STELLA IMPACT

2024 SUSTAINABILITY REPORT

StellaGroup

MAKE OUR BRANDS SHINE BRIGHTER

STELLAGROUP

MAKE OUR BRANDS SHINE BRIGHTER

StellaGroup is the European leader in window closure, access and outdoor solar protection. Its twelve brands are established in five countries (France, Germany, the Netherlands, the United Kingdom and Italy). They design, manufacture and market products and solutions for professional customers who install them in residential, commercial, industrial and tertiary buildings.

WINDOW CLOSURE

- Roller shutters
- External venetian blinds
- Vertical screens

PROFALUX – Protection extérieure et confort intérieur
EVENO – Les éléments de votre Confort
SOFERMI
FLIP – Ouverts au monde de demain
ALULUX
DuoTherm

ACCESS

- Portals
- Steel grilles and shutters
- Sectional doors

LA TOULOUSAINE – L'architecte de votre sécurité
SWS UK

OUTDOOR

- Pergolas
- Awnings
- Terrace roofs
- Vertical screens

ERHARDT – OUTDOOR LIVING
AVZ-GROUP
biossun – PERGOLAS BIOCLIMATIQUES
pratic

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StellaGroup

MAKE OUR BRANDS SHINE BRIGHTER

A big thank you to all the teams from StellaGroup companies who contributed to the production of this 2024 sustainable development report.

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CONTRIBUTING WITH OUR PRODUCTS TO IMPROVING LIVING AND WORKING CONDITIONS

It is the ambition we set by launching, in 2024, the STELLA IMPACT programme built around three pillars: REDUCING our environmental impact, INVOLVING our employees and ACTING in our territories.

These three areas of action are gradually being embedded into the daily operations of our twelve brands. We are implementing robust, common indicators that allow us to measure our progress. We are proud of the first concrete achievements of our teams, particularly regarding our carbon footprint.

In 2025, we are taking a new step by setting our targets for 2030:

- Reduce our carbon intensity by 25% compared to 2023, by improving the eco-design of new products, working with our suppliers to lower the impact of our purchases and reducing the impact of our operations;
- Improve workplace safety by reducing our severity rate by 25% compared to 2023 and by developing training and apprenticeships;
- Contribute through the actions of the StellaGroup Foundation to societal issues of inclusion and health through local projects involving our employees.

Whether in window closure, access or outdoor products, our product offer meets the essential needs for solar protection, thermal insulation and security. They are essential for adapting living and working spaces in the face of rising temperatures and play a frontline role in maintaining the habitability of buildings.

Our numerous development projects and the latest innovations from Stella Advanced Technology position us as a key player in the transition towards comfortable, safe living spaces and outdoor areas adapted to the consequences of climate change.

Frank Schädlich
President, StellaGroup

STELLAGROUP IN 2024

€570M
REVENUE

2,450
EMPLOYEES

12
BRANDS

17
MANUFACTURING SITES

5
COUNTRIES
France, Germany, Netherlands, United Kingdom and Italy

1 MILLION
PRODUCT SOLD

PRODUCTS AND SOLUTIONS TO ADAPT BUILDINGS

WINDOW CLOSURE

800,000
roller shutters

62,000
vertical screens

30,000
external venetian blinds

ACCESS

40,000
garage doors

25,000
steel grilles and shutters

7,000
portals and fences

OUTDOOR

18,000
arm awnings

7,000
pergolas

STELLA ADVANCED TECHNOLOGY

400,000
motors

MEASURING TO REDUCE OUR CARBON FOOTPRINT

For the second year in a row, StellaGroup has carried out a carbon footprint assessment of its activities and its upstream/downstream value chain (GHG Protocol scope 1-2-3). This exercise covered all companies in 2024 and further refined the quality of collected data.

As a manufacturing company, the majority of StellaGroup's greenhouse gas (GHG) emissions fall under scope 3, particularly the procurement of metals (aluminium and steel). Although the decline in business partly explains the reduction in GHG emissions in 2024, actions taken with metal suppliers are already bearing fruit.

