THE TRATO-TLV GROUP IS COMMITTED TO

2026 CSR POLICY



GROUPE TRATOTLV



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MESSAGE FROM THE MANAGING DIRECTOR



Respect for the environment and **the professional fulfilment** of our employees are at the heart of our approach.

We are committed to strengthening our **commitments** through the ongoing implementation of existing measures and the launch of new initiatives.

Our approach is underpinned by strong **values** : ethics, listening to our stakeholders, honouring our commitments and the constant pursuit of continuous improvement. These values guide our decisions, strengthen the trust of our partners and underpin our innovation policy.

As part of its development, and to better safeguard future generations, the **TRATO-TLV Group** is committed to a **Corporate Social Responsibility (CSR) policy.**

Guillaume PICHA,
Managing director

THE GROUP IN FIGURES



References in more than **70 countries**

3 production sites **in France**

Supplies lighting to **5000** stores **per year**

240 employees

MADE IN FRANCE

Created in **1947**

Annual production of more than **800 000 lights**

CA EXPORT 30%

4% OF TURNOVER DEVOTED TO R&D

OUR CSR APPROACH ASSESSED BY ECOVADIS

An internationally recognised benchmark

The TRATO-TLV Group has its CSR approach assessed by **EcoVadis**, a leading international organisation specialising in CSR performance assessment. Based on recognised international standards, this assessment measures the quality of our policies, actions and results.

An assessment based on four pillars

- **Environment:** Reducing our environmental footprint, resource management, the circular economy, eco-design
- **Social & human rights:** Health and safety, skills development, diversity, quality of life at work
- **Ethics :** Integrity, anti-corruption, transparency and compliance
- **Responsible procurement :** Sustainable relationships with our suppliers, responsible procurement policy and supply chain management

Recognition of our commitment

In 2025, both TRATO and TLV were awarded the **EcoVadis Gold Medal**, with scores of **80/100** and **83/100** respectively. This accolade recognises the measures implemented in the areas of the environment, social responsibility, ethics and responsible procurement, and confirms our commitment to a process of continuous improvement.

Support to help us progress

To build on this momentum, the TRATO-TLV Group is working with **Ditto**, a consultancy specialising in sustainable performance management and **EcoVadis** assessments. This support helps us to structure our approach, strengthen our policies and indicators, and prepare for future assessments as part of a process of continuous improvement.

TRATO Lighting

GOLD | Top 5% ecovadis Sustainability Rating OCT 2025

TLV Healthcare

GOLD | Top 5% ecovadis Sustainability Rating APR 2026



1/ OUR ECONOMIC COMMITMENTS

To assert and maintain the values of TRATO-TLV Group



The TRATO-TLV Group is committed to :

- To provide its customers with products, services and information that meet their requirements in a responsive and professional manner
- To guarantee the quality of its solutions, from design through to distribution, in compliance with regulatory requirements
- To develop its employees' skills by fostering a corporate culture based on safety, respect and continuous improvement
- To strengthen its competitiveness in the long term by optimising its performance in order to offer its customers the best value for money

Contributing to the development of our sector

- **AFNOR :** The TRATO-TLV Group is a member of AFNOR and sits on the S92D Standardisation Committee on 'Medical gas piping systems'. This involvement enables us to contribute to the development of standards in our sector, to anticipate regulatory changes and to offer our customers solutions that comply with the latest requirements.

- **CCI Grand Lille :** The Group is also a member of the Grand Lille Chamber of Commerce and Industry. This membership fosters dialogue with local business leaders, contributes to the development of the regional industrial base and enables us to contribute to discussions on the economic and industrial challenges of the future.

- **OPQIBI Accreditation** : TRATO holds OPQIBI accreditation and is recognised as a 'Reconnu Garant de l'Environnement' (RGE). This accreditation highlights our expertise in designing energy-efficient systems and demonstrates our commitment to supporting our clients with their renovation projects and efforts to improve energy efficiency.

