up to companies to improve their working conditions and attract new prospects, especially women. The ecological and digital transitions, however, could open up new horizons, with new trades and new ways of imagining buildings. It would then be necessary to expand the training offering and support the needs of companies.

6. SHORT SUPPLY CHAINS AND RAW MATERIALS

Advantages of having production sites as close as possible to local communities

The conflict in Ukraine and the explosive growth of the renovation market are both putting pressure on the supply and prices of certain products and materials, and professionals are facing a number of uncertainties. Furthermore, many companies are considering relocating their value chain within France and Europe; the tile sector, with the proximity of its quarries, processing sites, and final construction sites, can offer local supply chains very close to the regions concerned.

7. IMPACT AND VIBRANCY OF REGIONS

Towards corporate regional responsibility

In this period of profound change, a return to local presence is a major expectation. The need for territorialisation or belonging to a local network is reflected most notably in the economic and social fabric in which companies play an essential role. When mobilising resources and organising production activities in the regions, and when creating new interdependencies, partnerships, and externalities, companies have a responsibility to promote responsible practices favouring the virtuous development of the regions where they operate.

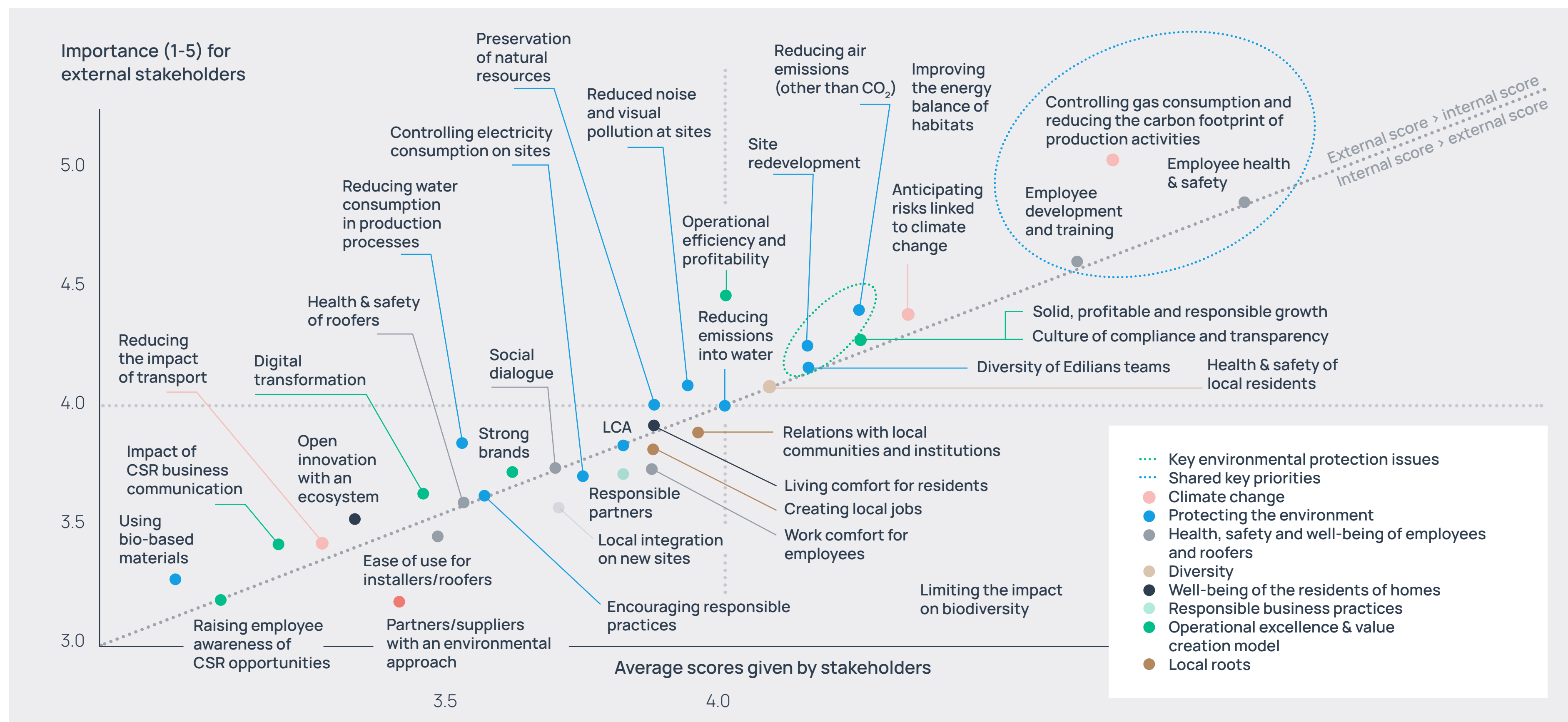


¹ Source: Ministry for the Ecological and Solidarity Transition.

Our materiality analysis

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 (and will be revised in 2023) helped us identify our main CSR challenges, which include the health & safety of our employees, reducing our carbon footprint, energy management, and the training of Edilians's teams.



Sustainable roofing

Our CSR commitment

For Edilians Group, corporate social responsibility is a long-term commitment, established as a continuous improvement process and integrated across the board in our business model and strategy. Our long-term survival and success depend and will continue to depend on it, now and in the years to come.

That is why, 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. Each and every day, 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.

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

ENVIRONMENT



Building sustainability

Building environmentally friendly solutions

- Considerably reducing our carbon footprint through continuous improvement, innovation, and technological breakthroughs
- Controlling our environmental impact throughout our value chain
- Preserving ecosystems and biodiversity
- Contributing to efficient, sustainable and low-impact buildings with our eco-housing solutions

PEOPLE



Creators of expertise

Inventing a fulfilling and sociable 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

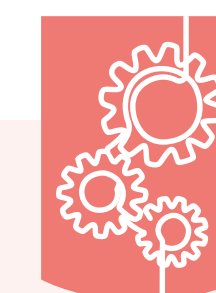


Local artisans

Striving to maintain virtuous bonds between individuals and their regions

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

GOVERNANCE



Responsible manufacturers

Working to conduct our business in an exemplary manner

- Affirming our commitment and 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.