LOWER GHG EMISSIONS

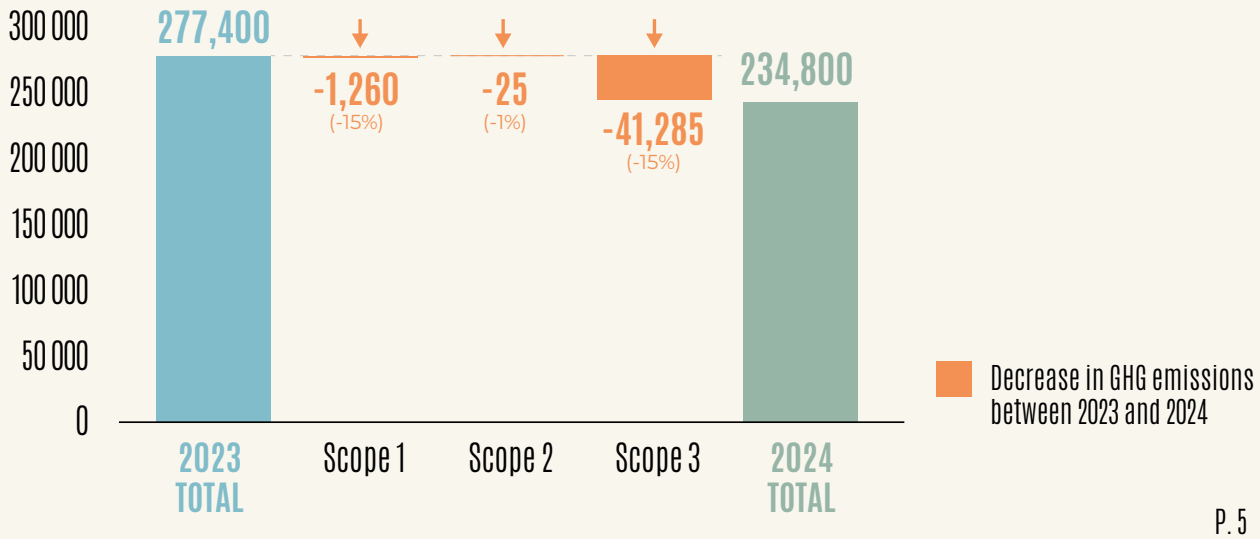
-16% GHG emissions in 2024 *(vs. 2023)*

-15% for scope 1
(direct emissions from energy combustion)

-1% for scope 2
(indirect emissions linked to purchased energy)

-15% for scope 3
(indirect emissions linked to purchased and sold products, their use, upstream/downstream transport and other indirect impacts)

STELLAGROUP GHG EMISSIONS (GHG PROTOCOL, in tons of CO_2e)



STELLA IMPACT

StellaGroup has structured its sustainable development approach, known as STELLA IMPACT, around three pillars: REDUCE, GET INVOLVED and ACT.

STELLA IMPACT embodies our determination to take action in the face of the climate emergency and the increasing scarcity of natural resources. It is also helping to nurture StellaGroup's culture, to integrate companies and their employees and to engage in dialogue with suppliers and customers on these issues.

MOVING TOWARDS CSRD*

In 2024, StellaGroup conducted its double materiality analysis to confirm its material issues from the perspectives of impact materiality and financial materiality. These issues include climate, energy, raw materials and circularity, health and safety of employees and product users and ethical business practices. These topics will be detailed in the sustainability report scheduled for publication in 2028. The entire management team, including the Executive Committee and the managers of StellaGroup's companies, has been briefed on this new regulatory framework and its implications.

** CSRD = Corporate Sustainability Reporting Directive*

01. REDUCE

2030 TARGET

- -25% carbon intensity* compared to 2023
  *carbon intensity = GHG emissions Scope 1-2-3 in tons CO_2e / revenue in million €

IN 2024

- -15% total GHG emissions (Scope 1-2-3) compared to 2023
- -5% carbon intensity compared to 2023

3 PRIORITIES

- Favour low-carbon purchasing
- Reduce the impacts of operations
- Eco-design products

02. GET INVOLVED

2030 TARGET

- -25% in Group's severity rate compared to 2023

IN 2024

- -5% in frequency rate compared to 2023

3 PRIORITIES

- Develop apprenticeships and careers
- Ensure safety at the workplace
- Value diversity

03. ACT

2030 TARGET

- €500,000 in donations and sponsorships each year

IN 2024

- Creation of the StellaGroup Foundation €214,000 in donations and sponsorships

3 PRIORITIES

- Support local communities through the StellaGroup Foundation
- Strengthen collaboration between brands
- Act ethically

BUSINESS MODEL

OUR MISSION

To create useful products, designed and manufactured sustainably, that help adapt buildings to climate change

