



2026 Edition

CSR REPORT



Environment



Social



Governance

A CSR approach

Corporate Social Responsibility (CSR) refers to the integration of environmental, social and governance (ESG) considerations into a company's activities and decisions.

It reflects a company's commitment to measuring and reducing the impact of its activities while making a positive contribution to its ecosystem: employees, customers, partners, local communities and the environment.

Adopting a CSR approach means taking action to:

- **reduce environmental impact** and preserve resources;
- **promote employee well-being, health and quality of life at work;**
- **encourage responsible, ethical and transparent practices.**

Why does it matter?

Energy efficiency, equipment performance, durability, repairability... **environmental concerns are becoming increasingly important in the swimming pool industry.**

Beyond regulatory changes, our role as a designer and manufacturer is to develop reliable, high-performance and energy-efficient equipment, while supporting industry professionals in adopting more responsible practices.

Reducing energy consumption, improving equipment durability and developing new technologies are therefore an integral part of our approach.

Faced with future environmental, social and economic challenges, we aim to continue improving our products and practices alongside all our partners.

AS A DESIGNER AND MANUFACTURER, WE HAVE BEEN COMMITTED FOR MANY YEARS TO DEVELOPING EQUIPMENT WITH A LOW ENVIRONMENTAL IMPACT.



What matters to me, beyond what we produce, is how we produce it. Caring for the environment, respecting the people we work with and constantly striving to improve are all things I value deeply.

Claudia-Lisa GROLIER, Marketing and Communications Officer, Volunteer Member of the CSR Committee

Is it mandatory?

Not all companies are required to publish sustainability information.

The **CSRD (Corporate Sustainability Reporting Directive)** governs this requirement for companies within its scope.

POLYTROPIC is not subject to this requirement.

This report is therefore part of a **voluntary initiative** to present our commitments, actions and progress in corporate social responsibility.

Is it regulated?

Corporate social responsibility is notably covered by an international reference standard: **ISO 26000**.

This standard provides guidelines for integrating social responsibility into an organisation's activities and practices. It covers areas such as **governance, working conditions, the environment and local development.**

Unlike other ISO standards, ISO 26000 does not lead to certification.

It provides a **framework for structuring a CSR approach** and turning commitments into concrete actions.



Formalising our CSR Approach

At **POLYTROPIC**, environmental and social responsibility has been an integral part of our development for many years.

This commitment is reflected in both our product design and internal practices, with a constant focus on **offering more sustainable solutions, improving our employees' working conditions and contributing to local development.**

A commitment beyond swimming pools

This vision is also reflected in the development of **WARMEO**, our brand dedicated to residential heating solutions, bringing our expertise to improving energy efficiency in homes.



Establishing a CSR Committee

To structure our approach and manage our actions over time, **POLYTROPIC established its CSR Committee in 2020.**

Made up of representatives from each department, the committee encourages employee involvement and the integration of social responsibility across all levels of the company.

It helps define priorities, monitor ongoing initiatives and identify new areas for improvement.

This structure also strengthens our ability to meet the expectations of our customers and partners, while pursuing our mission: **designing reliable, durable, repairable and high-performance equipment that helps users reduce their energy consumption.**

What our employees say

“At **POLYTROPIC**, there is a genuine commitment to doing things well, with a collaborative and participatory CSR approach and a constant drive for continuous improvement.”

“Human values are reflected in our daily work, alongside a strong performance-driven culture.”

What our partners say

“A strategic partner that meets all our expectations in terms of product quality, customer relations and CSR strategy.”

“Healthy, rewarding relationships built on open and honest communication.”

Carbon footprint assessment

As part of our CSR approach, **POLYTROPIC** commissioned an independent organisation to assess its carbon footprint and measure the greenhouse gas emissions generated by its activities.

This assessment enables us to **identify our main sources of emissions and develop a climate action plan to progressively guide our reduction efforts.**



A recognised commitment: Positive Company®

The **Positive Company®** label is a CSR recognition that assesses companies' commitments and practices in corporate social responsibility.