- ENVIRONMENT**
- PEOPLE**
- LOCAL ROOTS**
- GOVERNANCE**



In 2022

A few highlights

Edilians unveiled its 1st CSR report.

The association Promotoit, of which Edilians is a stakeholder, published

1 white paper setting out 7 detailed proposals

for making roofing a tool for “living better together”.

The acquisition of the Spanish clay tile manufacturer

La Escandella

was finalised, further strengthening the Group’s presence on the Iberian Peninsula.

A decision was made to create a **new ESG committee.**

Edilians acquired the **solar roofing business** of IRFTS.

-5.5% direct carbon emissions

per tonne of tiles produced were observed in France, compared with 2021 (vs a target of -2%).

3 new sites

received ISO 50001 certification, i.e. a total of 8 out of 14 sites (Group scope).

Edilians acquired a stake in **Dorémi**, a social and solidarity economy company and a pioneering start-up in France for promoting the energy renovation of single-family homes.

2 innovative solar solutions + 2 insulation solutions

were launched to develop eco-housing.

A new photovoltaic site

was inaugurated at Gilardoni (France), with a production capacity of

28 GWh per year.

-30% m³ of drinking water

consumed per tonne produced on the France Clay Tile sites.

5,700 health & safety discussions

carried out in the field in 2021 (vs 4,500 in 2021).

1 health & safety and CSR day

organised on each site.

-50% lost-time accidents

(compared with 2021, Group scope: France + Portugal).

“Climate Fresk” workshops

were organised for the Group’s managing directors and presented to all its employees, to better understand the challenges and effects of global warming.

The 1st survey on quality of life

& working conditions was carried out among all our French employees, with a

72% participation rate.

3 projects of high architectural and heritage value

were initiated thanks to the Edilians ‘Earth, Nature and Solidarity’ endowment fund.

Environment

Building sustainability

Building environmentally friendly solutions

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

Significantly reducing our carbon intensity, controlling our environmental impact across the value chain and preserving ecosystems and biodiversity are all part of building our future and perpetuating our expertise and our capacity to innovate for tomorrow.

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



KEY INDICATORS

	Indicators	Units	2019 (reference year)	Target for 2022	Achieved in 2022	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 (down 2%)	174.9 (down 5.5%)	126 (down 30%)	▼
DRINKING WATER CONSUMPTION CONTROL POLICY	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 housing also depends on the future of the climate. That is why we are pursuing ambitious 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:

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



2022:

-5.5%

direct carbon emissions per tonne of tiles produced (in France, compared with 2021)

VS. A TARGET OF -2%

In 2030

-30%

direct carbon emissions per tonne of tiles produced (at Group level, compared with 2021)

DECARBONISING

A Group ambition

As from 2023, following on from the decarbonisation plan launched in France in 2021, the implementation of an Iberian decarbonisation plan will provide a way to identify investment priorities across all the Group's subsidiaries and thus help align our ambitions in terms of decarbonisation.

Joining Edilians Group has given us the resources and opportunity to make an even greater commitment to reducing our CO₂ emissions and, more broadly, our environmental impact. Whether it's in terms of investments or certifications, we are fully aligned with the Group's strategy to work together and make collective progress"



Pedro Valente
Managing Director, Umbelino Monteiro



1. Compared with 2021.

A. 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 tools in order to reduce our energy consumption.

B. 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.).

IN 2022

IN SAINT-GERMER-DE-FLY (OISE) Optimised dryers

With the experimental deployment of a new, faster and less energy-intensive tile drying process, we are aiming to reduce our heat requirements at this stage of production by 20 to 30%."



François Dupety
Project Director for Northern France

IN SAINTE-FOY-L'ARGENTIÈRE (RHÔNE) Hot air to reduce our emissions

We have developed an innovative technology that enables us to recover and use residual heat from ovens. This is a first for the Group, and it could easily be duplicated in other production units."



Cyril Guiotto
Project Director for Central France

IN LÉGUEVIN (HAUTE-GARONNE) Less limestone, less CO₂

During curing, one tonne of limestone consumed emits 0.44 tonnes of CO₂, which is the second largest source of our emissions after natural gas consumption in our ovens. In 2024, we hope to emit 2,600 tonnes less CO₂ than in 2021 by reducing the limestone content of our clay mix"



Romain Caron
Head of Raw Materials and the Environment

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 our self-supply ambition, with the transformation of our assets into dedicated electricity production areas (solar farms).



95%

of our consumption is green electricity

In 2022

63%

of our needs met

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

+34% compared with 2021
+5% compared with the target

Target 2026

85%

Target 2030

100%

of our needs met (for the same scope)

Energy efficiency: an industrial ambition

As of 2022, we are committed to implementing an “Electron” plan in our factories in France, to identify ways of reducing our electricity consumption that could be rolled out from 2024.



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

OUR MAIN PHOTOVOLTAIC SITES

	Commissioning	Total capacity	% vs. consumption over a sliding 12-month period
Bessens Site 2	July 2022	23	24.8%
Commenailles Bois-de-Gand Quarry	April 2022	6.20	6.7%
Pargny Gilardoni	June 2022	28.20	30.4%
Blajan Factory	January 2022	2.80	3.0%
Commenailles 'Terre' Building	April 2022	0.22	0.2%
Bessens Site 1	April 2016	8.70	9.4%
Blajan Quarry	March 2021	16	17.2%
		85.10	91.7%

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.

8 certified sites out of 14 (Group scope) in 2022

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
- Léguevin (Haute-Garonne) - 2022
- Phalempin (Nord) - 2022

Spain

- Tejas Borja - 2022

DID YOU KNOW?

Understanding the ISO 50001 standard

ISO 50001 offers guidelines for the deployment of an efficient energy management system in a company or any other organisation. In a way, it is 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.



In 2025

100%

of clay tile factories
ISO 50001 certified in France

In 2030

100%

of Group sites
certified

The housing of the future: at the heart of energy systems and decarbonisation

Because we believe in a better way of living on Earth, we work every day to develop sustainable, innovative, and respectful solutions for our customers. By developing integrated systems with high technical, energy and environmental performance, we are now aiming to build comfortable, efficient, autonomous and low-carbon buildings.

