# STELLA IMPACT

Sustainability Report
**2025**

**Adapt buildings now,** for all weathers and **for the long term**

StellaGroup

IMPROVING INDOOR AND OUTDOOR LIVING

# CONSOLIDATING
## OUR COMMITMENTS

In a world where global warming projections point towards a +2.5°C scenario by 2100 and where the cost of energy is rising, the missions of StellaGroup and our sustainability programme, STELLA IMPACT, are inextricably linked.

Given this reality, **adapting buildings and homes is no longer an option but a necessity** to protect our societies from increasing climate-related risks. In this regard, our solar protection solutions play a key and sustainable role. They regulate natural light and heat gain, optimise thermal insulation throughout the year by reducing the need for heating and air conditioning. They consume little energy and enhance the resilience of living and working spaces. Solar protection solutions contribute to liveable and healthy homes and buildings, thus reducing long-term risks.

**At StellaGroup, our commitment involves the active participation of all our business units.** Following a detailed assessment of each company and the structuring of the STELLA IMPACT programme in 2023, we are proud of the initial results. In 2025, greenhouse gas emissions decreased by 30% compared to 2023 (GHG Protocol Scopes 1, 2 and 3). Building on these encouraging results, StellaGroup has set itself near-term reduction targets (2033) and submitted them to the SBTi, the leading international initiative.

How will we achieve them? By taking **a realistic view of the operational challenges facing our teams and our brands.** From the design stage right through to the end of our products' lifecycle – including their manufacture, use, maintenance and end-of-life management – we are taking action to reduce the environmental impact. We are seeking out more sustainable suppliers and materials, smarter and energy-efficient manufacturing processes and solutions, with a view to extend the lifespan of our equipment, particularly through repair.

The day-to-day dedication of our staff and the support of our suppliers cultivate our own commitments, bringing this strategy to life across every brand. They unite us around **shared values of performance, boldness and respect.**

A European industrial player committed to the climate transition, StellaGroup is also **a collective of brands working together towards a more sustainable, more resilient future that is well-equipped to meet the challenges of tomorrow.**

Frank Schädlich

*Chairman, StellaGroup*

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Many thanks to the teams at the StellaGroup companies who helped produce this report

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# IMPROVING INDOOR AND OUTDOOR LIVING

## United by a shared ambition

StellaGroup comprises **13 brands and 2,300 employees in France, Germany, the Netherlands, the United Kingdom and Italy,** all united by a shared ambition: IMPROVING INDOOR AND OUTDOOR LIVING

We aim to offer users of our products solutions that bring lasting improvements to their comfort and safety, both inside and outside buildings.

## United by shared values

### Performance

At every stage of our relationship with our customers, we strive to improve the performance of our processes and services. To place success at the heart of everything we do and to share these successes with our teams.

### Respect

Understanding the expectations of our internal and external stakeholders, basing decisions on facts and analysis, and acting with trust and transparency.

### Boldness

Fostering an entrepreneurial spirit within brands, exploring new avenues to fuel innovation, daring to step outside one's comfort zone and learn.

StellaGroup

# 2025 KEY FIGURES

**3 domains and 13 brands committed to ensuring comfort and safety**

€556 million
turnover

2,280
staff members

17
production sites

5 countries (France, Germany, Netherlands, United Kingdom, Italy)

1,000,000 products sold

**Window closure**
Roller shutters, external venetian blinds, vertical screens

**Access**
Garage doors, grilles and shutters, portals and fences

**Outdoor**
Pergolas, awnings, terrace roofs

# OUR MISSION

## TO TAKE ACTION TO ENSURE THAT BUILDINGS ARE ADAPTED TO THE CHALLENGES OF TODAY AND TOMORROW

At StellaGroup, our aim is to take action at every stage of our products' lifecycle in order to reconcile industrial performance, environmental responsibility and customer satisfaction. A sustainable product is part of a holistic approach, in which every aspect — from the design stages right through to the end of its life — is taken into account.

This approach enables us to gain a better understanding of our value chains, develop supplier relationships, enhance the sustainability of our operations and meet the growing expectations of our customers and partners.