SUPPLIERS

- Long-term relationships
- 95% of purchases made in Europe

INVESTORS

- Investors & financial partners

REDUCE

ENERGY

- 11,800 MWh of electricity
- 12% renewable electricity
- 16,800 MWh of gas

WATER

- 20,980 m³

PRODUCTION SITE

Design, R&D

Expertise in motorisation and connectivity

Operational excellence

- 12 brands
- 17 manufacturing sites
- 3 business activities
- **2,450 employees**

SAFETY & TRAINING

ACT

LOCAL ROOTS

- €214,000 in donations and sponsorsh

STELLAGROUP FOUNDATION

RESSOURCES

- 20,000 tons of aluminium
- 9,000 tons of steel
- 3,000 tons of PVC
- 1,450,000 m² of fabrics

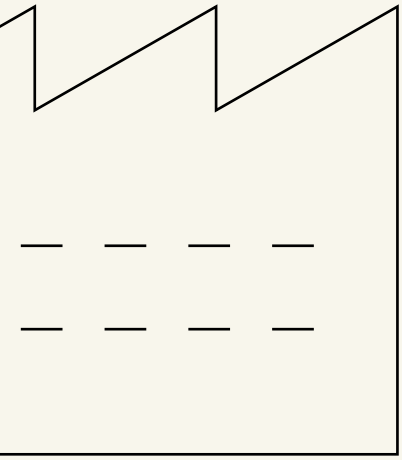
LOW-CARBON PURCHASING

- 70% recycled aluminium
- 20% recycled steel
- 790,000 electric motors
- 740 tons of glass

TRANSPORT

- 90% of inbound freight transported by road

GET INVOLVED



DISTRIBUTION & TRANSPORT

CUSTOMERS

- 25,500 customers in Europe
- 1,000,000 products delivered

USERS

Passive solutions for better habitability in living and working spaces

- **Solar protection**
- **Thermal insulation**
- **Reduced need for air conditioning and heating**
- **Energy savings**

END OF LIFE

- 100% infinitely recyclable metals
- Financial contributions to eco-organisations in France

hips

01. REDUCE

Reducing the carbon footprint and impact from manufacturing operations, committing to eco-design of products, purchasing low-carbon materials.

LOW-CARBON PURCHASING AT THE HEART OF THE DECARBONISATION STRATEGY

Purchases at StellaGroup account for 70% of its carbon footprint. The decarbonisation strategy inevitably requires collaboration with suppliers of the main materials and components purchased: metals (aluminium and steel), motors and electronics, plastic parts, solar protection fabrics and glass.

Throughout 2024, the purchasing teams have deepened their understanding of suppliers regarding a topic that was previously little addressed: the carbon impact of purchased materials and products. Through regular discussions, they identified existing levers and efforts needed to continue decarbonising the upstream value chain.

In 2024, several companies succeeded in reducing the carbon intensity of aluminium purchases by increasing the share of recycled metals and favouring more efficient processes powered by decarbonised energy. In 2024, the carbon intensity of purchased aluminium decreased by 15% at ERHARDT, 20% at PRATIC and 38% at LA TOULOUSAINE.

Achieving a decarbonisation strategy relies heavily on cooperation and dialogue within the company and with suppliers.

By sharing its sustainability expectations, StellaGroup creates momentum with its suppliers and helps them measure and reduce their carbon footprint.

2024 KEY FIGURES

99%
OF PURCHASED ALUMINIUM IS PRODUCED IN EUROPE

68%
OF PURCHASED ALUMINIUM IS RECYCLED

-15% TO -40%
REDUCTION IN THE CARBON INTENSITY OF PURCHASED ALUMINIUM IN 3 COMPANIES (VS. 2023)

PRODUCER
OF ALUMINIUM COIL

92% SECONDARY ALUMINIUM
(recycled)

ENVIRONMENTAL
PRODUCT DECLARATION (EPD) FOR COILS

CERTIFICATIONS:

- **ISO 9001** (Quality)
- **ISO 45001** (Health and Safety at Work)
- **ISO 14001** (Environment)
- **CORPORATE SOCIAL RESPONSIBILITY** (SGE 21/SR10)

