

CSR REPORT

• 2025 edition •



This responsibility is practiced on a voluntary basis. Adopting a CSR approach means implementing actions that aim to:

- Reduce its ecological footprint
- Ensure the well-being of its employees
- Promote ethics and professional transparency.

IS IT MANDATORY?

There is no obligation to publish CSR reports, aslo know as non-financial performance statements, for companies (wether they are large companies or SMEs):

- with less than 250 employees
- with anual turnover below 40 million euros
- not listed on the stock exchange

Polytropic is therefore not legally obligated to be accountable for its social environmental impact.

IS IT REGULATED?

human, social, or natural.

CSR is now the subject of an international ISO standard, ISO 26000. ISO 26000 provides guidelines rather than requirements. Therefore, it is not suitable for certification unlike other well-known ISO standards.

However, it does help clarify the concept of social reponsability, assist buisinesses and organizations in translating principles into concrete actions and promote best pratices in social responsability worldwide



Why is it important?

Energy efficiency, classification of pool equipment based on their energy performance, longer lifespan of devices, and increased reparability... In an era where ecological issues are at the forefront of everyone's concerns, the energy consumption of pools is being scrutinized.

Beyond regulations and reliable, energy-efficient equipment, significant efforts will be required from pool professionals.

It is up to us, as designers and manufacturers, to provide you with solutions and products that meet the expectations of pool owners in the years to come.

In the upcoming seasons, which are expected to be full of challenges, it is more important than ever to have a partner who incorporates all of these dimensions. AS A DESIGNER AND
MANUFACTURER, IT HAS
BEEN OUR
COMMITMENT FOR
MANY YEARS TO
DEVELOP EQUIPMENT
WITH LIMITED
ENVIRONMENTAL
IMPACT.



Céline DERRUAZ, Head of Customer Service, volunteer member of the CSR committee





The formalization of our CSR approach

THE CREATION OF A CSR COMMITTEE

For several years now, Polytropic has been committed to a global CSR approach, both through its products and its internal policy (environmental, social/societal).

The company's aim has always been to design increasingly sustainable solutions improve working conditions and even promote local development.

To take this vision further, formalise objectives and prioritise actions, Polytropic set up its CSR Committee in 2020.

This committee is made up of a representative from each department in order to involve the whole company in this approach. The creation of the CSR committee has made it possible to accentuate and organise the efforts made, and also to meet the requirements of customers whose specifications include a commitment by the supplier to a CSR approach. All of this while maintaining the primary objective of designing reliable, repairable, programmable and connected products that help to reduce the energy consumption of our end customers.

A WORD FROM OUR EMPLOYEES

The company thrives on its human values: kindness, ethics, honesty, approachability and availability of managers, open-mindedness, etc. It is also in a positive momentum due to its significant growth in recent years, which creates a positive and exciting work environment. (employees)





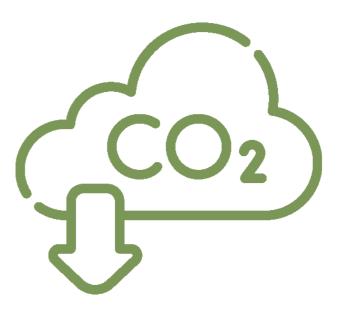


CALCULATING THE CARBON FOOTPRINT



As part of our certification process, we have chosen to have our carbon footprint calculated by a third party. Implementing a low-carbon approach allows us to do our part for the climate, comply with regulations, maintain our competitiveness, strengthen our employer brand and respond to our customers' environmental demands.

In addition, Sami is helping us to create a climate action plan, i.e. a set of measures to be implemented in order to achieve our greenhouse gas emission targets.



A CERTIFICATION

With two out of three stars, the label certifies that the company has taken environmental and societal issues into account in the performance of its duties and in its relations with all its employees, partners and suppliers.

To obtain this label, Positive Company® experts conducted an audit of our customers, employees and suppliers. This helps convey the company's message and further develop practices with a view to continuous improvement..

The Positive Company CSR label, a French label recognised at European level, is one of the most demanding labels in the world.





; |

Our actions?

ENVIRONMENTAL RESPONSIBILITY

- **Commitment for the fifth year** to the Planète Urgence association, through its 'Environment & Development' programme, which contributes to reforestation and the protection of local populations.
- Replacement of foam padding and plastic bags with honeycomb cardboard and use of wood as packaging reinforcement for our products.
- Use of 70% recycled ABS bodies or metal on the latest heat pump models
- Removal of disposable cups and provision of washable mugs within the company.
- Use of paper from the Programme for the Endorsement of Forest Certification (PEFC), which promotes sustainable forest management worldwide, for all our printing
- Installation of solar panels on the roof of the extension to our premises (718 photovoltaic panels covering 1,434 m²). These panels will generate 319 kWp (kilowatts peak)
- Greening of the car park
- Sorting of electronic components
- Digitalisation of manuals
- Drafting of an eco-friendly charter



CONSUMER PROTECTION

- Key member of FPP (French Federation of Swimming Pool Professionals) committees for standardising and improving swimming pool heating systems
- Technical data verified and validated by an independent laboratory (power, coefficient of performance, noise level, etc.)
- Free training for customers' technical teams to ensure they are fully equipped to do their job

FAIR PRACTICES

- Selection of high-quality components without planned obsolescence
- Repairability of products and 100% coverage during the warranty period
- IImplementation of a Supplier Charter

WORKING CONDITIONS

- · Construction of a 3,500 square metre extension in addition to the existing 2,500 square metres.
- · Introduction of remote working
- · Group deliveries of local fruit and vegetable baskets
- Renovation of premises to improve the quality and flow of work
- Installation of charging stations for electric vehicles.
- Free hot drinks, communal cupboard with coffee bean grinder.
- Participation of a Polytropic team in the Run for the Planet race, an eco-designed sporting event in aid of committed charities. Polytropic ran in aid of the charity Planète Urgence.
- Drafting of a 'living well together' charter to ensure the best possible respect for the premises and employees.