## PRODUCTION

### 1. SUPPLY CHAIN

- Prioritising low-carbon and/or recycled materials


## END OF LIFE

### 7. RECYCLING

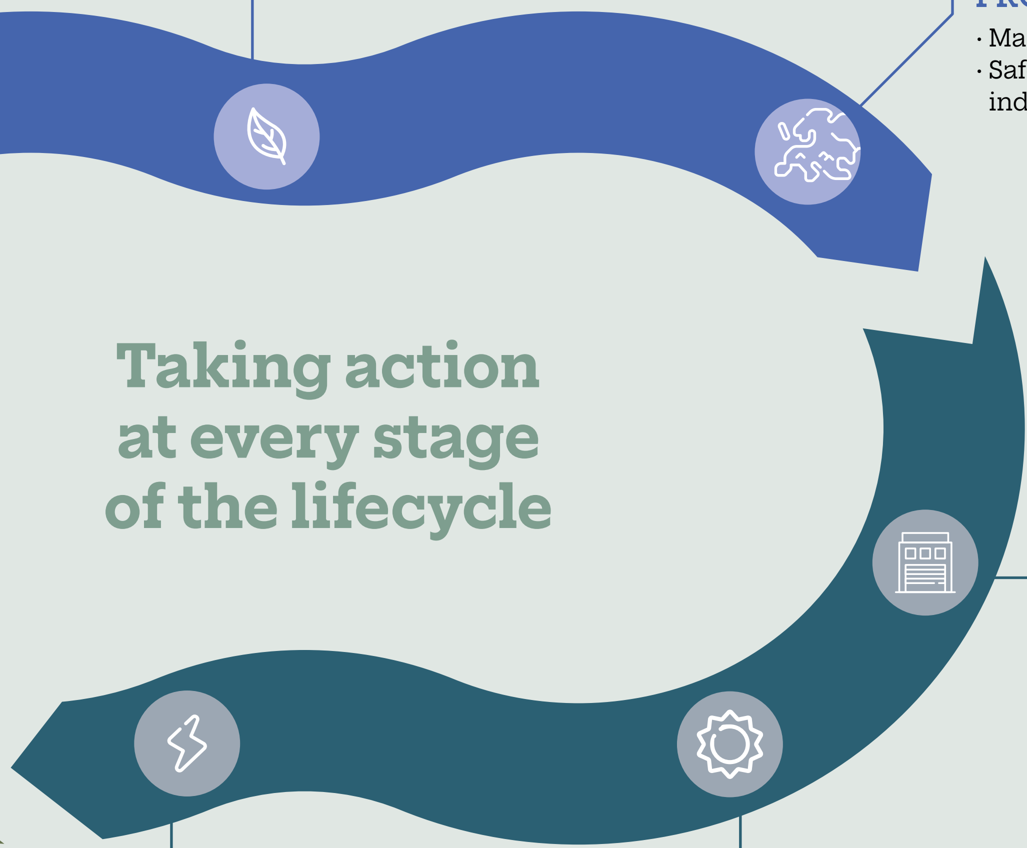
- Contributing to the collection and processing of end-of-life products
- Recycling metals (aluminium and steel), plastics (PVC) and WEEE

### 2. FRUGALITY

- Designing and manufacturing minimising the consumption of energy, materials and water
- Reducing, sorting and recycling waste
- 49% of electricity from renewable sources in 2025

### 3. EUROPEAN PRODUCTION

- Manufacturing in Europe
- Safeguarding local industrial jobs



# Taking action at every stage of the lifecycle

## USE

### 4. BUILDING PROTECTION

- Sun, cold, intruders, security
- Limiting the use of air conditioning and heating
- Saving energy

### 6. EXTENDING LIFECYCLE

- Expanding after-sales service and maintenance in partnership with installers
- Repairing equipment using spare parts

### 5. MOTORISATION

- Controlling and automating equipments (home automation and Fresh Touch)
- Optimising the thermal efficiency of buildings
- Improving self-sufficiency with self-powered solar motors