COMMITTED SUPPLIERS: BANCOLOR, GRUPO BAUX

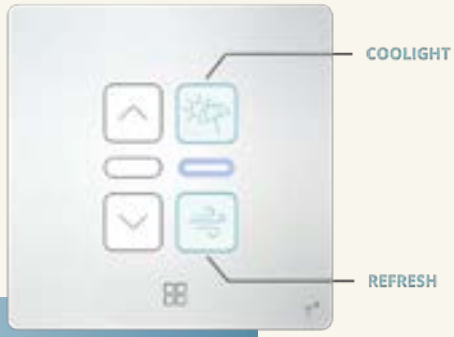
Historical suppliers of StellaGroup companies, BANCOLOR and Grupo BAUX have been committed since 2020 to developing an ambitious decarbonisation roadmap. In 2024, the company succeeded in reducing the carbon intensity of aluminium production by 20% by focusing on energy efficiency and using 100% decarbonised electricity.

Grupo Baux continues its efforts to reduce water consumption, assess its impact on biodiversity and consider its influence on communities and key stakeholders.

NEW IN 2025: FRESH TOUCH

The new FRESH TOUCH solution developed by Stella Advanced Technology offers on a single remote control and in addition to the traditional functions of raising and lowering the shutter, a COOLIGHT button and a REFRESH button.

Available for roller shutters, external venetian blinds and vertical screens, the COOLIGHT button brings in light without letting heat enter. The REFRESH button creates a slight airflow to cool down the room.



SAVING ENERGY

MANAGING ENERGY FOR INDUSTRIAL OPERATIONS

Activities across StellaGroup's 17 manufacturing sites are diverse: profiling slats, cutting aluminium or PVC profiles, powder coating parts, cutting fabrics, assembling components, packaging and shipping. These activities represent a total consumption of 28,000 MWh of electricity and gas, generating less than 10,000 tons CO_2e in 2024, which is less than 5% of StellaGroup's total GHG emissions.

Aware of the stakes linked to energy issues, several companies are working to improve energy efficiency and resilience, contributing to StellaGroup's decarbonisation goals and limiting their contribution to climate change.

PRATIC PURSUES ITS ENERGY POLICY

As early as 2011, the Italian company PRATIC installed over 1,600 photovoltaic panels on its site, producing nearly 20% of its annual electricity consumption.

Thanks to replacing lighting with LEDs across a third of the production site, PRATIC reduced its annual electricity consumption by 4%. In 2025, many projects are planned to continue this energy policy: expanding the photovoltaic installation with nearly 950 additional panels, implementing real-time energy monitoring for the most energy-intensive systems and studying the recovery of residual heat from the powder coating booths. Exciting possibilities are being explored.

100% RENEWABLE ELECTRICITY AT AVZ-GROUP

In the Netherlands, AVZ-GROUP has been involved for several years in the CO_2 Performance Ladder programme, aiming to reduce energy-related emissions. In 2024, all sites were supplied exclusively with renewable, decarbonised electricity from offshore wind farms in the Netherlands.
AVZ-GROUP thus became the first company within StellaGroup with zero GHG emissions from electricity consumption.

2024 KEY FIGURES

-5%
ELECTRICITY CONSUMPTION
(vs. 2023)

-9%
GAS CONSUMPTION
(vs. 2023)

780 MWh
RENEWABLE ELECTRICITY PRODUCED ONSITE

13%
RENEWABLE ELECTRICITY PURCHASED AND PRODUCED ONSITE
(excluding local grid mix)

PRESERVING RESOURCES, REDUCING WASTE

Teams act at three key stages: product design, manufacturing and packaging.

95%
NON-HAZARDOUS WASTE
5,960 TONS
(METALS, WOOD, CARDBOARD, PLASTICS, OIW, ETC.)

5%
HAZARDOUS WASTE
300 TONS
(WEEE, PAINT SLUDGES, CHEMICALS, MINERAL OILS)

90%
2024 WASTE RECYCLING AND RECOVERY RATE

02.
GET INVOLVED

Ensuring safety at work, valuing diversity, developing learning and career paths.

COMMITTING TO YOUTH AND SKILLS DEVELOPMENT

In a constantly evolving environment, StellaGroup reaffirms its commitment to youth, training and skills development. Convinced that the Group's future also depends on the links we build with younger generations, StellaGroup has defined an ambitious Schools Relations strategy.

1 STRONG LOCAL ROOTS AND CLOSE PARTNERSHIPS

By forging closer ties with schools located near our sites, the HR teams lay the groundwork for a sustainable relationship between the academic world and industrial reality. This approach creates closer, more human and better-adapted connections to the challenges faced by each of our companies.