A COMPLETE AND SUSTAINABLE system offering

Seven complementary product ranges combining quality craftsmanship and high-performance energy and environmental characteristics for the energy efficiency of buildings and resilience in the face of climate change:



We want to make Edilians a major player in the desirable and necessary decarbonisation of housing, with high-performance roofing systems designed for renovation and energy efficiency, with the aim of reducing the environmental impact of buildings. This also includes the strong development of photovoltaic solar roofing solutions."



Olivier Delattre
Vice-President, Edilians Energie Environnement

The habitat of the future:

at the heart of energy systems and decarbonisation

SOLAR ENERGY

Towards autonomous housing

More than 20 years ago, we developed the first photovoltaic solar tile on the market, and over the years we have expanded our offering with an enhanced range for guaranteed, sustainable, energy-producing roofs. Today, we are committed to supporting the industry so that these solutions can be made widely available to private customers and all work supervisors.

> 5 ranges of solutions for residential photovoltaics

1. Solar tiles and slating.
2. Solar panel integration systems for pitched roofs.
3. Systems for mounting solar panels on overhang roofs.
4. Systems for mounting solar panels on terrace roofs or on the ground.
5. Photovoltaic canopy systems for building façades.

We've been working with Edilians on photovoltaic solutions, in particular solar tiles, for around 10 years. What interests us is the aesthetic integration of these solutions into roofs, and therefore our ability to create homogeneous and aesthetically pleasing roofs."



Franck Petit
Director of New Housing, Procivis

> Guiding artisan roofers towards solar solutions

- **Since 2018:** solar training for all artisan roofers with the Edilians Academy.
- **Since 2021:** an application 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.

SOLUTIONS FOR SOLAR PANELS

New solutions for the Edilians Solaire range

In 2022, following the acquisition of IRFITS's solar roofing business, we added three new solar panel solutions to our solar range: Easy Roof Integration for the aesthetic integration of solar panels into the roof plane in place of tiles or slates, Easyroof Top for overlaying solar panels on an existing roof, and Easyroof Flat for installing solar panels on the ground or on a flat roof.



INSULATION

Towards eco-efficient housing

To make the renovation and energy performance of buildings a major part of the fight against climate change, we develop insulation, ventilation and airtight roofing solutions designed to reduce the carbon footprint of buildings and design energy-efficient buildings.

For effective energy renovation, priority must be given to renovating the building envelope, in particular the roof, which alone is responsible for an average of **25 to 30% of energy loss**.

Two high-performance insulation products

The energy renovation of roofs from the outside requires insulation between the rafters, combined with insulation on the rafters, to achieve a high level of energy performance compatible with an A or B energy class. To supplement our Sarkeo sarking solutions, we have introduced two new insulation solutions on the French market: Flexiclean, a recyclable eco-friendly insulation product made from recycled plastic bottles for insulation between rafters, and SkinReflex, a 3-in-1 reflective thin insulation product that complements on-rafter insulation and ensures airtightness and summer comfort.

 *In the fight against climate change, we have a responsibility not only to decarbonise our own activities, but also to provide our professional and private customers with sustainable and resilient solutions. Addressing these two issues is essential to the long-term viability of our sector."*



Frédéric Fabien
Vice-President of Sales for France and Exports



2. Controlling our environmental impact throughout our value chain

As a manufacturer, if we take our raw materials from nature, it is a resource that we have a duty to protect. From extraction to delivery of our products, we are committed to reducing our environmental impact throughout our value chain, in line with the ISO 14001 standard.

From our extraction sites...

> Taking only as much as necessary

- **Drilling core samples** from all of our quarries to learn more about our deposits and avoid mining areas with high levels of barren material or high overburden thicknesses.
- **Optimising the utilisation and preservation rate of extracted materials** by building additional sheds to 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...

75% of our French sites are ISO 14001¹ 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.

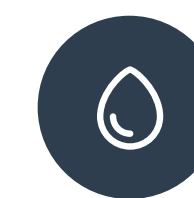
Overall:

- Recovering runoff 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.

TEJAS BORJA

100% of manufacturing waste recycled

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



Drinking water consumption

(France scope)

In 2019

0.104 m³/t
consumed

-30%
in 2022

0.071 m³/t
consumed

-35%
Target 2025

0.068 m³/t
consumed

-50%
Target 2030

0.052 m³/t
consumed

1. In France, except the Doyet, Arnas, and La Talaudière sites

> Reducing our tile waste

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

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

EDILIANS × MATERRUP

Reclaiming sterile clay

In September 2022, our Saint-Geours-d'Auribat (Landes) factory signed a new partnership agreement with the Materrup factory in Saint-Geours-de-Maremne. The aim of the initiative is to reclaim sterile, unusable clay from quarries near our factory to produce local, low-carbon cements.

> 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:** decantation of discharged runoff water and recycling of process water.
- **Declaring our discharge annually** (water, ground, and air): regular DREAL inspections of all our sites.



Rate of tile waste

(France scope, 2019 baseline)

In 2021

-2%

In 2022

-22%

(Target of -15%)

Target 2025

-25%

Target 2030

-40%



In Phalempin, less SO₂ and CO₂

To reduce the concentration of SO₂ (sulphur dioxide) in atmospheric emissions, the Phalempin (Nord) factory has initiated an experiment based on the adaptation of clay mixtures and new techniques for cleaning flue gas and recovering energy. This project, which is currently being studied on other sites, is aiming to reduce both SO₂ and CO₂ emissions, by -150 tonnes and -1000 tonnes per year.

... and our logistics

> Reducing our waste

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

> Limiting the impact of 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.

... AND THAT OF OUR SUPPLIERS

The 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 the transport of 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 factors.



30%
recycled plastic
in covers in 2022

The equivalent of
900,000
unused pallets in 2022, i.e. over
20,000 m³ of wood
(in France)

80%
of our volumes produced
in France are installed
within 300 km
from our tile production sites

3. 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.