# STELLA IMPACT

## AMBITIOUS AND MEASURABLE

**REDUCE**
OUR ENVIRONMENTAL IMPACT

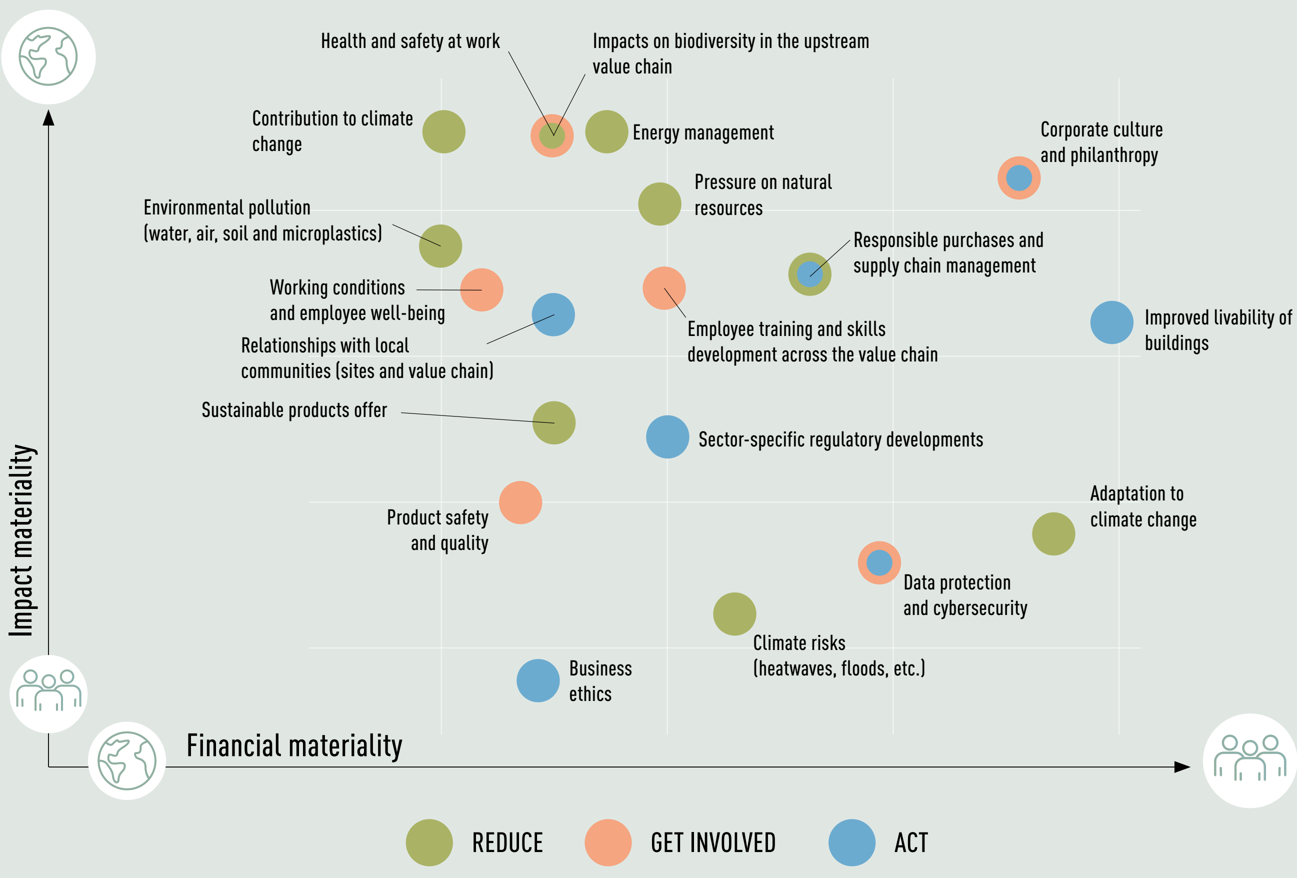
**GET INVOLVED**
IN WELL-BEING AT WORK

**ACT**
WITH OUR PARTNERS AND COMMUNITIES

## Double Materiality Assessment

More than 130 IROs (impacts, risks and opportunities) were identified and ranked as part of StellaGroup's double materiality assessment:

- **Impact materiality** measures the positive or negative impact of the company's activities on the environment and society.
- **Financial materiality** assesses the risks and opportunities arising from sustainability matters, as these may affect StellaGroup's financial performance.



# CARBON STRATEGY

## A RIGOROUS FRAMEWORK

**In 2026, StellaGroup submitted its GHG reduction targets for 2033 to the SBTi, the international scientific standard businesses.**

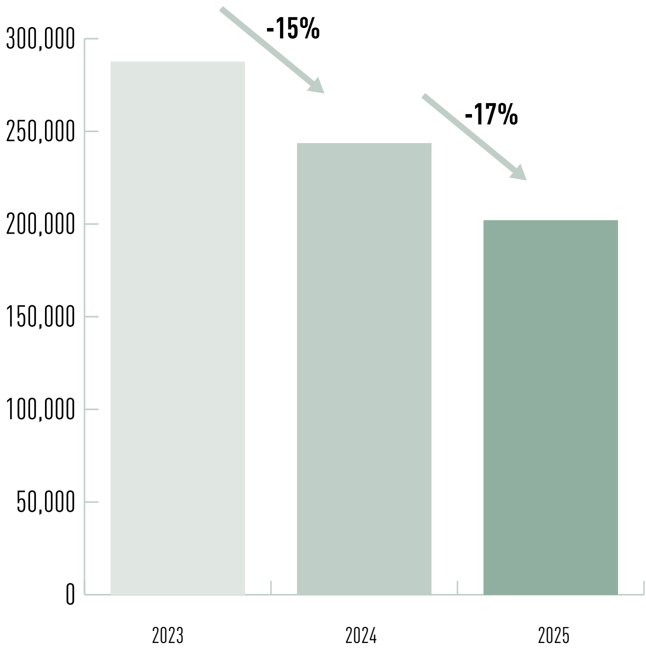
This commitment takes place after three years of GHG (greenhouse gas) reporting across all subsidiaries, which has enabled the teams to take ownership of the operational challenges involved in decarbonisation.

The implementation of the low-carbon aluminium procurement programme has already led to a reduction in GHG emissions and reinforced the importance of this measure.

Today, StellaGroup has adopted an ambitious decarbonisation roadmap that encompasses all areas of its business, including energy, procurement, product design and end-of-life, transport.