2 FIELD ACTIONS TO PROMOTE INDUSTRY AND BOOST VISIBILITY

Teams remain engaged throughout the year to share their passion for industry and inspire young people to consider it as a career path. Many actions are carried out, including visits to StellaGroup's industrial sites, round tables, conferences led by employees, afterwork events, active participation in student forums, job-dating events and participation to admission panels in connection with partner schools.

3 BUILDING AMBITIOUS, SUSTAINABLE CAREER PATHS

Our policy of welcoming interns and apprentices is designed as a genuine springboard to employment, with the aim of offering as many concrete opportunities as possible to students and apprentices. Each year, the number of positions opened with a pre-recruitment perspective increases. To expand internationally, the VIE scheme (Volontariat International en Entreprise / International Volunteer Programme) is being rolled out, allowing young graduates to gain unique experience within our European entities while contributing to our growth ambitions abroad.

4 ACCELERATING THE WELCOME OF INTERNS AND APPRENTICES

Employment opportunities are systematically considered for the most committed and high-performing interns and apprentices. Mobility opportunities allow employees to change departments to enrich their professional journey. Thanks to StellaGroup's decentralised structure and cross-functional operations, the possibilities are vast!

2024 KEY FIGURES

95%
OF EMPLOYEES ON PERMANENT CONTRACTS (stable vs. 2023)

47
APPRENTICES AND INTERNS
(-2% vs. 2023)

1 NEW V.I.E ASSIGNMENT
STARTED IN 2024

PROFALUX AND EVENO
OPEN THEIR DOORS TO YOUTH

Each year, PROFALUX welcomes teenagers (aged 15-16) for a one-day job-shadowing experience. Production, logistics, supply chain, sales, HR and marketing are all departments open for students to discover. It's also an opportunity for them to explore the industrial world from the inside, understand the different roles and get answers to all their questions.

EVENO hosted students from the Technical Sales and Consulting Degree in Ploemeur (France). The agenda included a company presentation and a factory tour. Organised in partnership with the association "Créateurs d'Avenirs," this day helps facilitate dialogue and collaboration between schools and the business world.

ENSURING SAFETY

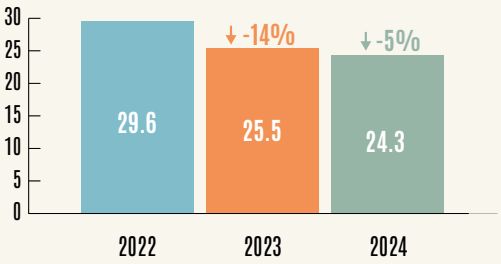
Guaranteeing the safety of our teams is a daily priority in StellaGroup companies. This relies on the commitment of everyone involved. That's why all employees receive regular safety training. Efforts continue to reduce the frequency rate of workplace accidents year after year, with notable success at ERHARDT in Germany.

ZERO ACCIDENT AT ERHARDT

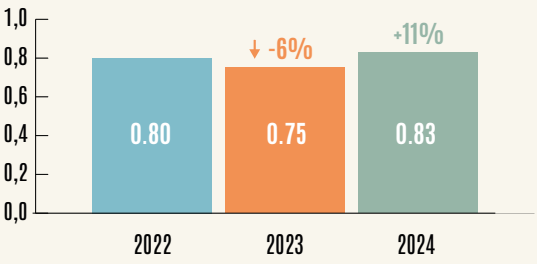
The teams at ERHARDT achieved an outstanding safety record in 2024 with zero workplace accidents. This success is no coincidence. Over recent years, ERHARDT conducted a thorough analysis of incident causes and implemented targeted measures to eliminate risks.

The company has strengthened safety protocols, introduced stricter safety standards for its machinery and deployed new tools such as safety knives and lifting aids. The results quickly followed. Congratulations!