Based on a participatory approach, this assessment involves consulting the company's various stakeholders: employees, customers and suppliers.

In 2026, POLYTROPIC renewed its 2-star Positive Company® certification, achieving a score of 65.58/100.

This recognition highlights the initiatives undertaken by our teams and encourages us to continue our commitment to continuous improvement.



Our actions

Environmental Responsibility

- 6th year of commitment to **Planète Urgence**, supporting its reforestation and community protection programme
- Use of **70% recycled ABS or metal casings** on our latest heat pump models
- Replacement of protective foam and plastic bags with **honeycomb cardboard and wooden packaging reinforcements** for our products
- Use of **PEFC-certified paper** for all our printed materials
- Digitalisation of user manuals
- Greening of our car park
- Sorting of electronic components
- Installation of **solar panels** on the roof of our building extension (718 panels covering 1,434 m², with a capacity of 319 kWp)
- Elimination of disposable cups and provision of reusable mugs and water dispensers
- Raising employee awareness through an **eco-friendly practices charter**
- Renewal of our IT equipment through a **"Made in Europe" supplier**



Working conditions

- Construction of a **3,500 m² extension** in addition to the existing 2,500 m²
- Introduction of **remote working**
- **Workplace ergonomics awareness training** covering good posture and movement practices
- Group deliveries of **local fruit and vegetable baskets**
- **Renovation of our premises** to improve working conditions and efficiency
- Installation of **electric vehicle charging stations**
- **Free hot drinks**, with a shared bean-to-cup coffee machine
- Participation in the **Run for the Planet**, an eco-designed sporting event supporting charities.
- **POLYTROPIC** ran in support of **Planète Urgence**.
- Introduction of a **"living well together" charter** to encourage respect for shared premises and colleagues



Local development

- **Partnerships with training institutions and sponsorship of student cohorts** (ISMP, CFA Port-de-Bouc, CFA Pau, etc.)
- Support for the FPP and its "Vigiplouf" programme promoting **swimming education and drowning prevention**
- Support for local development through Planète Urgence's **"Environment & Development" programme**
- **Selection of local, responsible service providers** (Imprim'Vert-certified printer, events in the Lyon region, caterers)

Consumer protection

- **Active participation in FPP committees** (French Swimming Pool Professionals Federation) to standardise and improve swimming pool heating
- Verification and validation of technical data by an **independent laboratory** (heating capacity, coefficient of performance, noise levels, etc.)
- **Free training for our customers' technical teams** to ensure optimal product knowledge and use

Fair business practices

- Selection of **high-quality components** with no planned obsolescence
- **Repairable products with 100% coverage** during the warranty period
- Implementation of a **Supplier Charter**

Human rights

- **5th year of partnership with Wine Charity** supporting hospitalised children and their parents
- **Donation of furniture** to charities (VALDELIA)
- Charity collection in support of **Secours Populaire**
- Participation in **blood donation drives**
- Support for the **"Gothia Cup"** project run by Fondation OVE for young people with intellectual developmental disabilities
- Support for **Adapei 69**, which helps improve the quality of life of people with intellectual disabilities



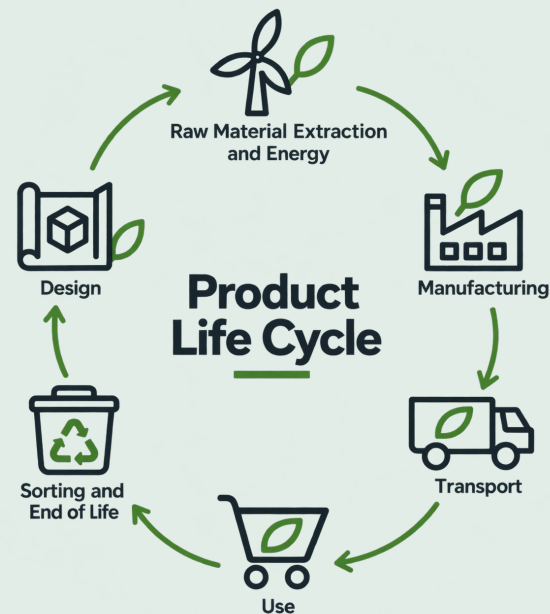
Eco-design of our products

What is eco-design?