### StellaGroup's GHG emissions

(GHG Protocol Scopes 1, 2 and 3)




| SBTi targets for 2033 | | |
|---|---|---|
| Scopes 1 and 2 | **-52.50%** | in absolute terms |
| Scope 3 | **-61.10%** | in economic terms |

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# REDUCE

Recognising the environmental impact of its operations, StellaGroup is working to reduce its greenhouse gas emissions, as well as its waste and energy consumption.

By submitting its 2033 GHG reduction targets to the SBTi, StellaGroup took a considerable step that will guide the Group's decarbonisation strategy.

The work carried out on the roadmap has identified areas for action in four priority sectors: energy, products, procurement and transport.

## 2025 KEY FIGURES

**Greenhouse gas (GHG) emissions** in $tCO_2e$

**201,960**

GHG Protocol Scope 1-2-3
-30% vs 2023

**Scopes 1 and 2**
in $tCO_2e$

**8,330**

GHG Market-based
-28% vs 2023

**Scope 3**
in $tCO_2e$

**193,630**

-30% vs 2023

Nearly

**50%**

**renewable electricity** purchased in 2025

**8%**

of the electricity consumed at our sites is **self-generated**

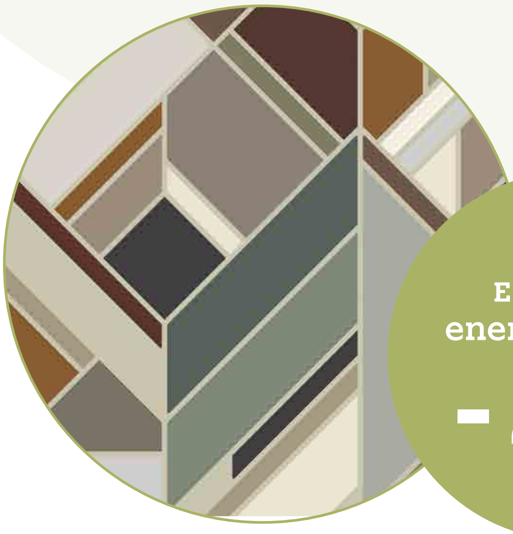
**68%**

**recycled aluminium** purchased

# ALUMINIUM AT THE HEART OF OUR DECARBONISATION STRATEGY

Aluminium, StellaGroup's top-purchased material, is a strong, lightweight material that can be recycled indefinitely. Its production requires the mining of bauxite, which leads to deforestation and pollution. To minimise these impacts, buyers also assess the environmental performance of their aluminium suppliers, the vast majority of whom are based in Europe. They encourage them to increase the proportion of recycled materials and to use carbon-free electricity in their manufacturing processes.

In 2025, nearly **70%** of the aluminium used in products comes from recycling



Expected energy savings **-20%**

# PRATIC IS CHOOSING PAINTS THAT REQUIRE LESS ENERGY

PRATIC has recently launched its new Colours Collection range, which stands out for its technological innovation in the pursuit of sustainability. The colours in this new range will enable the polymerisation temperature to be reduced by around 35°C during the curing stage, resulting in a coating process that **will reduce energy consumption by around 20%**.

This operation takes place entirely at the Fagagna site (Italy), using a powder coating system with a low environmental impact that recovers almost all of the water and powders used during the process. Furthermore, the powders used in the PRATIC range are QUALICOAT Class 2 certified, which guarantees superior resistance to weathering and salt, as well as an intense, long-lasting gloss.

Tested over
**36,000**
cycles

# STELLA ADVANCED TECHNOLOGY

## A QUIETER MOTOR WITH OPTIMUM EFFICIENCY

Thanks to its brushless technology, the ZBL300 motor developed by Stella Advanced Technology delivers outstanding performance: unrivalled quietness and optimum efficiency. Tested to withstand over 36,000 cycles (up/down movements) for the automated day-to-day operation of solar protection systems, the ZBL300 operates silently. The motor's power consumption is also optimised; its use mode consumes **50% less electricity** than a standard asynchronous motor.

# SWS UK

## IS SWITCHING TO A RENEWABLE ELECTRICITY CONTRACT

In 2025, SWS UK decided to switch to a **100% renewable energy contract to power its offices and production sites** in Lancaster and London. The UK's electricity mix is a significant source of greenhouse gas emissions, as 70% of it comes from fossil fuels. Switching to a renewable electricity contract therefore offers significant benefits, and the results are substantial. Whilst business remains buoyant, the associated emissions have fallen dramatically.
The decision to use renewable electricity has prevented the emission of 470 tons of $CO_2$e in 2025 (representing 5% of SWS UK's total GHG emissions).