WORK ACCIDENTS
FREQUENCY RATE



SEVERITY RATE



2024 KEY FIGURES

22%
WOMEN IN THE WORKFORCE
(stable vs. 2023)

23%
WOMEN IN MANAGEMENT POSITIONS
(vs. 21% in 2023)

4.1%
OF EMPLOYEES WITH DISABILITIES
(vs. 3.7% in 2023)

MEET NATHALIE, V.I.E* AT ERHARDT

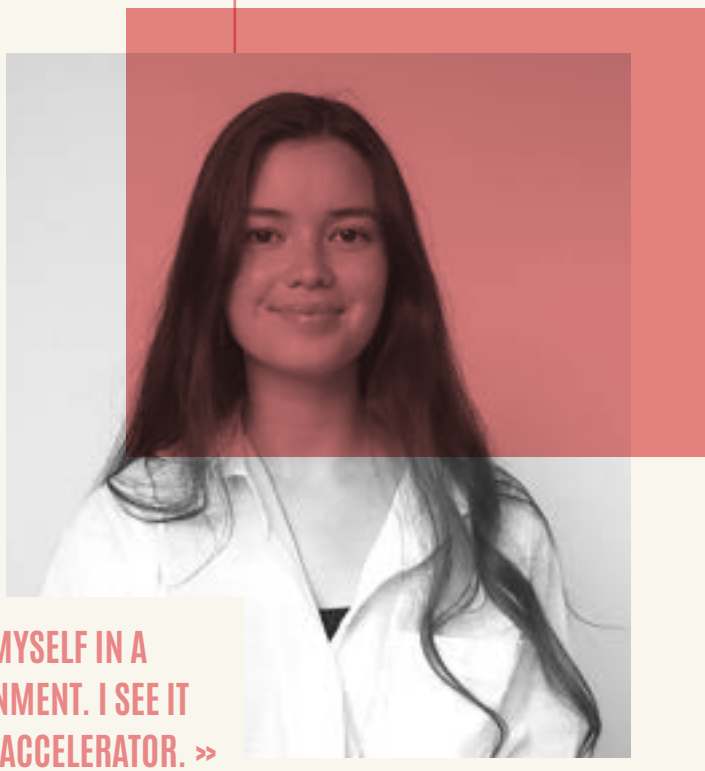
** V.I.E = International Volunteer Programme*

HER JOURNEY :

- Master's degree in trilingual international business
- First internship experience in Hamburg, Germany

Since December 2024, ERHARDT has welcomed Nathalie for a V.I.E assignment in Germany. The young French graduate has the opportunity to lead a digital marketing project from A to Z.

Well integrated into the team, she continues to immerse herself in German culture. Nathalie appreciates the Bavarian region and is excited about the professional opportunities created by this experience.



« THIS V.I.E GIVES ME THE CHANCE TO DEVELOP MYSELF IN A CULTURALLY EXCITING AND DEMANDING ENVIRONMENT. I SEE IT BOTH AS A PERSONAL CHALLENGE AND A CAREER ACCELERATOR. »

PROMOTING INCLUSION

Creating an inclusive work environment enables everyone to develop their potential.

EVENO PARTICIPATES IN THE KERPAPE CHALLENGE

This sports and solidarity event helps support the Kerpape teams, contributing to the funding of research and innovation projects in the field of disability. As a long-time partner of the rehabilitation center, the Breton company EVENO was eager to take part in the challenge, which mixes able-bodied participants (adults and/or children) with people with disabilities competing together in kayaking, running and cycling events.

03. ACT

Strengthening collaboration between the Group's companies, acting ethically and supporting local communities.

STELLAGROUP FOUNDATION
A NEW COMMITMENT FOR LASTING IMPACT

In March 2025, StellaGroup took a decisive step in its social responsibility policy by creating the StellaGroup Foundation, under the aegis of the Fondation de France. This initiative reflects StellaGroup's desire to structure, strengthen and expand its commitments to inclusive and solidarity-based projects.

Faithful to their corporate culture, StellaGroup companies have been involved for several years in numerous causes through donations, sponsorships and initiatives led by employees. With the creation of its Foundation, StellaGroup now intends to give new scale to these actions, with a reinforced commitment to local territories and communities.

THE STELLAGROUP FOUNDATION CONCENTRATES ITS ACTION ON TWO MAIN FIELDS:

- **Health and medical research,** supporting scientific innovation, improving quality of care and contributing to patient well-being.
- **Inclusion and equal opportunities,** promoting access to education, employment and culture for all, regardless of origin, gender or social status.

THE FOUNDATION'S SUPPORT FOCUSES ON:

- **A direct commitment** to projects with national or international scope.
- **Support for initiatives proposed by StellaGroup's 12 brands,** through co-funding for projects or associations in which the Group's companies are involved.

To be selected, projects must involve several employees from the company concerned, reflecting the collective involvement and spirit of solidarity that characterise StellaGroup.