Taking part in the circular economy

- **Ecosystem :** The TRATO-TLV Group is a founding member and member of Ecosystem, an accredited eco-organisation responsible for the collection, reuse and recycling of electrical and electronic equipment. Through our membership, we actively contribute to the recovery of our products at the end of their life cycle and help to develop a more responsible circular economy.

Supporting local areas and initiatives

Our commitment is also reflected in the support we provide for initiatives that promote cultural, sporting, educational and community development in local areas:

- **Patron of the Musée La Piscine in Roubaix**, supporting the conservation and promotion of cultural heritage

- **Patron of the Colisée in Roubaix**, supporting the development of local cultural life

- **Partner of the Hôpital des Extrêmes in Guadeloupe**, through the promotion of a book dedicated to hospital architecture

- The TRATO-TLV Group **supports several charities as well as cultural, student and sporting initiatives**, demonstrating its commitment to contributing to the vitality of local communities and local initiatives. In particular, we support **L'Île de Solidarité**, which helps people experiencing homelessness, and **Le Mouton à 5 Pattes**, which is dedicated to autism and inclusion.



2/ OUR SOCIAL COMMITMENTS

Protecting and promoting TRATO-TLV Group's human capital

EMPLOYMENT AND TRAINING AT THE HEART OF OUR CONCERNS

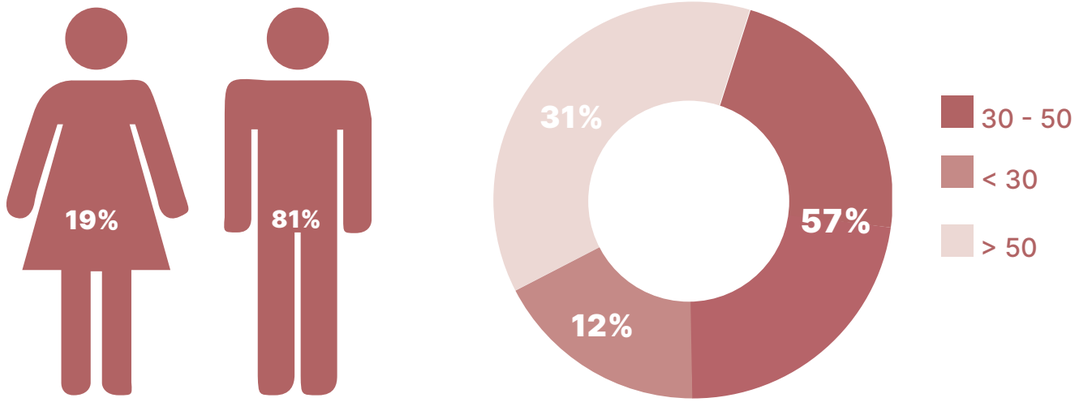
In order to expand its activity, the Group regularly recruits new talents in order to acquire the new skills needed to grow the company. TRATO-TLV Group is committed to building solid teams by developing their skills though training programmes.

THE FIGURES

32

This is the numer of hirings made within the TRATO-TLV Group in 2025.

Distribution of staff by gender and age



THE FIGURES

374 This is the number of hours of training that were provided in 2025.

The recruitment of trainees and apprentices to adapt their skills to our business units and ensure the long-term growth of our company. New employees bring a fresh outlook to the company and help us develop our training programmes.