Today, SWS UK in the UK and AVZ-Group in the Netherlands source 100% renewable electricity and have thus reduced their associated emissions to zero.

in 2025
**-470**
$tCO_2e$

# PROFALUX
## IS REDUCING PRODUCTION WASTE

Since 2024, PROFALUX has set itself the challenge of reducing and optimising its production waste. The result is controlled use of raw materials, which helps to both minimise waste and reduce costs. By optimising machine settings and readjusting production scenarios, PROFALUX has been able to **reduce production waste** for certain products. Future projects will focus on optimising offcuts.

# LA TOULOUSAINE
## IS INTRODUCING A REPAIRABILITY SCORE FOR ITS PRODUCTS


More and more users are taking an interest in the sustainability of their products. It is in response to this commitment that LA TOULOUSAINE highlights its 'repairability score', a clear benchmark for assessing the extent to which its products can be repaired rather than replaced.

Resulting from an internal analysis and based on the framework developed by the ACTIBAIE Consortium, this index assigns a score out of 10 to each window product. This classification is based on five criteria: the length of time for which technical documentation and manuals are made available; the ease with which the product can be dismantled; the availability of spare parts; the price of spare parts; and maintenance and support.

LA TOULOUSAINE's RE100 motorised garage doors therefore achieve a **repairability score of 9.4/10**. This initiative is fully in line with our efforts to offer more sustainable products and encourage more responsible consumption.


# AVZ GROUP
## IS RECYCLING ITS FABRIC OFFCUTS

AVZ-Group has chosen to incorporate the principles of the circular economy into its product design and choice of materials. In partnership with the French fabric manufacturer Dickson Constant, the HYLAS subsidiary has joined the *Recycle my Dickson* programme and set up a system for collecting fabric offcuts. These are sorted by colour and collected by Dickson Constant to be recycled and used as a secondary raw material in the manufacture of new fabrics and products. Thanks to a streamlined process at the factory, the HYLAS teams have successfully taken this new stage on board. In 2025, HYLAS has thus **recovered and recycled nearly 20 tons of fabric**.

in 2025
**20** tons
of fabric
recycled

## COMMITED SUPPLIERS:
# DICKSON CONSTANT

As a supplier of solar protection fabrics used in awnings, screens and pergolas for StellaGroup brands, Dickson Constant drives its environmental progress through its Greenovation programme. For the past two years, the company has been carrying out lifecycle assessments (LCAs) for each product, providing valuable information to help us collectively reduce the environmental footprint of the products designed at StellaGroup.

### About

DICKSON®

- Manufacturer of technical textiles woven in France
- *Recycle my Dickson* to **recycle 100% of textile offcuts** and transform them into high-quality recycled fibre
- ISO 9001 (quality), ISO 14001 (environment), ISO 45001 (occupational health and safety), ISO 50001 (energy) certifications

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# GET INVOLVED

At StellaGroup, our commitment to our staff is reflected in our focus on health and safety at work, training and youth employment, diversity and equal opportunities. Ensuring everyone's safety in the workplace is a key priority for the Group's companies.

This year has also seen us develop our relationships with schools in order to forge lasting connections and recruit young talent. Looking ahead to 2026, the Group remains committed to this cause, with a particular focus on gender equality and pay transparency.

## 2025 KEY FIGURES

**Frequency rate**
of workplace accidents

**17.70**

-30% vs 2023

**2030 Target**
**Frequency rate**
of workplace accidents

**12.75**

-50% vs 2023

**Severity rate**
of workplace accidents

**0.66**

-12% vs 2023

**95%**

of **employees on permanent contracts**

**48**

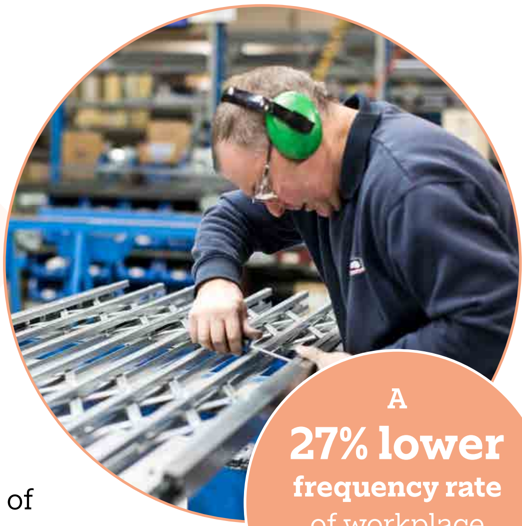
**apprentices** on work-study programmes

**22%**

**female employees** of whom 22% are managers and 19.5% are executives


bollé
SAFETY

# ENSURING SAFETY IN THE WORKPLACE



A **27% lower frequency rate** of workplace accidents in 2025

At StellaGroup, ensuring safe working conditions is a priority for each of our companies. This relies on the involvement of all staff members. The priority is to reduce the number of serious accidents resulting in time off work of more than 30 days. To this end, a working group comprising EHS representatives has been set up to identify the major risks to which each entity is exposed and to carry out a review of existing practices.