3.1. Avoiding

areas with major biodiversity issues upstream from our projects

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

3.2. 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 planned in the operating permits.
- **Systematic restoration** of the site concerned after operation.

3.3 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.

Sheep grazing in our quarry in Wardrecques

The Wardrecques quarry has chosen an ecological, sustainable and responsible solution for the upkeep of its rehabilitated areas. A flock of around 10 sheep from a local farm has taken up residence on the site, helping to maintain the vegetation.

Eco-grazing allows us to maintain part of the site without using any chemicals or mechanical mowers. It also reduces the amount of green waste generated by mowing and contributes to the natural fertilisation of the soil."



Nicolas Gallois
Quarry Manager



In 2022

18%
of our quarries

had a nature conservation initiative (4 sites out of 22)

In 2025

100%

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

GILARDONI (MARNE)

Photovoltaics and biodiversity go hand in hand

Inaugurated in September 2022, our new photovoltaic power plant in Gilardoni (Marne) has a dual ambition. In addition to energy production, 46 of the 73 hectares have been preserved as environmental compensation measures. With the help of ecology experts, a network of seven ponds has been created on either side of the plant to recreate natural habitats for wildlife and insects, and to encourage amphibians to reproduce.



People

Creators of expertise

Inventing a fulfilling and sociable human experience

Our know-how is based on the expertise of the men and women we work with every single day. That is why we aim to protect and support each of our 1,700 employees. Ensuring they have good working conditions, upgrading their skills, and promoting diversity and equality: that is how we give each human experience a sustainable, responsible guarantee of fulfilment.

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



KEY INDICATORS

	Indicators	Units	2019 (reference year)	Target for 2022	Achieved in 2022	Target for 2030	Trend
HEALTH, SAFETY & QUALITY OF LIFE AT WORK POLICY	Frequency of lost-time accidents (TF1)	Number per 1,000,000 hours worked (employees + temporary workers + contractors)	13.6	< 10	6.53	< 5	▼
	Safety discussions	Number	4,500	5,000	5,710	6,000	▲

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

By their nature, our manufacturing activities expose our employees and partners to the risk of workplace accidents and occupational illnesses, but we work hard to protect their safety, health, and 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:

- our CSR policy and commitments;
- our Health, Safety & Environmental Charter focused on **the value of Respect.**

And a three-point action plan:

- 1. leadership** embodied by the management's visible and concrete commitment to health & safety routines: health & safety discussions, analysis of accidents and incidents, safety activities, celebrating successes, disciplinary measures, monthly steering committee meetings, etc.;
- 2. risk control** with field assessments for the regular updating of 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.



2022: a policy with visible results

-50%

lost-time accidents (compared with 2021)

Frequency rate < 6.3
(France + Portugal scope)

Target for 2023

-25%

(compared with 2022)

Frequency rate < 9
(Group scope, including all subsidiaries)

0

serious accidents or occupational illnesses (fatal / disabling)

GROUP SCOPE

The challenge of integration

Due to the integration of new subsidiaries in Spain, the group target changed regarding lost-time accidents (TF1):

-25% in 2023 compared with an initial target of -33%.

We are nevertheless implementing an integration plan for all our sites with a view to rolling out a common culture: integration audit, health & safety advisors on each site, training plan, annual visit by the Group's Health & Safety Prevention Department, and implementation of self-assessments accompanied by an annual improvement plan.

As every subsidiary has its own health & safety culture, with its own specific know-how and rules, we endeavour to ensure that each one benefits from our best practices and that our health & safety policy is implemented in a concerted and participatory manner. Managing the health & safety of all our employees and stakeholders is an essential prerequisite for the success of all our projects."



Olivier Leduc
Group Director of Prevention, Health and Safety



Six priority commitments

Safety

1 ————— 2 ————— 3

WORKING ON MACHINES

Finalisation of the priority actions for machine safety in 2023.

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 the stowage operations of drivers.

ROAD RISKS AND VEHICLE-PEDESTRIAN INTERACTIONS

Separating traffic flows on the sites.

Training sales personnel in defensive driving.

Equipping forklifts with on-board anti-collision systems.

Equipping forklifts with pedestrian detection systems (2023).

Health

4 ————— 5 ————— 6

NOISE

Equipping staff with custom-moulded PPE.

Testing Bluetooth®-connected noise-reduction earmuffs for shift workers.

CHEMICAL AND DUST RISK

Regular assessment of chemical risks and search for alternatives to the most hazardous products, especially titanium dioxide (TiO2).

Dust measurement campaigns and review of the diagnoses in anticipation of regulatory constraints.

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

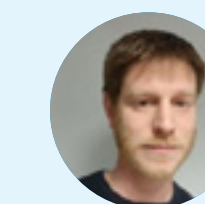
ERGONOMICS

Adoption of an ergoskeleton at Edilians Tech.

An ergoskeleton for musculoskeletal disorders

En 2022, Edilians Tech was the first site to adopt the use of ergoskeletons to lighten the handling effort of its operators. These flexible and compact devices can be slipped on like a backpack and support the back muscles when lifting objects and carrying out maintenance work in a forward-leaning position. They have integrated elastic components that store energy to support the user and reduce their workload.

We looked at various solutions and went with an ergoskeleton for two of our operators, after testing it for two weeks in real-life conditions. These operators now appreciate that their backs are supported, and their working conditions have been considerably improved as a result."



Christophe Palandre
Head of Production

2022: Key figures and best practices

Field initiatives

5,700
health & safety discussions
held (vs. 4,500 in 2021)

Target for 2023:
> 6,000

1 health and well-being
employee engagement events

2 health & well-being
challenges

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

Management

+1 Health & Safety
Prevention engineer

1 internal audit process for
health & safety protocols

Tools

1 regulatory and managerial training
plan + 1 SafeStart preventive training
programme for new employees,
based on self-knowledge and
the acquisition of good practices

1 EDISAFE internal application
for monitoring field feedback

|| Showcasing and sharing good ideas and best practices, anticipating potentially dangerous situations – the safety discussions carried out in the field on a daily basis are a way to involve all our employees in the Group’s health & safety policy.”