ENSURING THE HEALTH AND SAFETY OF OUR EMPLOYEES

- Employee support for the entire company project by, for example, encouraging employees' "progress actions", which are rewarded by trophies
- The integration of disabled workers
- Regional collaboration with integration workshops (APRA)
- A partnership wtih CARSAT (Regional Retirement Insurance and Occupational Health Fund) within the TRATO-TLV Group CHSCT (Health, Safety and Working Conditions Committee)
- Workplace reorganisation, in conjunction with social partners, to make work easier and protect staff health
- Employee training in "workstations and postures" workshops
- To ensure a safe working environment, regular inspections are carried out on all our industrial facilities and equipment. These inspections are carried out with the support of APAVE, an independent inspection body, which focuses in particular on the electrical safety of our buildings and the compliance of our machinery.
- Medical monitoring of Group employees by outside health organisations
- The introduction of indicators to monitor occupational accidents
- The provision of PPE (Personal Protective Equipment)

DATA 2025

ABSENTEEISM*	**4.72%**

* Absenteeism = (number of days of absence/number of working days) x 100

PROMOTING THE WELL-BEING OF OUR EMPLOYEES

In 2025, smart lighting systems were rolled out across the office spaces at our various sites. These solutions automatically adjust lighting levels to suit staff needs and natural light conditions, thereby contributing to visual comfort, well-being at work and more efficient energy use.

As part of our initiative to promote quality of life and working conditions (QVCT), an awareness week was also organised in June 2025 for staff. A number of workshops were offered on topics such as sophrology, conflict management and back exercises. The aim of this initiative is to prevent occupational risks, promote wellbeing at work and encourage improvements in working conditions.



3/ OUR ENVIRONMENTAL COMMITMENTS

To improve the environmental performances of the TRATO-TLV Group

Through innovations that are closely linked to its environmental and sustainable approach, the TRATO-TLV Group is committed to a CSR policy that has its effects day after day. This initiative is one of its priorities and it develops it every day by introducing practical initiatives within the Group. The TRATO-TLV Group is committed to limiting its impact on the environment by controlling the environmental aspects of its products upstream and downstream from the value chain.

LIMITING ITS ENVIRONMENTAL IMPACT BY COMPLYING WITH THE REGULATIONS

For several years, the Group has been committed to complying with the various current regulations :



- **Directive 2011/65/EU,** formerly ROHS : this provides for the elimination at source, from the design stage, of certain dangerous materials in electrical and electronic equipment (EEE).

- **Directive 2012/19/EU**, formerly EEEW directives: this provides for the selective collection, treatment and other forms of recovery of electrical and electronic equipment.

- **Directives 2011/65/EU** (Limitation of Dangerous Substances in Electrical and Electronic Equipment) and **2012/19/EU** (Electrical and Electronic Equipment Waste) introduce supplementary measures and aim to achieve the same goal: the protection of the environment and human health.

- The **European REACH regulation** (Recording, Evaluation and Authorisation of Chemical Hazards) : its aim is to improve the protection of human health and the environment while maintaining competitiveness and reinforcing the innovative spirit of the European chemical industry. It is based on the principle that it is up to manufacturers, importers and downstream users to ensure that they manufacture, market, import or use substances that are not likely to be harmful to human health or the environment.

REDUCE WASTE GENERATION

ESTABLISH A WASTE REDUCTION PLAN

Particular emphasis is placed on the use of 100% recyclable materials (steel, aluminium, copper, cardboard, etc.) and on developing a waste management policy at workstations to ensure that as much waste as possible is recycled. A dedicated system has been set up for the processing of wood, aluminium and metal waste, as well as for printing consumables.



Furthermore, wherever possible, our products are no longer delivered in individual cardboard boxes but in large, optimised packaging designed to reduce the volume of waste produced. Finally, we are constantly on the lookout for solutions to reduce and/or eliminate polystyrene padding from our packaging and to use only 100% recyclable tape for all our packaging.

REDUCING OUR ENVIRONMENTAL FOOTPRINT

REDUCING OUR WATER CONSUMPTION

For several years now, the TRATO site has no longer been using bottled mineral water for the water dispensers in the premises available to visitors and staff. We have installed a filtration system connected directly to our drinking water supply, thereby reducing our environmental footprint. This system is currently being rolled out at our TLV and Biolume sites and will be fully operational by the start of the 2026 academic year.