In 2025, the severity rate recorded a **21% decrease compared with 2024**. The other indicator, known as **the frequency rate** (i.e. the ratio of the number of accidents resulting in time off work to the number of hours worked) is also **down by 27%**. In 2025, the total number of accidents also fell.

# ERHARDT HAS ACHIEVED A SECOND YEAR WITHOUT ANY ACCIDENTS AT WORK

ERHARDT continues its efforts in the area of safety and is achieving exemplary results: **for the 2nd year running, the company has recorded zero workplace accidents among employees!** An impressive track record resulting from a combination of various initiatives:

- Ongoing staff awareness-raising and a constant focus on safety: this is a recurring theme in meetings and internal communications.
- The active involvement of the health and safety and occupational health teams: regular health and safety checks, risk assessments and medical consultations help to keep safety at the forefront and prevent accidents.

These measures, combined with a strong safety culture, have enabled ERHARDT to maintain its ‘zero-accident’ record.

At the same time, almost all staff have completed a comprehensive first-aid training course, which ensures they are prepared to respond in the event of an emergency.

# MARINE
## PROCESS ENGINEER

**Current training:** Engineering school with a dual diploma in Mechanical Engineering

Following an initial three-month internship at PROFALUX, Marine is continuing her career within the Group as she went on to undertake her final-year work placement at SMITS in The Netherlands. Marine is responsible, in particular, for supporting the industrialisation team in setting up a paint booth at the company's premises. The young woman settled into the Dutch teams with ease. Marine's career path is a prime example of successful internal mobility. It embodies the Group's commitment to investing in young people and schools by building bridges between companies in order to better develop talent and, in the long term, foster sustainable synergies within the Group.

" When I arrived, I was quickly given responsibility and assigned some interesting tasks. I appreciate how easy it is to communicate and the camaraderie within the teams. "

# INTERNAL MOBILITY
## THROUGH SCHOOL PARTNERSHIPS

Developing relationships with schools has become a key focus for HR teams. There are many objectives: to attract and recruit the talent of tomorrow, to promote the transfer of knowledge, to integrate new skills...

This also makes it possible to offer career paths for young people within the Group by using intra-Group mobility as a catalyst, and to foster a shared corporate culture. **In 2025, four young people were thus able to take advantage of national and international mobility opportunities within the Group**.

# ALULUX
## IS INSPIRING YOUNG PEOPLE TO PURSUE A CAREER IN INDUSTRY


In 2025, ALULUX established a partnership with the EMS-Berufskolleg business school and vocational training centre. The company has hosted several classes of trainees studying to become 'Industriekaufleute' – business and management professionals specialising in the industrial sector. The staff gave the students an introduction to the company and its various activities. This gave them the opportunity to tour the production sites and meet the heads of the Logistics, Procurement, Quality & Energy departments. A real insight into the world of work for these young students, giving them the chance to see behind the scenes at the company.

# SOFT MOBILITY AND QUALITY OF LIFE AT EVENO FERMETURES

For several years now, EVENO FERMETURES has been promoting sustainable transport in everyday life by supporting its employees' commutes through a dedicated travel allowance. A fleet of company bicycles and charging points for electric vehicles are part of these efforts. Outside the site, EVENO FERMETURES promotes biodiversity and social cohesion through eco-grazing and the presence of a flock of sheep, beehives and a vegetable garden shared by staff. These initiatives demonstrate EVENO FERMETURES' commitment to a more sustainable and inclusive way of life.

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# ACT

The establishment of the StellaGroup Foundation was a key event in 2025. It has helped to strengthen the local initiatives of StellaGroup's brands and to further cement the Group's commitment to a more inclusive and supportive society.

Internally, the anti-corruption code has been adopted and training for staff in so-called 'functions-at-risk' roles has begun in every company within the Group. This work, which began with the formulation of Group policies, now provides the framework for StellaGroup's approach to business ethics.

## 2025 ACHIEVEMENTS

**In 2025**

**€466,000**

from
the StellaGroup Foundation,
StellaGroup and its subsidiaries

→

**2030 Target**

**€500,000**

per year to **support organisations** working in two areas:
· Health and medical research
· Inclusion and equal opportunities

### STELLA ACADEMY

An in-house training programme, to better work together

### GOVERNANCE

A framework for ensuring ethical business practices

### STELLA WAY

A way of working that strengthens collaboration between companies

# THE STELLAGROUP **FOUNDATION**

In order to ensure the long-term sustainability of the corporate philanthropy initiatives carried out by its companies and to embed its commitment to society, StellaGroup has established the **StellaGroup Foundation**, which operates under the umbrella of the Fondation de France.

Its aim is to support projects and organisations in the **fields of health and medical research, as well as inclusion and equal opportunities**.

The Foundation supports both its own projects and those proposed by employees through their companies, reflecting their local commitments.