LOCAL DEVELOPMENT

- Partnerships with training institutes and sponsorship of student cohorts (ISMP, CFA Port de Bouc, CFA de Pau, etc.)
- Support for the FPP and its 'vigilance' programme promoting swimming lessons and drowning prevention
- Support for local development through Planète Urgence's 'Environment & Development' programme
- Choice of local and 'virtuous' service providers internally (Imprim 'vert printer, events in the Lyon region, caterers)

HUMAN RIGHTS

- Partnership with Wine Charity to support hospitalised parents and children
- Donation of furniture to charities (VALDELIA)
- Charity collection for Secours Populaire
- Participation in blood donation drives

6

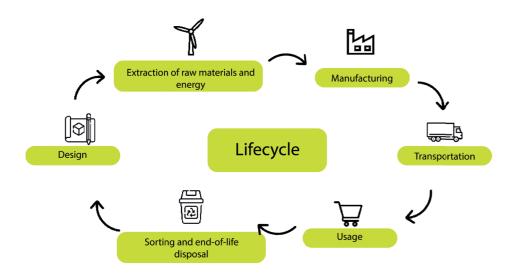
Focus on : eco-design of our products

WHAT IS ECO-DESIGN?

According to AFNOR (the French Association for Standardization), "eco-design consists of integrating the environment from the very beginning of the design phase of a product or service, and throughout all stages of its life cycle." Graedel and Allenby suggested in 1995 that integrating eco-design into the product development process can reduce environmental impacts by 80%.

The later eco-design is implemented in the product development process, the more challenging it becomes to make design changes. At Polytropic, we are aware of the importance of eco-design, which is why we integrate it into every stage of the product life cycle.

OUR ACTIONS AT EACH STAGE OF THE PRODUCT LIFE CYCLE



Design

- Pioneer in the development of Inverter technology, which is more environmentally friendly
- Pioneer in the development of propane-based heat pumps with almost zero environmental impact
- Development of panels made from 70% recycled ABS
- Development of PolySmart Control, which helps reduce the electrical consumption of heat pumps

Extraction of raw materials and energy

• Selection of reliable, high-quality components to prevent any planned obsolescence

Manufacturing

- Foam and plastic packaging bags replaced by honeycomb cardboard
- Packing cartons are not bleached and wood is used as packing reinforcement

Transport

· Transporting products by boat rather than by plane

Use

- Development of Aquavariation software to help professional customers select the right heat pump model
- Photovoltaic system to be coupled to the pool heat pump to supply up to 100% of the power required
- Through its social networks and website, Polytropic provides advice on the maintenance and use of its heat pumps

Sorting and end of life

- Recycling of waste electrical and electronic equipment (D3E) by a specialist company
- Repairable products covered at 100% during the warranty period

Tomorrow?

As part of our overall CSR policy, we are working to ecodesign our machines and reduce our environmental impact.

We began using the R290 refrigerant in 2018, and will soon be extending its use to all our products. We are also working on prototypes using gases that have even less impact on the ozone layer, with a 15-year horizon.

As the market naturally evolves towards even more efficient and intelligent pools, we are developing our solutions combining photovoltaic panels and a unique, patented energy management system specially designed for pools.

Our aim is to offer even more services to both professionals and private customers, to make the pool even easier to use and to reduce energy consumption.

New regulations are already prompting us to develop even more virtuous and innovative machines and processes. As manufacturers, and with a combination of clean, renewable energies and innovative processes, we will continue to support professional pool builders on the road to a zero-emission pool.

PolySolar Energy System is a kit of photovoltaic panels that allows you to make the most of your heat pump.

In fact, electricity consumption is further optimised by being partially independent of the electricity distribution network, making it possible to supply up to 100% of the consumption required for the heat pump to operate properly.





Anticipating all regulations and for greater transparency, POLYTROPIC displays the classification of its machines according to the AFNOR standard for environmental classification of swimming pools initiated by the Fédération des professionnels de la piscine (FPP).

All Polytropic full-Inverter heat pumps are A-rated!

OUR OBJECTIVES



- > TO ALWAYS REDUCE THE IMPACT OF THE MANUFACTURE OF OUR PRODUCTS
- > DEVELOPING THE TECHNOLOGIES AND PRACTICES OF TOMORROW
- > RAISING AWARENESS OF CLIMATE ISSUES

8

A constant commitment



Implementation of initial technical training courses for our customers and dissemination of best practices and usage guidelines

Launch of our first inverter pool heat pump and the first to run on R32 gas

Relocation to new premises to support the company's growth

Launch of the first range of pool heat pumps running on R290, a gas with low environmental impact Awarded the Positive Company CSR label with one star

Development of the patented PolySolar Energy System photovoltaic solution Renewal of the Positive Company CSR label audit and award of our second star

Investment in a climate chamber for the development of even more virtuous products