Elodie Albert
Director of the Léguevin site, winner of the 2022 “Safety Challenge” award

TEJAS BORJA

Health and safety as priorities

Since joining the Group in 2021, our subsidiary Tejas Borja in Spain has reduced the **number of lost-time accidents (TF1) by 28%**. A lot of money has been invested in the six priority commitments, in particular in the areas of machine safety, working at height, vehicle movements, and chemical and dust risks. More generally, the health & safety theme has been given fresh impetus through training and awareness-raising initiatives, including a first Health & Safety Day organised in 2022.



From the moment we joined Edilians, health, safety, and accident reduction were top priorities. We’ve carried out a major awareness-raising campaign to make a culture of prevention an automatic part of daily life for every one of our employees. We’ve collectively joined forces, and I believe that this has been one of the keys to our success.”



Andres Casanova
Managing Director, Tejas Borja



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.

W Improving the quality of life and working conditions of the company's employees is a priority for the Edilians Group, which endeavours to listen to employees' needs and expectations and suggest improvements in terms of health, safety, career development, gender equality, work organisation, employee engagement, and management practices. Our aim is to combine performance and well-being for every employee."



Sébastien Blanchon
Human Resources Director

> A specific training programme

In 2021, we set up a specific health & 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.



In 2022

74%
of our employees
were given quality of life
at work training

In 2023

100%
of our employees
will be given quality of life
at work training

> A 1st annual survey

At the end of 2022, with the support of a specialist consultancy, we carried out a first **survey on quality of life & working conditions** among all our French employees. The aim was to identify priorities for a national and local action plan, to be deployed from 2023. The survey will be repeated regularly to evaluate the impact of the initiatives put in place. All subsidiaries will be involved in this process.



72%
participation rate
with very good overall results and
areas for improvement identified

> 1 Quality of Life & Working Conditions steering committee

made up of 14 members (four sponsors and 10 employees including one staff representative) in charge of rolling out the action plan on all sites and for all trades.





Remote working continuing after the COVID crisis

To help with work-life balance and reduce travel, we are offering all eligible employees the opportunity to work from home up to two days a week.

1.3. Strengthening social dialogue

Our social dialogue involves frequent, open, high-quality discussions with personnel representative bodies (CSEC, CSE, CSSCT), and in the next two years we aim to reach agreements on the following topics:

- **diversity and gender equality** (signing in 2023);
- **disability** (signing in 2023);
- **management** of jobs and careers.

2. Committing to the development of skills

Excellence cannot be invented; it must be acquired. And since our employees are the primary custodians and transmitters of our know-how, we are committed to the daily task of guiding them to a high skill level.

Understanding to be able to take action

In 2022, a Climate Fresk workshop was organised for members of the Executive Committee and the Top50; it was presented to all employees in France. Since its creation in 2018, Climate Fresk has become a benchmark tool enabling individuals and organisations to understand the workings, extent and complexity of the challenges posed by climate disruption.

OUR FOUR GROWTH AREAS

2.1. Developing skills and knowledge

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

- **A six-month inclusion course (executives and non-executives)** for new arrivals, comprising meetings and periods of theoretical and practical training on our tools and products;
- **Regular training and upgrading campaigns** so that employees can acquire the skills they need to do their job.

THE EDILIANS ACADEMY

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

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.



TRAINING

A special year in 2022

Despite the postponement of the shutdown period for our factories (to December instead of the summer period), we made every effort to carry out the training activities normally implemented during this period, although we did not achieve our objective.

41%

of our employees took at least one course (vs. a target of **65%**)

74%

of our employees received quality of life training (vs. a target of **90%**)

2.2. 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, with the implementation of succession plans and annual performance reviews on all our sites and in all sales regions, in order to plan for upskilling and replacing people in key positions.



In 2022

50%
of jobs

filled via internal promotion in France below target due to post covid turnover

2.3. 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 person can identify their needs and receive a personalised training programme.

2.4. Growing the talents of tomorrow

We believe that the handing down and continuity of knowledge 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, whilst reinforcing our internship policy in particular for key engineering jobs, as well as our work experience policy.



In 2022

54

work experience trainees
(vs. 46 in 2021)

In 2023

> 60

work experience trainees

When I was pursuing my Masters in Human Resources, I took up a work-study position at Edilians's head office, then on the Sainte-Foy-l'Argentière site. This experience helped me learn to be more versatile and flexible. On 1 January 2023, I became a full staff member when I was appointed to the position of HR correspondent on the Sainte-Foy-l'Argentière site. This first job experience has enabled me to build up my knowledge and skills so that I may hopefully progress to the position of HR Manager."



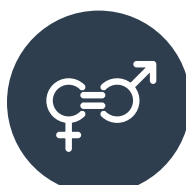
Maureen Juan
HR correspondent,
Sainte-Foy-l'Argentière
(Rhône)



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 company, whilst ensuring gender equality at all levels:

- **inclusion awareness and training** for employees;
- **recruiting women** for manufacturing jobs;
- plan to **reach an agreement** on diversity issues;
- **actions to promote the inclusion and continued employment** of workers with a disability;
- **reinforcing communication between the generations** through mentoring and soon the Knowledge and Experience Transfer (KET) process.



Gender equality index

86/100

for the Edilians SAS scope, 11 points above the legal minimum

Target for 2025

90/100

for the Edilians SAS scope

Executive managers: striving for improvement

Although our score in 2022 stabilised compared with 2021, we want to continue our efforts to improve in certain areas, particularly with regard to the proportion of female executive managers. While female candidates are encouraged to apply, women still hold only a small percentage of these positions, as the sector is proving slower than others to make progress in this respect.

Focus on... Making our trades more attractive

Although our sector is suffering from a lack of attractiveness, we are convinced that taking into account overall challenges related to working conditions, quality of life, equality, diversity, and the prospects offered to future generations is, and will remain, a guarantee of opportunities for the future. 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 today and tomorrow.