OPTIMISING OUR ENERGY

TRATO-TLV has fitted all of its staff offices and some of the lower-traffic logistics areas with presence sensors that control the lighting to reduce electricity consumption. In addition, most of the offices are fitted with LED lighting that has a much lower environmental impact.

The offices are fitted with a centralised heating system to minimise overheating, with each radiator fitted with a thermostat. Furthermore, we have invested in equipment to ensure we use more energy-efficient and high-performance resources. In 2025, smart lighting systems were installed in our offices to optimise energy consumption related to lighting. By automatically adjusting light levels according to room occupancy and available natural light, these solutions help to reduce our environmental footprint whilst improving user comfort.

THE FIGURE

-8%

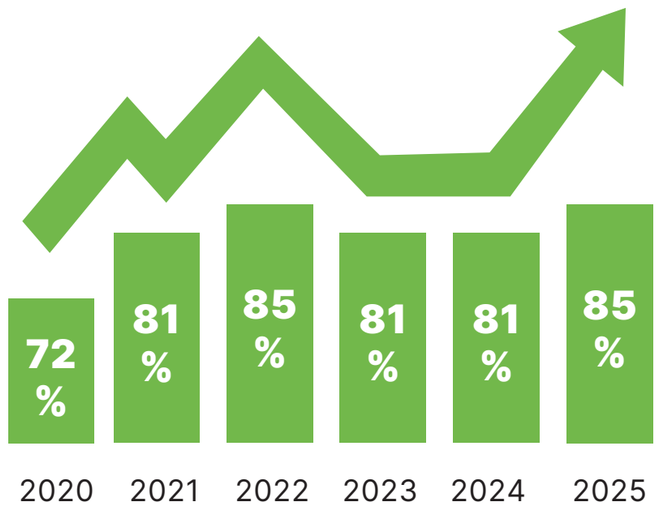
-8% reduction in energy consumption in 2026 compared with 2025.

This reduction is due to two factors: the attention paid by all staff to energy consumption and the change of energy supplier.

DEVELOPING ECO-DESIGNED PRODUCTS

Using integrated optical design management to design more energy-efficient light fitting. Our R&D department has worked near 10 years to integrate LED technology into our product ranges. Promoting the use of LED technology by offering our customers ROI (Return On Investment). Working on thickness and shape optimisation to optimise the weight of raw materials. In addition, limiting the surface treatments applied to our products.

PART OF LED LIGHTING TURNOVER



ECO-DESIGN AND THE CIRCULAR ECONOMY

At Trato, eco-design is a key pillar of our environmental approach. Our aim is to reduce the environmental impact of our products throughout their life cycle, from the selection of raw materials right through to the end of their life, whilst ensuring their performance, durability and reliability.

To reinforce this approach, several staff members have been trained in Life Cycle Assessment (LCA), and we use specialised software to identify the key areas for environmental improvement and to guide our design choices towards more sustainable solutions. The results of the LCAs are used to optimise the materials, manufacturing processes, packaging, transport and energy consumption of our products.

In practical terms, this approach involves seeking to use only the necessary amount of material, in particular by optimising certain aluminium profiles and incorporating recycled materials wherever possible. We also prioritise solutions that promote the recyclability, dismantlability and repairability of equipment, in order to extend its service life and facilitate its recovery at the end of its life.

In line with this circular economy approach, we are developing LED retrofit solutions that enable the modernisation of existing lighting installations without replacing all the equipment. This approach involves replacing lighting components with more efficient LED technologies whilst retaining the luminaire housing wherever possible. As a genuine alternative to completely replacing installations, retrofitting extends the service life of equipment, reduces energy consumption, minimises the need for raw materials and cuts down on waste generated. This expertise can be applied to both TRATO luminaires and equipment from other brands, thereby contributing to a more sustainable use of resources and reducing the environmental footprint of lighting projects.