According to **AFNOR**, "eco-design means integrating environmental considerations from the design stage of a product or service and throughout its life cycle." In 1995, Graedel and Allenby suggested that integrating eco-design into product development could reduce environmental impacts by 80%.

The later eco-design is introduced into product development, the harder it is to make design changes. At **POLYTROPIC**, we recognise the importance of eco-design. That is why we integrate it at every stage of the product life cycle.

Our actions at every stage of the product life cycle



Design

Pioneering the development of **Inverter technology** with a lower environmental impact

Pioneering the development of **propane heat pumps** with an extremely low environmental impact

Development of casings made from **70% recycled ABS**

Development of **PolySmart Control**: reduces heat pump electricity consumption

Raw material and Energy extraction

Selection of **reliable, high-quality components** with no planned obsolescence

Manufacturing

Protective foam and plastic packaging bags replaced with **honeycomb cardboard**

Unbleached cardboard packaging and wood used as packaging reinforcement

Transport

Shipping products by **sea rather than air**

Use

Development of **AquaVariation** software to help professional customers select the right heat pump model

Photovoltaic system paired with the pool heat pump to supply up to 100% of the required power

Heat pump maintenance and usage advice on our website and social media

Sorting and end of life

Recycling of electrical and electronic waste (WEEE) by a specialist company

Repairable products with 100% coverage during the warranty period

Remote maintenance through our PolyConnect app

What about tomorrow?

As part of our CSR approach, we are committed to designing more environmentally responsible equipment and reducing our environmental footprint.

We have used R290 refrigerant since 2018 and plan to extend its use across our product range.

We are also developing prototypes using refrigerants with an even lower environmental impact, with a 15-year outlook.

As the market moves towards smarter, more efficient pools, we are expanding our solutions combining photovoltaic panels with our patented energy

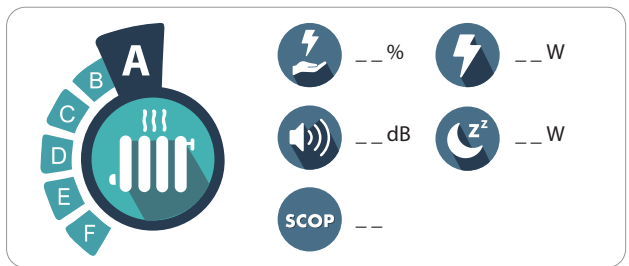
management system, specially designed for swimming pools.

Our ambition is to offer more services to professionals and consumers alike, making equipment easier to use and even more energy-efficient.

New regulations are already driving us to develop more sustainable and innovative equipment and processes. As a manufacturer, we will continue helping pool professionals move towards zero-emission pools by combining clean, renewable energy with advanced technologies.

PolySolar Energy System is a photovoltaic panel kit designed to maximise heat pump performance.

It further optimises electricity consumption by reducing reliance on the power grid and supplying up to 100% of the electricity needed to operate the heat pump.



Anticipating regulatory requirements and promoting transparency, POLYTROPIC displays its equipment ratings under the **AFNOR environmental classification standard** for swimming pools, initiated by the French Swimming Pool Professionals Federation (FPP).

All POLYTROPIC full-Inverter heat pumps are rated A!