Constantly pursuing a policy of attractiveness means focusing on how we do things on a day-to-day basis. It's important that the Group and its expertise be known to and recognised by as many people as possible. In particular, schools are a key target for forging partnerships and nurturing strong, long-term relationships"



Grégory Corona
Head of Recruiting & Attractiveness

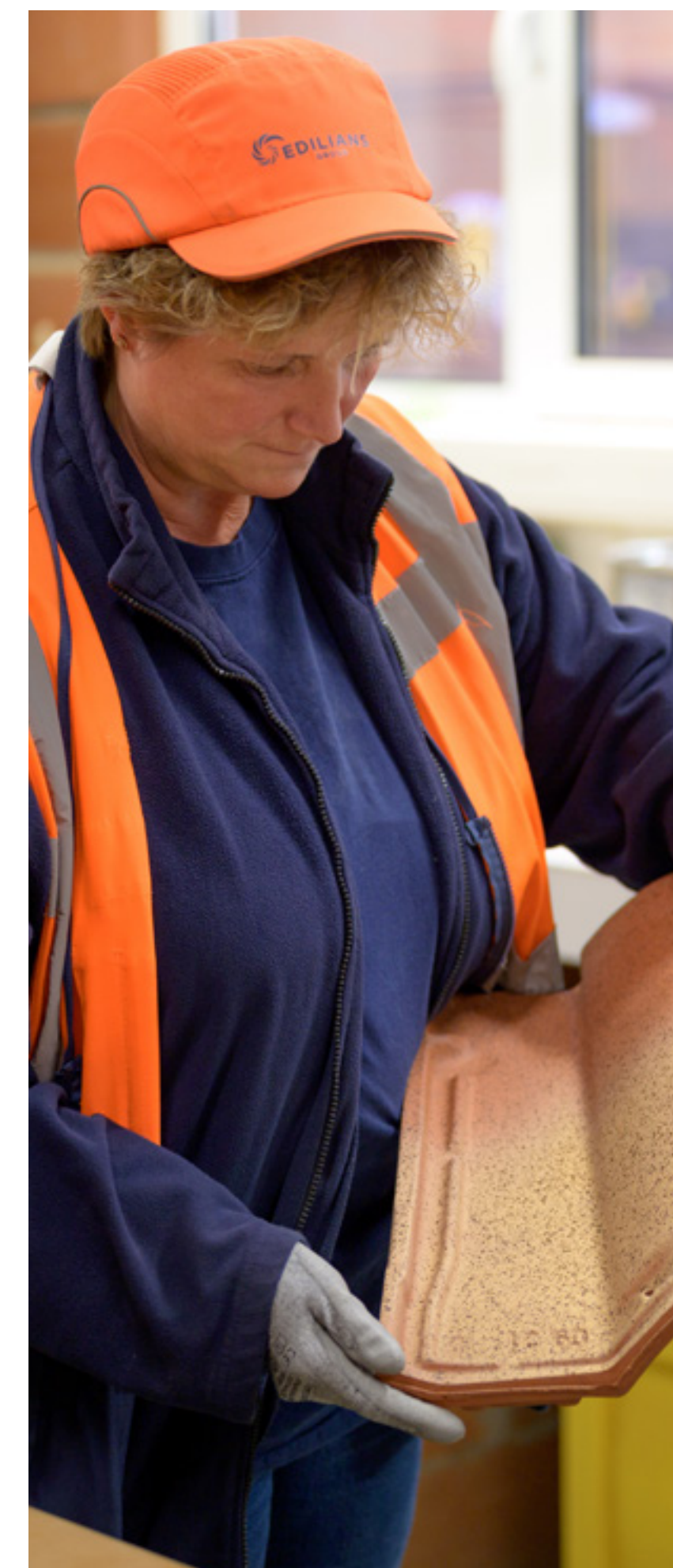
1 new

Head of Recruiting & Attractiveness hired in 2022

Elles bougent * EDILIANS

A partnership to increase the number of women in the sector

At the end of 2022, we signed a partnership agreement with the association "Elles Bougent", whose aim is to increase gender diversity in companies in the industrial and technological sectors. For the first time, Edilians took part in a digital forum that was 100% dedicated to women, to present our career opportunities. We also organised factory tours for an all-women audience to showcase the different occupations offered by the Group.





Local roots

Local artisans

Striving to maintain virtuous bonds between individuals and their regions.

We are passionate about our industry and our know-how. 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 Ediliani Group contributes in the Local Roots category



KEY INDICATORS

	Indicators	Units	2019 (reference year)	Target for 2022	Achieved in 2022	Target for 2030	Trend
EXTERNAL TRAINING POLICY	Customers / Partners trained via the Ediliani Academy	Number of participants	200	200	248	200	▲

1. Setting the standard for the virtuous development of regions

The regions and their uniqueness have 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 associate with every day, 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 2022

REFERRAL BONUSES

Involving our employees in recruitment

To reinforce our collective engagement locally and build a trusted source of jobs, we use cooptation 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 personnel
(worker population)

Target 2025

-15%



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**.

QUALIOPi CERTIFICATION

Edilians, a Qualiopi accredited training centre

By 2025, the 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.



× EDILIANS

A long-lasting and forward-looking partnership

Our partnership with the ISC (Advanced Roofing Institute) of the Compagnons du Devoir France started more than nine years ago, when we wanted to support them in the solar sector with integrated photovoltaic technology. We now train them in our complete Edilians system offerings with clay tiles and components.



Eco-housing: recognised training programmes

Photovoltaics



Insulation



Throughout the industry, our trades need to evolve to meet the challenges of mitigating and adapting to climate change. While the Edilians Energie Environnement division is constantly innovating to offer a wide range of photovoltaic solar and energy renovation solutions for roofs and façades, we are also committed to the widespread use of these solutions. That is why we provide day-to-day support for our teams and the entire industry through training and dedicated services."



Olivier Delattre
Vice-President,
Edilians Energie Environnement

1.3. Our commitment to vibrant regions

We believe it is essential to maintain regular and fruitful relationships with the local ecosystem in which we operate: residents, local elected representatives, associations, businesses, schools, etc. Because we are aware of local issues in the communities where we are based, we maintain daily involvement in local sporting, cultural, and charitable initiatives aimed at strengthening the social and economic fabric of the area.