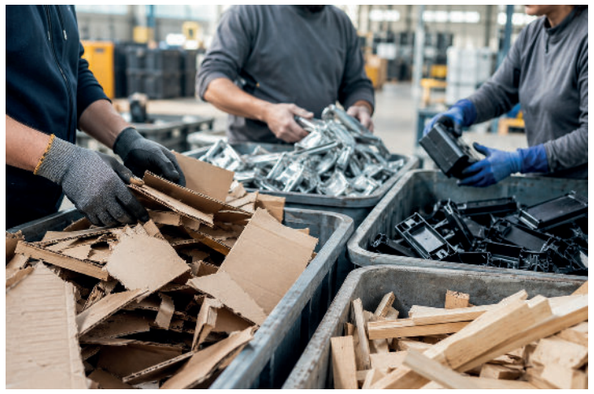
We are also working with our partners and suppliers to reduce the environmental impact of packaging and transport, in particular by promoting local sourcing, reducing plastic packaging and developing reusable solutions.

Finally, wherever possible, we prioritise the use of materials with a low environmental impact, particularly recycled aluminium, in order to minimise the consumption of natural resources and reduce the carbon footprint of our products.

Through this comprehensive approach to eco-design and the circular economy, Trato is actively contributing to reducing the environmental impact of its lighting solutions and to achieving the group's climate targets.

MAKING THE MOST OF OUR WASTE

In 2025, the Group recycled over 151 tonnes of metals (aluminium, copper). As a manufacturer and major user of aluminium – which is one of our raw materials – the TRATO-TLV Group is committed to working with companies that are experts in their field to sort and recycle this infinitely recyclable metal.



As our Group operates a surface treatment line, we generate wastewater, the treatment of which is crucial. We work with one of the market leaders, SUEZ, and collect the wastewater so that it can be treated and purified without harming the natural environment. In 2025, we recovered nearly 50 tonnes of water from our painting line.

Finally, we work with a specialist in cardboard collection to recycle and recover our packaging. In 2025, over 34 tonnes of cardboard were collected.

THE FIGURES (WORKSHOP)

151 TONNES
This is the quantity of metals recovered.

34 TONNES
This is the amount of cardboard that has been recycled and reused.

ENCOURAGING THE SUSTAINABLE MOBILITY OF EMPLOYEES

PROMOTING SOFT MOBILITY TO GO TO WORK

We provide employees with a secure area for bikes to encourage them to cycle to work.

BUSINESS TRAVEL

In order to reduce its environmental impact, the TRATO-TLV Group raises awareness among its employees to get them to rationalise work-related travel. Indeed, when possible, we encourage employees to use video conferences to limit unnecessary travel. If they really need to travel, we encourage them to minimise the teams attending, and, if possible, arranging several meetings on one location. We also encourage employees to travel by train when possible to reduce the environmental impact of work-related travel.

COMPANY CARS

The TRATO-TLV Group provides some of its employees with a company car. While we encourage our employees to limit their work-related travel, or use means of transport with a much lower environmental impact, some business travel is still necessary. Most of our fleet is made up of class A or B vehicles with the lowest CO2 emissions and, wherever possible we use French manufacturers in order to support the French industry.

NEW INVESTMENT FOR TRATO !

The environment is a priority at TRATO-TLV : selective sorting and recycling of the industrial and office waste, printing of our administrative documents on FSC-Certified paper... Therefore to continue these CSR initiatives the Group decided to equip its car park with electric charging stations. Their benefits are many : fuel savings, considerable reduction of our CO2 emissions, awareness of our employees and customers to this ecological energy mode... That is why TRATO installed 3 charging stations at the headquarters and intends to continue its efforts in the energy transition.