A COMMITTED AND TRANSPARENT GOVERNANCE

Project selection is carried out by the Foundation's Executive Committee composed of 8 members, chaired by Didier Simon, Chairman of the Supervisory Board and Frank Schädlich, Chairman of the Executive Board. This committee ensures the relevance, impact and consistency of supported projects with the Group's values.

SOLIDARITY

IMPACT

LOCAL

APPENDICES.

SUSTAINABILITY INDICATORS
ENVIRONMENT

PILLAR	INDICATORS	DEFINITION
REDUCE	**ENERGY AND WATER**	
	Electricity consumption	Consumption of electricity purchased and produced for self-consumption
	Renewable electricity purchased	Purchase of certified renewable electricity (photovoltaic, wind, etc.) via guarantees of origin, renewable energy certificates or direct supply contracts. Renewable electricity produced and consumed on site and renewable electricity from the national mix are excluded
	Renewable electricity produced	Total quantity of renewable electricity produced and fed into the grid and/or self-consumed
	Share of electricity from renewable sources	Renewable electricity purchased and produced self-consumed / Total quantity of electricity consumed
	Electrical intensity	Total quantity of electricity purchased / Revenue
	Gas consumption	
	Gas intensity	Total quantity of gas purchased * 1000 / Revenue
	Fuel consumption	Diesel and petrol of all company vehicles (owned and leased)
	Consumption of heating oil	
	Water consumption	Sum of incoming waters (groundwater, surface fresh water, sea water). Volumes of recycled or reused water on site are excluded
	Water intensity	Water consumption / Sales
	GREENHOUSE GAS (GHG) EMISSIONS - GHG PROTOCOL MARKET-BASED	
	GHG emissions scope 1	Direct emissions: gas, fuels, heating oil
	GHG emissions scope 2	Indirect energy-related emissions (electricity)
	Total GHG emissions scope 1 and 2	Total of direct and indirect emissions associated with energy
	GHG emissions scope 3	Indirect emissions associated with transport, products purchased, products sold, other indirect emissions
	GHG emissions scope 1-2-3	Total of direct and indirect emissions (upstream and downstream)
	PURCHASES OF RAW MATERIALS	
	Share of recycled aluminium purchased	According to the information collected from the main suppliers
	Share of recycled steel purchased	According to the information collected from the main suppliers
	WASTE	
	Quantity of non-hazardous waste	Such as metals, plastics, cardboard/paper, glass, wood, OIW and household waste
	Quantity of hazardous waste	Such as paints, soiled packaging and consumables, WEEE, paints, aerosols
	Total quantity of waste	Total of hazardous and non-hazardous waste generated by the business
	Recovery / recycling rate for non-hazardous waste	Volume of non-hazardous waste recovered / Total volume of non-hazardous waste
	Recovery / recycling rate for hazardous waste	Volume of hazardous waste recovered / Total volume of hazardous waste
	Waste recovery / recycling rate	Total hazardous and non-hazardous-waste recovered / Total volume of waste

*Scope change in 2023 with the acquisition of PRATIC SpA, an Italian company active in solar protection.

The non-financial reporting scope for fiscal years 2023 and 2024 is identical and includes StellaGroup's holding company and all operational entities (12 entities).

UNIT	2020	2021	2022*	2023*	2024	VARIATION N-1
MWh	8,432	9,543	10,462	11,961	11,695	-2%
MWh	0	394	316	306	996	+225%
MWh		362	324	703	779	+11%
%	0%	6%	5%	7%	13%	+86%
MWh / €m	18	17	17	18	20	+11%
MWh	15,979	18,022	18,684	19,330	16,795	-13%
MWh / €m	34	31	26	29	30	+2%
litres	1,215,315	1,342,214	1,394,306	1,355,191	1,242,640	-8%
litres	30,932	32,363	31,760	17,241	31,178	+81%
m^3	17,554	20,682	19,834	21,972	20,981	-5%
m^3 / €m	37	36	31	34	37	+12%
tons CO_2 eq	3,056	6,407	6,931	8,425	7,166	-15%
tons CO_2 eq	1,469	1,541	1,713	2,408	2,386	-1%
tons CO_2 eq	4,525	7,948	8,644	10,833	9,552	-12%
tons CO_2 eq	191,432	NA	184,161	266,564	225,246	-16%
tons CO_2 eq	195,957	NA	192,805	277,397	234,798	-15%
%	NA	NA	43%	65.5%	68%	+4%
%	NA	NA	14.6%	22.6%	20%	-12%
tons	5,863	6,469	6,434	6,144	5,957	-3%
tons	197	226	231	351	304	-14%
tons	6,060	6,695	6,665	6,495	6,260	-4%
%	50%	66%	75%	88%	92%	+5%
%	82%	93%	78%	49%	60%	+22%
%	51%	67%	75%	86%	90%	+5%