Léguévin celebrates its heritage

In September 2022, the Léguévin (Haute-Garonne) factory opened its doors to around 40 visitors in honour of Heritage Days. Guided by site employees, these visitors were invited to discover the tile manufacturing process. This first-time event was a great success, with a full house after just three days of registration.

2. Preserving our cultural and architectural heritage

With our ancestral skill set, our dearest wish is 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 & 380 colours

LA ESCANDELLA

La Escandella
ROOFING THE WORLD

A new foothold

In 2022, Edilians strengthened its foothold on the Iberian Peninsula with the acquisition of the Spanish clay tile company La Escandella. Based near Alicante, the company has been producing a wide range of high-quality clay tiles since 1975.

Edilians supports “Le Geste d’Or”

The mission of this independent, cross-functional association of building trades is to improve practices and share expertise in our sector.

Every year, the Le Geste d’Or competition recognises outstanding heritage projects, particularly in the areas of environmental protection, social management, and financial engineering.

In 2022

Edilians was awarded the ‘Geste de Bronze’ prize for the use of its photovoltaic solutions on a social housing estate, protected by UNESCO, in the mining towns of northern France.

“This ambitious project aims to make social housing energy self-sufficient, while respecting the architecture of the historical heritage. We’ve risen to the challenge with our red Max Solar tile, which is the perfect solution for combining high energy performance with discreet integration on the roof.”



Amélie Lefranc
Project officer

The “Terre Nature et Solidarité” (Earth, Nature, and Solidarity) fund

Since 2011, we have been committed to **contributing to local new and renovation heritage needs** via 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 2022

1

project supported for the roofing of the Val Gallerand bread oven

1

sponsorship file signed for the City of Villeurbanne

1

architectural project approved for the Spitzberg forest house (completed in 2023)

Governance

Responsible manufacturers

Working to conduct our business in an exemplary manner

Because confidence 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 confidence based on transparency, integrity, ethics, and responsibility whilst abiding by rules.

The Sustainable Development Goals to which Edilans Group contributes in the Governance category.



KEY INDICATORS

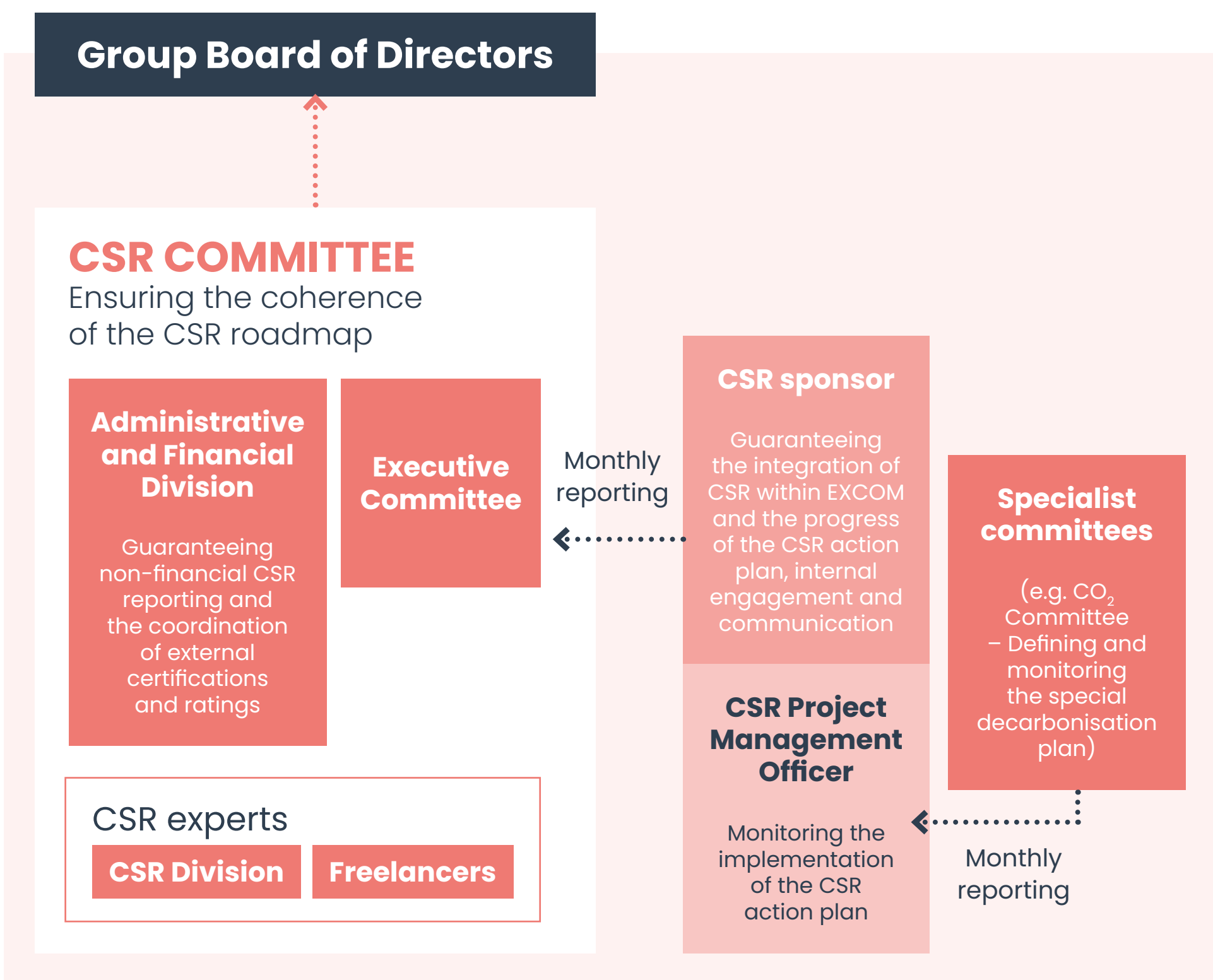
	Indicators	Units	2019 (reference year)	Target for 2022	Achieved in 2022	Target for 2030	Trend
Evaluation of our CSR policy	EcoVadis certification Evaluation of our environmental, social and ethical impact according to the principles of CSR	Label	n/a	Silver	Silver (+4 pt)	Gold	▲
	Moody's ESG Evaluation of our ESG impact	Score	n/a	54	59	< 55	▲



1. Affirming our commitment and transparency

1.1. Strengthening our CSR governance

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



2023: A new dedicated ESG committee

An advisory body made up of independent, international experts, the new ESG committee 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.