RAISING ENVIRONMENTAL AWARENESS AMONG EMPLOYEES

MISE EN PLACE DU TRI SÉLECTIF POUR LES DÉCHETS DE BUREAU



For several years now, the TRATO-TLV Group has been working with ELISE, a company specialising in waste collection and recycling, to optimise the sorting of office waste: paper, plastic cups, cans and plastic bottles. All staff have been trained and made aware of the correct practices to follow, so that they can also adopt them at home. Through our initiatives, we achieved tangible environmental and social benefits in 2025, including savings of 77 tonnes of water, 20 MWh of energy, 1.5 tonnes of CO_2 and 52 litres of oil. Twice a year, we publish details of the amount of waste collected in our in-house newsletter so that staff can gauge the impact of their waste and develop a genuine awareness of the issue.

Furthermore, 100 per cent of the paper used by TRATO-TLV comes from sustainably managed forests and carries an eco-label. Finally, all the Group's printers are set by default to print double-sided in order to reduce paper consumption. We will also provide each employee with a personal code so that print jobs only start once the code has been entered into the photocopier. This will help reduce unnecessary and orphaned printouts. Furthermore, we also place great importance on the sorting and recycling of ink cartridges from all our printers.

THE FIGURES (Offices)

7 558KG This is the amount of paper used in 2025 by our printers, much of which is sent to customers as instruction leaflets.

OFFICE WASTE RECYCLED AND RECOVERED IN **2025**

PAPER 3 213 KG

PLASTICS (cups, bottles, etc...) 84,5 KG

METALS (cans, etc...) 60 KG

According to valuation report Elise 2025

BANNING PLASTIC CUPS IN OFFICES

Since 2024, the Group has phased out disposable plastic cups in its offices in order to reduce our plastic consumption. With this in mind, we have provided every employee with a washable, reusable cup, made in France. By 2026, our aim is to roll out reusable water bottles to our staff to encourage more sustainable practices and reduce the use of disposable items. We have also phased out plastic cups at meetings and now prioritise the use of glasses and coffee mugs.

OPTIMISING THE USE OF DIGITAL TOOLS

We encourage employees to adopt simple steps to limit energy consumption : disconnecting devices when they are not being used, turning off computers during breaks of more than 15 minutes, adjusting the brightness of the screen so that it uses less energy. We are going to set up an internal poster campaign on good, ecologically responsible practices in the daily use of digital tools.



REDUCING OUR CARBON FOOTPRINT

As part of the group, Trato, TLV and Biolume are actively contributing to the decarbonisation pathway set out at group level. This strategy is underpinned by ambitious targets for reducing greenhouse gas emissions:

- To reduce Scope 1 and 2 emissions by 70 per cent by 2030.
- To reduce Scope 3 emissions by 30 per cent by 2030.
- To achieve the Net Zero target by 2045.

To help achieve these objectives, we will continue to implement a number of key initiatives over the coming years :

- Replace the gas-fired oven in the paint shop with an electric unit in order to reduce direct emissions from our industrial operations.
- Improving the energy efficiency of our buildings by insulating the roof of our site, thereby helping to reduce energy consumption and improve staff comfort.
- Optimise the ventilation and air recirculation systems at the Biolume site in order to reduce the energy consumption associated with production processes.
- Carry out an energy audit of the head office in Roubaix in order to identify new ways of improving our energy efficiency.
- To continue the eco-design of our products by reducing the thickness of certain aluminium profiles, in order to minimise the amount of material used and the associated CO_2 emissions.

These initiatives reflect our commitment to reducing our environmental footprint in the long term, whilst developing more sustainable and efficient lighting solutions.

4/ OUR ETHICAL COMMITMENTS

Working together to ensure the highest standards in our daily business conduct



CODE OF ETHICS AND BUSINESS CONDUCT

The TRATO-TLV Group has drawn up a code of ethics and business conduct. This Code brings together the basic principles that illustrate our joint commitment to the highest standards in our daily business conduct. It sets forth the standards of conduct that should motivate each and every one of us as employees of the Group, as well as our partners and suppliers. The code of ethics and business conduct drawn up by TRATO-TLV has been sent to all employees of the Group, and they undertake to comply with it while conducting daily business in the company. Every new employee is also informed of the Group's principles of ethics and business conduct and, by signing their employment contract, undertakes to adhere to this code of conduct.

