

Smart For Good Program

CSR REPORT

2025

wirquin | Smart For Good



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FOREWORD

A word from our leadership

For nearly a decade, sustainability has progressively shaped the way we think, innovate and grow at Wirquin.

What began as a strong conviction has become ***a strategic commitment shared across our entire Group****. Year after year, we have worked to reduce our environmental footprint, strengthen our social impact and improve the way we operate, while continuing to develop smart and sustainable solutions for our customers.*

A major milestone was reached in 2022 *when we further structured our CSR approach. We established a dedicated governance framework and carried out our first Group carbon footprint assessment. Since then, we have monitored our greenhouse gas emissions every year, allowing us to better understand our impacts, measure our progress and guide our decisions with increasing accuracy. As a result, we have* ***reduced our greenhouse gas emissions by 20% since 2022****, demonstrating our ability to turn ambition into measurable action.*

Today, our sustainability performance is built on robust data, recognised methodologies and measurable indicators. This stronger foundation enables us to continuously improve our actions and confidently pursue our ***ambition of building Wirquin's carbon neutral future.*** *The results presented in this report reflect the commitment of all our teams.*

Across our subsidiaries, we continue to reduce energy consumption, develop more eco-designed products, increase the use of recycled materials and strengthen responsible practices throughout our value chain.

Much remains to be done. The environmental and societal challenges ahead require humility, determination and collective action. As a family-owned company with a long-term vision, we remain committed to combining innovation, industrial performance and responsibility to ***create sustainable value for our customers, our employees, our partners and future generations.***



Grégory LE COËNT
CEO

"Lasting progress is achieved through humility, determination and collective action."

WHO ARE WE?

Driven by purpose

Smart, useful and sustainable solutions for everyday life!

A family-owned group with an international footprint, **Wirquin designs smart and sustainable** sanitary and plumbing **solutions** for nearly 80 years, aimed at simplifying the daily work of professionals while improving comfort in the home.

As a specialist in bathroom and toilet equipment, the Group is committed to offering **robust products while reducing its environmental impact.**

Driven by its signature **Smart For Good**, Wirquin promotes a vision of useful innovation: smart, responsible and accessible solutions, **serving both the planet and its habitants**.

1948

8
RANGES

4
CHANNELS

+35
COUNTRIES

105
MILLIONS €





WHO ARE WE?

Driven by purpose

Smart design. Less material. More durability.

At Wirquin, we develop **sanitary solutions that combine high performance, and responsible resource use**. Every innovation is engineered to minimise environmental impact across the entire lifecycle while delivering lasting value for users.

We continuously optimise materials and product design to reduce plastic use and improve efficiency. Where feasible, **recycled materials are integrated without compromising quality, safety, or durability**. All our products undergo rigorous testing and are built to last, supported by warranties and, for selected ranges, the availability of spare parts.

DRAINAGE SOLUTIONS

Ultra-compact and multifunctional, our bathroom and kitchen drainage solutions are designed to save space, simplify installation and enhance long-term comfort by preventing noise and unpleasant odours. Their optimised design **reduces raw material use**, **transport volumes and logistics impacts**, while maintaining high levels of performance and durability.





TOILET SOLUTIONS

As pioneers in dual-flush water-saving technology, we develop durable toilet solutions that help **reduce water consumption every day**. Easy to install and built to last, they combine efficiency, comfort and responsible resource management for more sustainable bathrooms.





WHO ARE WE?

Driven by purpose

A Global Network Built for Local Impact

With a strategic presence worldwide, Wirquin has positioned itself **as a major player in the plumbing and sanitaryware sector**, supported by a network of 10 subsidiaries and 6 high-performing production sites in Europe, Africa, and Asia.

This international footprint enables us to stay close to our markets, ensuring fast response times and solutions adapted to local needs, while supporting optimised flows that reduce environmental impact and enhance our agility in serving customers.



10
SUBSIDIARIES

6
PRODUCTION SITES

822
TALENTS

Driven by a strong team spirit, we are able to develop specific solution adapted to local standards and complying with our stringent quality and environmental criteria.

WHO ARE WE?

Driven by purpose

Women & Men at Wirquin invent with **enthusiasm** and proudly sell **qualitative technical solutions** and services related to **water cycle, smart & innovative,** improving end-users' life comfort, hygiene and health.

OUR MISSION



OUR WISION

Change the codes, that's Wirquin's Touch!
We **look for usage problems and anticipae** our customers, installers & end-users' expectations, in order to satisfy them, keeping up one step ahead.

