

Thermador Groupe Environmental Policy

Version 1 – 30/12/2024

In its 2010 annual report, Thermador Groupe highlighted for the first time the environmental challenges linked to its activities. Without being required to do so, the executives were convinced of the importance of companies' roles and responsibilities in this area and of the need to integrate environmental preservation into employer branding.

Since then, Thermador Groupe's companies have been actively working to reduce their impact through all available means, starting with training for employees, executives, and board members. They provide the necessary knowledge, resources, and communication to stakeholders, implement an environmental management system, adopt a continuous improvement approach, and, where possible, anticipate the implementation of European and French regulations.

Between 2021 and 2023, multidisciplinary working groups within subsidiaries mapped out the environmental impacts of products, under the cross-functional supervision of the sustainable development division.

Responsibility for Implementation

Members of the Executive Committee, together with all the corporate officers of the group, set medium-term targets for material indicators relevant to their business sectors. They ensure that the resources allocated enable these objectives to be met, with a portion of executive remuneration tied to the achievement of environmental sustainability goals.

Responsibility for implementation

At the Board of Directors level, the Sustainable Development Committee supports directors in addressing environmental challenges. Within the subsidiaries, executives and management teams plan actions to meet targets, translate them into projects, implement them, and monitor results. An annual review ensures consistency between actions, timelines, and environmental ambitions.

The sustainable development division, reporting to the group's general management, monitors market trends and requirements, formulates recommendations to update the policy, develops roadmaps, and drives progress across the group. Closely aligned with field realities, it supports subsidiaries in reaching their targets by providing expertise and assistance.

Carbon coordinators and administrative management teams within the subsidiaries are responsible for measuring the carbon footprint and overseeing action plans to reduce carbon emissions across scopes 1, 2, and 3. Procurement departments also play a key role in engaging suppliers in this approach.

Our Environmental Policy Covers:

- Climate change mitigation by reducing our greenhouse gas emissions in both direct and indirect scopes,
- Climate change adaptation through risk prevention and the evolution of our product and service offerings,
- The development of a circular economy by reducing waste, using recycled and recyclable materials in our products and packaging, promoting eco-design, encouraging reparability, providing spare parts, enabling reuse, and fostering the second-hand market,
- Water resource preservation through responsible usage and relevant product offerings,
- Biodiversity protection at our sites.

This policy applies to all companies within the group.

Performance Monitoring and Continuous Improvement

This environmental policy is part of an ongoing improvement process. To ensure progress, the group has set certification objectives such as ISO 9001, which attests to the quality of work performed, and ISO 14001, which validates environmental management efforts.

Performance is monitored annually for each subsidiary, consolidated at the group level, and reviewed by senior management. Data is audited by accredited third parties.

Communication

This policy is made public and shared with our stakeholders.

Our companies commit to:

- Explaining our objectives and engaging suppliers,
- Meeting customer expectations and, where possible, anticipating them,
- Responding to rating agencies,
- Engaging with investors committed to sustainability, transparently addressing challenges faced,
- Establishing and categorising a comprehensive set of indicators for stakeholders,
- Enriching our sustainability report annually,
- Participating in Middenext initiatives to pool efforts among mid-cap companies,
- Avoiding greenwashing and reckless commitments,
- Promoting products and services aligned with the EU Green Taxonomy.

Actions Implemented:

- Collaborating with suppliers to reduce their environmental impact,
- Promoting eco-design for flagship products,
- Preserving water, central to our businesses, by implementing solutions to collect, store, filter, reuse, measure flow rates, report real consumption, and repair leaks,
- Enhancing reparability and increasing sales of repaired or refurbished products,
- Reducing packaging,
- Prioritising lower-carbon transport options,
- Implementing energy efficiency plans, renovation works, and increasing the use of renewable energy to reduce the impact of our buildings.

Our subsidiaries maintain their reasonable growth model in alignment with their commitments, without contradiction. Indeed, they primarily market equipment that meets essential needs—products that would inevitably be sold by competitors if they relinquished market share. Therefore, they strive to steer sales towards products that, while often more expensive, are also more sustainable. Furthermore, many of their products and solutions contribute to significant energy or water savings. In this context, the holding company continues its measured external growth strategy, targeting SMEs and mid-sized companies (ETIs) that benefit from the group's accumulated expertise, accelerating their progress on environmental topics.

Guillaume Robin
Chairman and CEO