SUSTAINABLE PURCHASING POLICY

The TRATO-TLV Group involves its suppliers in its responsibility approach through a sustainable purchasing policy. The sustainable and responsible purchasing charter is sent to all our suppliers.

INTERACTING WITH THE SOCIAL AND SOLIDARITY ECONOMY

TRATO-TLV works with the APF (Association des Paralysés de France (French Association for the Paralysed), now called Association France Handicap) and ESATs (employment support centres for disabled people) to enable individuals with a physical disability or a mild or moderate learning disability, to carry out a professional activity adapted for people who are unable to work in an ordinary setting. These organisations also develop their expertise and interpersonal skills to help them integrate into the workplace.

UN GLOBAL COMPACT

As part of our corporate social responsibility approach, we are signatories to the United Nations Global Compact. Through this commitment, we pledge to promote and uphold the ten principles of the Compact relating to human rights, labour standards, environmental protection and the fight against corruption. These principles guide our day-to-day practices and decisions and reinforce our commitment to acting responsibly towards all our stakeholders.

UN GLOBAL COMPACT

As part of our approach to corporate social responsibility, we are signatories to the UN Global Compact. Through this commitment, we pledge to promote and uphold the ten principles of the Compact relating to human rights, labour standards, environmental protection and the fight against corruption. These principles guide our day-to-day practices and decisions and reinforce our commitment to acting responsibly towards all our stakeholders.

PREVENTING HARASSMENT AND DISCRIMINATION

The TRATO-TLV Group is committed to preventing all forms of harassment and discrimination. As part of this, an awareness campaign was rolled out in 2025 to a large proportion of staff to promote best practice and remind them of the applicable rules. The Group also relies on a harassment officer responsible for informing, advising and supporting staff where necessary.

A reporting procedure is also being drawn up to prevent discrimination, harassment, corruption and conflicts of interest. This procedure sets out the procedures enabling anyone working for or with the TRATO-TLV Group to report incidents that may constitute discrimination, psychological harassment, sexual harassment, sexist behaviour, an undeclared or poorly managed conflict of interest, an act of corruption or retaliation in connection with a report. It sets out the procedures for receiving and assessing reports, protecting those involved, conducting internal investigations, reaching a decision and following up. It applies to all employees, temporary staff, work-study students, trainees, job applicants and former employees where the incidents are work-related, as well as to external parties, suppliers, subcontractors, clients or visitors present on sites, in workshops, offices, construction sites, trade fairs, during business travel, at events, via messaging services and on work-related digital tools.

PROTECTION OF PERSONAL DATA

The TRATO-TLV Group is committed to ensuring the protection of the personal data of its employees, customers, suppliers and partners in accordance with the General Data Protection Regulation (GDPR). A dedicated policy governs the collection, processing, storage and security of personal data. It also incorporates rules relating to image rights, in order to guarantee respect for everyone’s privacy and rights when photographs or videos are taken and distributed.



OUR GOALS FOR 2026



ECONOMIC

OUR GOALS FOR 2026

- To strengthen our competitiveness through innovation and continuous improvement, whilst managing our environmental impact..
- To promote a more circular economy by developing the reuse, recycling and recovery of our equipment.
- To support local economic development by actively participating in professional networks and local initiatives.

SOCIAL

OUR GOALS FOR 2026

- Increase the number of training hours completed by staff by 5%
- Maintain our workplace accident rate
- Reduce the rate of absenteeism by 2%

ENVIRONNEMENTAL

OUR GOALS FOR 2026

- Reduce our energy consumption by 5% across our two sites
- Fit 100% of our three production sites with LED lighting

ETHICAL

OUR GOALS FOR 2026

- Ensure that 100 per cent of our top 20 suppliers sign our responsible procurement charter
- Incorporate this into the recruitment process and ensure that all new staff sign the image rights authorisation form

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