We passionately innovate, dream tomorrow's smart solutions, and we develop services & product usage.
Continuously, we reinvent ourselves, our organization, in order to improve, to **stay agile and create more added value.**

Wirquin Group assumes & affirms, at all stages, its sustainability commitment. **Reducing environmental footprint**, at each step of our products & services life cycle, is a priority. **Reach carbon neutrality in 2040** will be our pride.

This strong commitment will irrigate colleagues stakeholders' initiatives.
Doing so, we will enlarge our innovations fields of possibilities!

WHO ARE WE?

Driven by purpose

By forging our signature - Wirquin, Smart For Good - we have chosen to go beyond the objective of economic performance.

WIRQUIN. *By associating the name Wirquin with our signature, we recall the importance of our brand, its family roots and the values associated with it: the priority given to people, team spirit, entrepreneurial freedom and openness to the world.*

SMART*. Creativity is Wirquin's DNA. Creativity that feeds on listening and observation. An ingenious creativity that doesn't hesitate to think "outside the box", recognizing problems as a source of inspiration. Creativity that inspires each of us and enables us to design innovative solutions for our customers. Products that meet the demands of comfort and well-being, hygiene and public health.*

FOR GOOD. *CSR commitment is a priority shared by each of us : more than 800 employees around the world, women and men determined to make a difference by addressing the challenges of their local communities. This commitment translates into actions such as water preservation efforts in South Africa, drastic reductions in electricity consumption in China and the hiring of people with disabilities in our workshops in France.*
As part of this dynamic, we continue to work towards greater inclusion and are committed to increasing the use of recycled materials to reduce our environmental footprint, with the ambition to meet the climate objectives of the Paris Agreement.

These three commitments : putting people first, creativity and CSR, are our driving force. They drive us to design high-performance and useful sanitary and plumbing solutions that serve the planet and its people. Day after day, we bring to life the most beautiful of promises: ***Wirquin, Smart For Good***

wirquin
Means humane

Smart
Creativity and innovation

For Good
Responsibility and usefulness

OUR VALUE CHAIN & ECOSYSTEM

Our value chain reflects how Wirquin creates sustainable value across the entire product lifecycle, from raw material sourcing and manufacturing to distribution, product use, and end-of-life management.

By working closely with our suppliers, partners, customers and local communities, we aim to **combine industrial performance, innovation and environmental responsibility at every stage**.



UPSTREAM VALUE CHAIN

We purchase raw materials, equipment, energy, chemicals and services from many suppliers and subcontractors.

OWN OPERATIONS

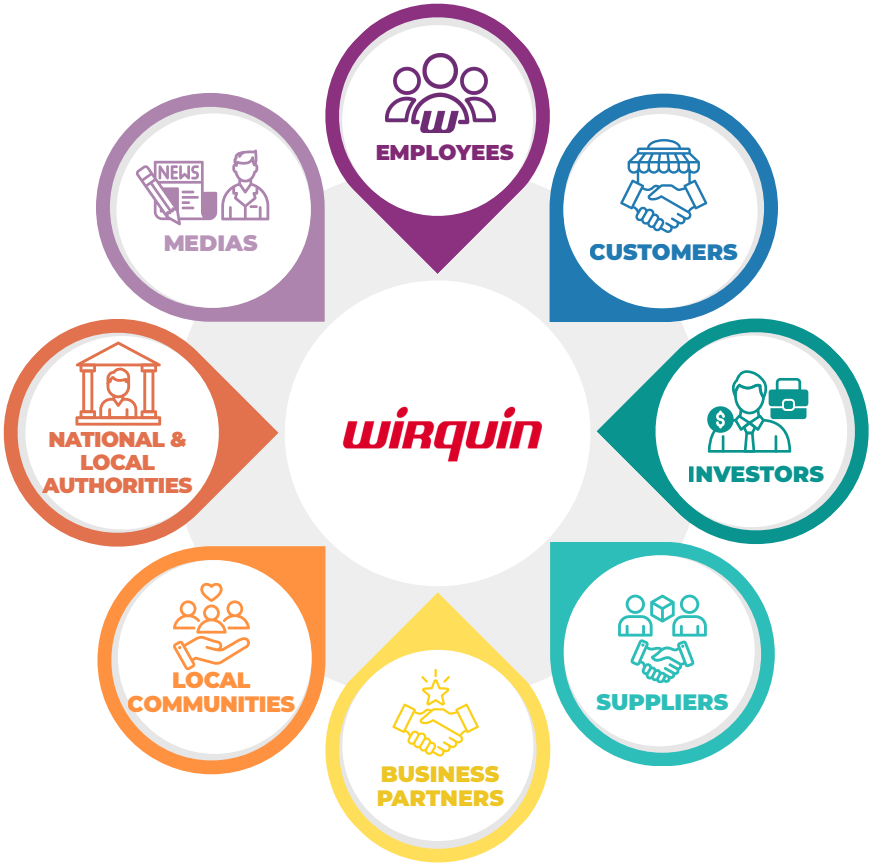
We design, manufacture, test, package and support our products to turn ideas into reliable and sustainable sanitary solutions.