SUSTAINABILITY INDICATORS
SOCIAL

PILLAR	INDICATORS	DEFINITION
INVOLVE	**EMPLOYEES**	
	Employees on permanent contracts	Excludes temporary workers, interns, VIEs and employees absent for more than 9 months
	Employees on fixed-term contracts	Fixed-term, contracts and work-study contracts; excluding temporary workers, trainees, VIEs and employees absent for more than 9 months
	Total workforce	Total of employees on permanent and fixed-term contracts
	Share of employees on permanent contracts	Number of employees on permanent contracts / Total workforce
	Apprentices and work-study students	Under an apprenticeship and/or sandwich course contract
	New hires	Permanent + fixed-terms contracts. Changes of contract from fixed-term to permanent are not counted
	Departures	Permanent + fixed-term contracts, including resignation, individual dismissal, termination of contract for economic reasons, contractual termination, end of contract, retirement, suspension of contract
	Net jobs created	Recruitment - departures on permanent and fixed-term contracts
	Turnover	Permanent and fixed-term contracts according to the formula (new hires + departures) * 100 / 2 / Total workforce
	Absenteeism rate	Number of days absent / Total number of hours worked
	DIVERSITY AND INCLUSION	
	Number of women	Permanent staff
	Share of women	Number of women on permanent contracts / Number of employees on permanent contracts
	Share of women managers	Person in charge of at least one person or team, all functions combined. Number of women managers on permanent contracts / Number of managers on permanent contracts
	Share of women executives	Includes members of the Executive Board, the Executive Committee and the Management Committees of the operating entities. Number of women executives / Number of executives
	Number of people with disabilities	Number of employees with disabilities
	Share of people with disabilities	Number of employees with disabilities / Total workforce
	HEALTH AND SAFETY	
	Frequency rate	Number of lost-time accidents x 1,000,000 / Actual hours worked
	Severity rate	Number of days lost due to work accidents x 1,000 / Actual hours worked
ACT	**DONATIONS AND SPONSORSHIP**	
	Charitable donations	Amount of donations made during the year for charitable purposes (direct donations)

*Scope change in 2023 with the acquisition of PRATIC SpA, an Italian company active in solar protection.

The non-financial reporting scope for fiscal years 2023 and 2024 is identical and includes StellaGroup's holding company and all operational entities (12 entities).

UNIT	2020	2021	2022*	2023*	2024	VARIATION N-1
persons	1,799	1,979	2,074	2,373	2,334	-2%
persons	99	109	130	120	115	-4%
persons	1,898	2,088	2,204	2,493	2,449	-2%
%	95%	95%	94%	95%	95%	stable
persons	NA	46	47	48	47	-2%
persons	298	377	336	350	242	-31%
persons	229	339	323	324	354	+9%
persons	69	38	13	26	-112	NA
%	14%	17%	15%	14%	13%	-1%
%	5.8%	6.6%	7.2%	6.8%	7.6%	+12%
persons	354	388	431	510	504	-1%
%	20%	19.6%	21%	21.5%	21.6%	stable
%	15.5%	17.9%	18.7%	18.6%	23.6%	+27%
%	19.2%	18.4%	13.6%	20.9%	23%	+10%
persons	59	69	79	91	100	+10%
%	3.1%	3.3%	3.6%	3.7%	4.1%	+11%
	20.50	28.16	29.64	25.48	24.24	-5%
	0.66	0.64	0.80	0.75	0.83	+11%
€'000	60	139	143	242	214	-12%

StellaGroup

MAKE OUR BRANDS SHINE BRIGHTER

WINDOW CLOSURE

PROFALUX
Protection extérieure et confort intérieur

EVENO
Les éléments de votre Confort

SOFERMI

FLiP
Ouverts au monde de demain

ALULUX

DuoTherm

ACCESS

LA TOULOUSAINE
L'architecte de votre sécurité

SWS UK

OUTDOOR

ERHARDT
OUTDOOR LIVING

AVZ-GROUP

biossun

pratic

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