*Find out more:*

# GOVERNANCE

## TRAINING TO PREVENT CORRUPTION RISKS

The adoption of StellaGroup's anti-corruption code was the fruit of work carried out beforehand through risk mapping and the identification of so-called 'functions-at-risk', such as senior management, finance, procurement and sales.

Awareness-raising among the relevant staff has begun in the French companies, with nearly **130 people already trained by the end of 2025** from the management and sales teams. In addition, an ethics officer has been appointed and trained in each company.

This training programme on how to respond to situations of corruption or attempted corruption will continue in 2026 so that all relevant staff members are covered.

Nearly
**130**
people already trained in 2025

# 4 APPENDICES

The scope of ESG reporting for the financial years 2023, 2024 and 2025 is the same: it includes the StellaGroup holding company and all operating companies (13 brands).

As part of the SBTi commitments made by StellaGroup in 2026, GHG emissions for 2023, 2024 and 2025 have been reviewed and adjusted to ensure methodological consistency within the Group and across years.

## 2025 KEY FIGURES

**GHG emissions**
Scopes 1, 2, 3 in $tCO_2e$
**201,960**
-17% vs 2024

**Renewable electricity**
generated in MWh
**902**
+13% vs 2024

Proportion of **recycled aluminium** purchased
**68%**

**95%**
**Proportion of staff** on permanent contracts

**17.70**
**Frequency rate of accidents** in the workplace
-27% vs 2024

**€466,000**
**Charitable donations**
+116% vs 2024

# KEY INDICATORS
## AND NON-FINANCIAL DATA

| PILLAR | INDICATORS | DEFINITION |
|---|---|---|
| REDUCE | **ENERGY AND WATER** | |
| | Electricity consumption | Consumption of electricity purchased and generated for own use |
| | Renewable electricity purchased | Purchase of certified renewable electricity (solar, wind, etc.) via guarantees of origin, renewable energy certificates or direct supply contracts, as well as renewable electricity from the national energy mix. Renewable electricity generated and consumed on site is excluded |
| | Renewable electricity generated | Total quantity of renewable electricity generated and fed into the grid and/or consumed on-site |
| | Share of electricity from renewable sources | 100 * renewable electricity purchased / total electricity consumed |
| | Electrical intensity | Total quantity of electricity consumed / revenue |
| | Gas consumption | |
| | Fuel consumption | Diesel and petrol for all vehicles (owned and leased) |
| | Consumption of heating oil | |
| | Energy intensity | Total quantity of energy purchased (electricity, gas, heating oil and motor fuels) / revenue |
| | Water consumption | Total volume of water withdrawn |
| | Water intensity | Water consumption / revenue |
| | **GREENHOUSE GAS (GHG) EMISSIONS – GHG PROTOCOL MARKET-BASED** | |
| | Scope 1 GHG emissions | Direct emissions: gas, fuels, heating oil |
| | Scope 2 GHG emissions | Indirect emissions associated with energy (electricity) |
| | Scope 1 and 2 GHG emissions | Sum of direct emissions and indirect emissions associated with energy |
| | Scope 3 GHG emissions | Indirect emissions associated with the purchase of goods and services, the use and end-of-life of products sold, transport, and other indirect emissions |
| | Scope 1, 2 and 3 GHG emissions | Sum of direct and indirect emissions (upstream and downstream) |
| | **PURCHASES OF RAW MATERIALS** | |
| | Proportion of recycled aluminium purchased | According to information gathered from the main suppliers |
| | Proportion of recycled steel purchased | According to information gathered from the main suppliers |
| | **WASTE** | |
| | Quantity of non-hazardous waste (NHW) | Such as metals, plastics, cardboard/paper, glass, wood, non-hazardous industrial waste and household waste |
| | Quantity of hazardous waste (HW) | Such as solvents, soiled packaging and consumables, WEEE, paints and aerosols |
| | Total quantity of waste | Sum of hazardous and non-hazardous waste generated by operations |
| | Waste recovery rate/recycling | 100 * total value of NHW+HW / total quantity of waste |

*In 2023, the share of renewable energy in the electricity mix was not taken into account

| UNIT | 2023 | 2024 | 2025 | CHANGE FROM N-1 |
|---|---|---|---|---|
| | | | | |
| MWh | 11,961 | 11,678 | 11,883 | +2% |
| MWh | 306* | 4,910 | 5,508 | +12% |
| MWh | 703 | 797 | 902 | +13% |
| % | 7%* | 44% | 49% | +11% |
| MWh / €m | 18 | 21 | 22 | +4% |
| MWh LHV | 19,330 | 16,927 | 17,394 | +3% |
| litres | 1,355,191 | 1,154,485 | 1,110,208 | -4% |
| litres | 17,241 | 31,178 | 18,482 | -41% |
| MWh / €m | Not published | 71 | 73 | +3% |
| $m^3$ | 21,972 | 20,642 | 21,377 | +4% |
| $m^3$/ €m | 34 | 36 | 39 | +6% |
| | | | | |
| | | | | |
| tons $CO_2$ eq | 8,738 | 7,496 | 6,488 | -13% |
| tons $CO_2$ eq | 2,806 | 2,334 | 1,843 | -21% |
| tons $CO_2$ eq | 11,544 | 9,830 | 8,331 | -15% |
| tons $CO_2$ eq | 275,989 | 233,843 | 193,627 | -17% |
| tons $CO_2$ eq | 287,533 | 243,673 | 201,958 | -17% |
| | | | | |
| | | | | |
| % | 66% | 68% | 68% | stable |
| % | 23% | 20% | 20% | stable |
| | | | | |
| | | | | |
| tons | 6,144 | 6,057 | 6,000 | -1% |
| tons | 351 | 295 | 280 | -5% |
| tons | 6,495 | 6,352 | 6,280 | -1% |
| % | 86% | 89% | 91% | +2% |