DOWNSTREAM VALUE CHAIN

We bring our products to consumers through distribution, installation, use, maintenance and end-of-life support.

OUR VALUE CHAIN & ECOSYSTEM

Our stakeholders play a key role in Wirquin's sustainable development. Maintaining transparent and responsible relationships with them helps us create long-term value and drive continuous improvement.



INTERNAL

- **Employees :** Wirquin's employees contribute to the Group's long-term performance, quality and innovation, while expecting safe and healthy working conditions, equal opportunities for learning and skills development, continuous training, career development, fair treatment, and transparent communication.

EXTERNAL STAKEHOLDERS

- **Customers :** Expect reliable, innovative and high-quality products with responsive service.
- **Investors :** Expect sustainable performance, transparent governance and effective ESG risk management.
- **Suppliers :** Support manufacturing activities and expect fair partnerships, clear requirements and responsible sourcing practices.
- **Business Partners :** Expect strategic alignment, trust, innovation and protection of brand image and intellectual property.
- **Local Communities :** Expect job creation, environmental responsibility and transparent local dialogue.
- **National and Local Authorities :** Expect regulatory compliance, product safety and environmental protection.
- **Medias :** Expect transparent, accurate and timely communication on activities and CSR commitments.

OUR SUSTAINABILITY GOVERNANCE STRUCTURE

Our sustainability governance structure embeds CSR across the **organization**, **ensuring clear roles**, **accountability**, **coordination** and **effective implementation** of our sustainability commitments.

Governance body	Composition	Main responsibilities	Key outputs
President	Highest governance level	Supervises Group strategy and governance	Strategic oversight, governance alignment and high-level endorsement
Group General Manager	Executive sponsor of the CSR strategy	• Validates the Group CSR strategy • Drives progress toward CSR objectives • Ensures alignment of Business Units with Group priorities	CSR strategic direction, Group priorities, BU alignment and executive arbitration
Group Corporate Social Responsibility (CSR)	Central CSR coordination function	• Defines the CSR strategic framework • Monitors Group CSR performance, risks, action plans and cross-functional projects • Provides operational support to sites where needed	CSR framework, roadmap, KPI dashboard, Group reporting, risk and action plan follow-up, cross-functional coordination and site support
Business Units / Sites	Operational deployment level, led by Business Unit Managers and supported by local site CSR Coordinators where appointed	• Deploys CSR actions locally • Reports performance indicators	Local action plans, operational deployment, performance data, stakeholder feedback and site-level initiatives