The issues addressed in 2023 will be included in the next CSR report.

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.

Our rating places us in the TOP 5 among our peers at Moody's, thanks in particular to our policy of limiting our environmental impact and our sound management of human resources."



Sandy Hurel-Le Corre
Communication and CSR Director

The ESG committee should enable us to make faster progress, accelerate our reporting, and guarantee our compliance with the best standards in the field."



Eléonore Grossetête
CFO



MOODY'S
ESG Solutions

In 2022
Moody's ESG
59
groups



EcoVadis
Silver Medal

Edilians SAS and Edilians Tech



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 **confidence** 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, 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.



In 2023

100%

of employees trained and signatory to the code of ethics

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.

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. From 2023 onward, monitoring will be carried out using self-assessment questionnaires and audits where necessary.

A matrix of issues has also been created and will be filled in for the main purchasing categories as of 2023, particularly concerning environmental, social and ethical issues.



The Sustainable Purchasing Charter formalises the CSR commitments already made by the Edilians Group for our suppliers. Agreeing to be a supplier for the Group therefore means undertaking to adhere to the same ethical, environmental and social standards that we apply to ourselves.”



Astrid Pilet
Purchasing and Supply Chain Director



3. Being a preferred supplier for our customers

With excellence and quality 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 tomorrow.

Strong demand in 2022

From the end of 2021 and throughout 2022, the explosion of the renovation market, the exponential rise in the cost of energy and CO₂, and many other cost factors put severe pressure on the availability and price of products across the industry. These all generated a number of sources of dissatisfaction among our customers, as identified in our annual survey. We are working on our production and delivery capacities, strengthening our communications, and supporting and training our sales staff and our customers, with the aim of restoring the level of service that is expected.

The issue of product availability is essential, especially in the context of the energy transition. We have a major need to support our suppliers in these areas. We also need to train our teams and manage change for our customers, so that these issues become opportunities rather than constraints."



Fabio Rinaldi
Chair of the Management Board, BigMat



Indicators

Environment

		Indicators	Units	2019 (reference year)	Achieved in 2021	Target for 2022	Achieved in 2022	Target for 2025	Target for 2030	Achieved in 2022, 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	176 (down 2%)	174.9 (down 5.5%)	161 (down 10%)	126 (down 30%)	205
	Energy management policy	Production of green electricity on our lands and buildings compared to our consumption (solar parks)	Percentage (%)	9%	29%	58%	63%	85%	100%	0%
		ISO 50001 certification of sites	Percentage (%)	0%	25%	42%	58%	100%	100%	50%
CONTROLLING	Drinking water consumption control policy	Total consumption of drinking water per tonne produced	m ³ /t Reduction in %	0.104	-18%	-20%	-30%	-35%	-50%	-19%
	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	-15%	-22%	-25%	-40%	-1%
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%	20% (6/34)	12% (4/34)	100% (34/34)	100% (34/34)	0%

People

		Indicators	Units	2021 (Reference year)	Target for 2022	Achieved in 2022	Target for 2025	Target for 2030	Achieved in 2022, Iberia scope (average for Umbelino Monteiro + Tejas Borja)
PURSUING OUR EFFORTS TO PROMOTE DIVERSITY AND EQUALITY	Diversity and equality policy	Gender equality index	Index	86	87	86	90	90	NA
		Proportion of women in management and executive roles	Percentage (% of employees / managers)	20.3% 50% 25%	20.5%	23.18% 50% 25%	21%	22%	29%
		Proportion of workers with a disability	Percentage (% of employees)	5.32%	6%	6.4%	6%	6%	5%
CONTINUING TO IMPROVE WORKING CONDITIONS AND THE WELL-BEING OF OUR EMPLOYEES AND PARTNERS	Health, Safety & Quality of Life at Work Policy	Frequency of lost-time accidents (TF1)	Number per 1,000,000 hours worked (employees + temporary workers + contractors)	13.6	< 10	6.53	< 8	< 5	24.6
		Safety discussions	Number	4,500 289 Not provided	5,000	5710 503 Not provided	5,500	6,000	252
		Annual health and well-being challenges	Number	1	1	1	2	4	0
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
		% of employees who received upskilling training	Percentage (% of employees)	60%	65%	40.31%	70%	75%	48%
		Financial effort for skill development training (excluding health and safety)	Percentage (%) of the payroll	0.54%	0.6%	0.9%	0.7%	0.75%	0.34%
		Jobs filled by internal promotion	Percentage (%) of the payroll	>66%	>66%	50%	>66%	>66%	Not provided
		Number of work experience trainees	Full-time workers	46	46	53	48	50	6

Local roots

		Indicators	Units	2021 (reference year)	Achieved in 2022	Target for 2025	Target for 2030	Scope
SETTING THE STANDARD FOR THE VIRTUOUS DEVELOPMENT OF REGIONS	External training policy	Customers / Partners trained via the Edilians Academy	Number of participants	200	248	200	200	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030
		Courses taught	Number of sessions	19	20	20	20	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030
	Drinking water consumption control 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	3	3	France scope only in 2022. France, Spain and Portugal scope for 2025 and 2030

Governance

		Indicators	Units	2020	2021 (reference year)	Achieved in 2022	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%	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 all third parties	100% of all third parties	Group scope
	Evaluation of our CSR policy	EcoVadis certification	Label	n/a	Silver	Silver	Gold	Gold	Group scope
		Moody's ESG certification	Score	n/a	54	59	< 55	< 55	Group scope

EDILIANS GROUP

SUSTAINABLE ROOFING

CSR REPORT
2023 EDITION