# KEY INDICATORS
## AND NON-FINANCIAL DATA

| PILLAR | INDICATORS | DEFINITION |
|---|---|---|
| GET INVOLVED | **EMPLOYEES** | |
| | Employees on permanent contracts, apprenticeships and work-study schemes | Excludes temporary workers, fixed-term contracts, fixed-term apprenticeships, trainees, international work placements (VIE) and employees absent for more than 9 months |
| | Employees on fixed-term contracts | Excludes trainees, international work placements (VIE) and employees absent for more than 9 months |
| | Total workforce | Sum of employees on permanent and fixed-term contracts |
| | Share of employees on permanent contracts | 100 * number of staff on permanent contracts / total workforce |
| | Apprentices and work-study contracts | Under an apprenticeship and/or sandwich course contract |
| | New hires | Permanent + fixed-term contracts, including transfers from temporary to fixed-term and permanent contracts, transfers from international work placement (VIE)/internships to fixed-term and permanent contracts, as well as internal transfers within the Group |
| | Departures | Permanent + fixed-term contracts (all reasons of departure: volontary, transfer, dismissal, retirement, death in service) |
| | Turnover | 100 * number of departures / average number of employees |
| | **DIVERSITY AND INCLUSION** | |
| | Number of women | Women with fixed-term and permanent contracts |
| | Share of women | 100 * number of women / total workforce |
| | Share of women managers | Manager = person in charge for at least one person or team, all functions combined.<br>100 * number of women manager with fixed-term and permanent contracts / total workforce with fixed-term and permanent contracts |
| | Share of women executives | Includes members of the Executive Board, the Executive Commitee and the Management Committees of the operating entities<br>100 * number of women executives / total number of executives |
| | Share of people with disabilities | 100 * number of employees with recognised disabilities / total workforce |
| | **HEALTH AND SAFETY** | |
| | Frequency rate | Number of work-related accidents with lost time x 1 000 000 / total number of actual worked hours |
| | Severity rate | Number of days off work following a work-related accident x 1 000 / total number of actual worked hours |
| ACT | **DONATIONS AND SPONSORSHIP** | |
| | Charitable donations | Total amount of donations made during the year (direct donations to beneficiaries) and payments from StellaGroup to the Foundation |

| UNIT | 2023 | 2024 | 2025 | CHANGE FROM N-1 |
|---|---|---|---|---|
| | | | | |
| persons | 2,373 | 2,269 | 2,154 | -5% |
| persons | 120 | 107 | 123 | +15% |
| persons | 2,493 | 2,376 | 2,277 | -4% |
| % | 95% | 95% | 95% | stable |
| persons | 48 | 47 | 48 | +2% |
| persons | 350 | 250 | 253 | +1% |
| persons | 324 | 340 | 306 | -10% |
| % | 14% | 14% | 13% | -6% |
| | | | | |
| | | | | |
| persons | 510 | 519 | 491 | -5% |
| % | 22% | 22% | 22% | stable |
| % | 19% | 22% | 22% | stable |
| % | 21% | 20% | 20% | stable |
| % | 4% | 4% | 5% | +3% |
| | | | | |
| | | | | |
| | 25.48 | 24.10 | 17.70 | -27% |
| | 0.75 | 0.84 | 0.66 | -21% |
| | | | | |
| | | | | |
| €'000 | 242 | 216 | 466 | +116% |

StellaGroup

IMPROVING INDOOR AND OUTDOOR LIVING

## ACCESS

LA TOULOUSAINE

L'architecte de votre sécurité

SWS UK

## WINDOW CLOSURE

PROFALUX

Protection extérieure et confort intérieur

EVENO

Les éléments de votre Confort

SOFERMI®

POUR MIEUX VIVRE CHEZ SOI

FLIP

Ouverts au monde de demain

ALULUX®

DuoTherm

## OUTDOOR

ERHARDT®

OUTDOOR LIVING

AVZ-GROUP

Components

SMITS

biossun®

PROTECTIONS BIOCLIMATIQUES

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