Our objectives

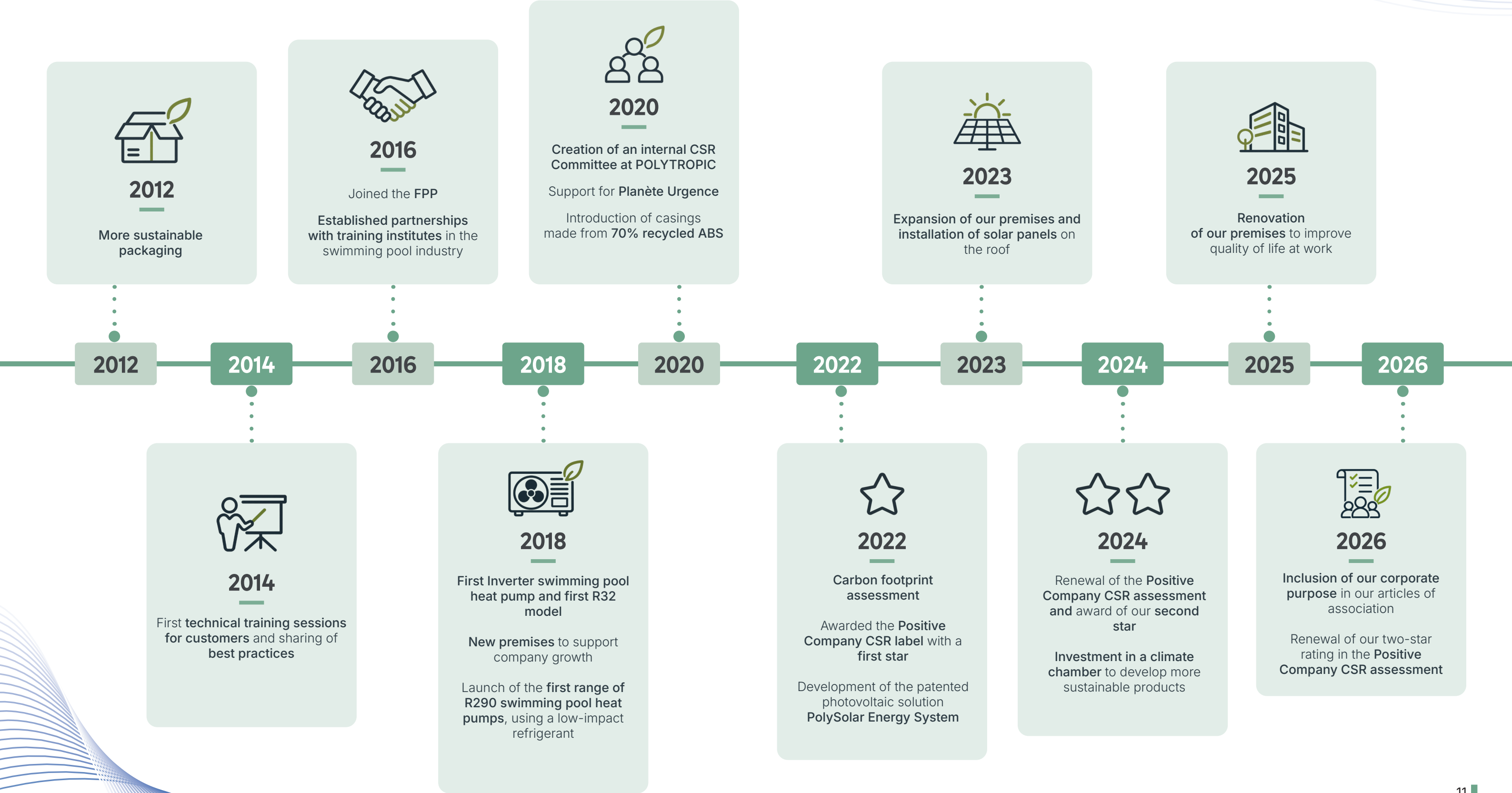
- Further reduce the environmental impact of our products manufacturing
- Develop the technologies and practices of tomorrow
- Raise awareness of climate challenges



An ongoing commitment

For over ten years, we have taken concrete action to reduce our environmental footprint, promote employee well-being and make a positive contribution to our ecosystem.

This timeline highlights the key milestones of our CSR approach and our commitment to making these principles a lasting part of our corporate strategy.





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