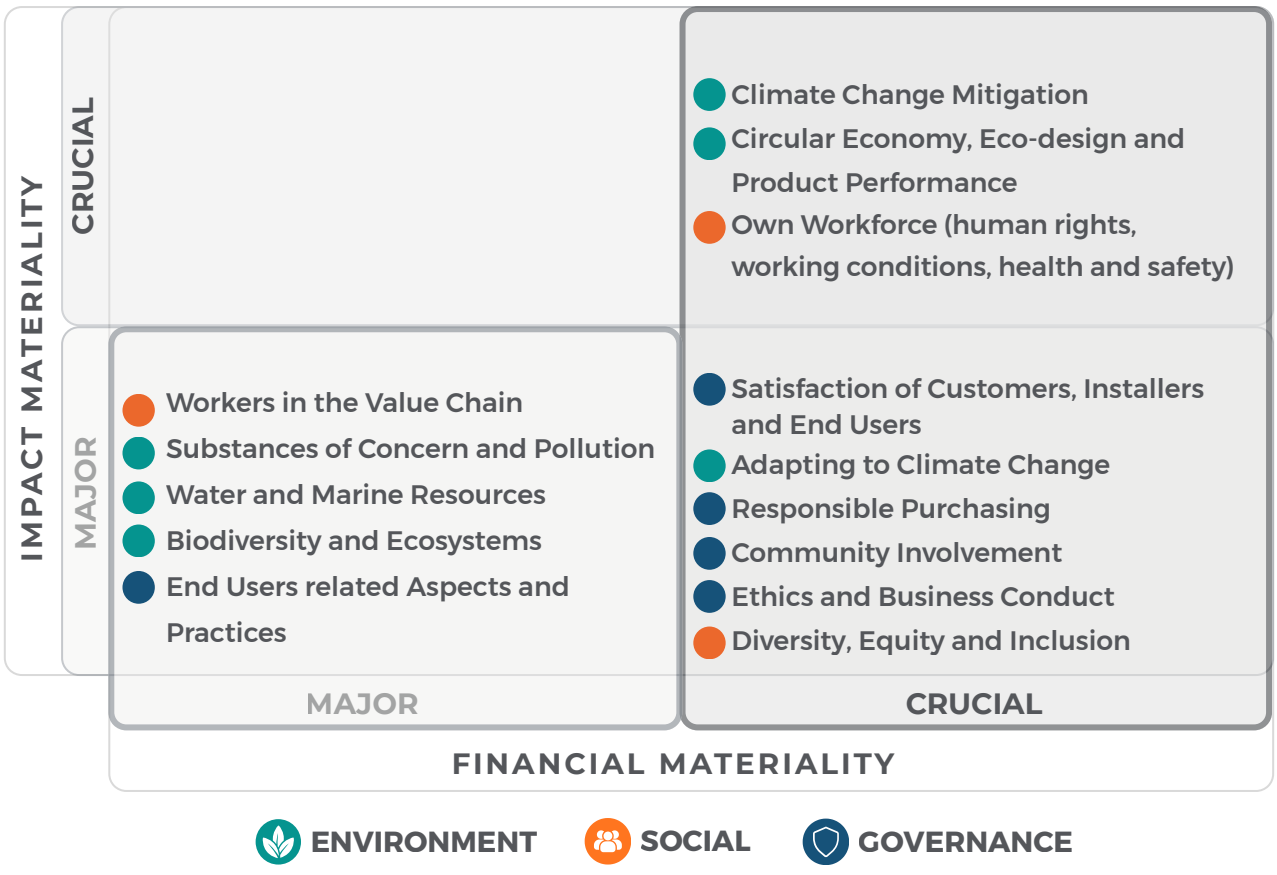
OUR SUSTAINABILITY FRAMEWORK

OUR MATERIAL IMPACTS

At Wirquin, sustainability and responsible business practices are essential to building **long-term value** and ensuring the **resilience of our business**.
Our commitment to **Environmental**, **Social** and **Governance** principles guides the way we operate, innovate and collaborate with our stakeholders.

To structure this approach and ensure it addresses the issues that matter most, Wirquin Group conducted a **Double Materiality Assessment** (DMA) in line with the **European Sustainability Reporting Standards** (ESRS 1).
This assessment enabled us to **identify** and **prioritize** our **key sustainability challenges** by examining both how sustainability risks may affect our financial performance, growth and operational resilience (**financial materiality**) and how our activities impact the environment, climate, resources and communities (**impact materiality**).

All **material challenges** identified as **crucial** in the matrix below, whether from a financial or impact perspective, **now form the basis of our Corporate Social Responsibility** (CSR) **strategy**. Other relevant and emerging topics, identified as major, will continue to be monitored and may be gradually incorporated as our sustainability roadmap develops and stakeholder expectations evolve.



OUR SUSTAINABILITY FRAMEWORK

OUR STRATEGY

Based on our materiality assessment and input from both internal and external stakeholders, our CSR strategy focuses on the issues where we can generate the greatest positive impact, underpinned by robust policies.

Aligned with the **United Nations Sustainable Development Goals** (SDGs), our **Corporate Social Responsibility** (CSR) **strategy** is built around three pillars turning our commitments into meaningful actions for a more sustainable future :

ENVIRONMENT



1.1. Act against climate change and strengthen climate resilience

1.2. Produce and consume in a way that balances industrial performance with environmental responsibility

1.3. Eco-design efficient products to reduce their environmental footprint throughout their lifecycle



SOCIAL



2.1. Ensure a safe, healthy and rights-respecting work environment

2.2. Fully develop our talents for tomorrow's challenges

2.3. Promote diversity, equity and inclusion



GOVERNANCE



3.1. Embed integrity, compliance and accountability into our governance and operations

3.2. Implement responsible purchasing practices to drive sustainable value creation

3.3. Support solidarity and community focused initiatives





ENVIRONMENT

ACTING FOR THE PLANET



ENVIRONMENT
ACTING FOR THE PLANET

Designing performance with responsibility

In response to climate challenges and the need to preserve natural resources, Wirquin is committed to responsible and sustainable growth. This commitment is embedded in our CSR Policy, which guides our ambition to combine innovation, industrial performance and respect for the environment.

OUR POLICY

Our Environmental Policy translates this ambition into a common framework for action across our sites, operations and products, covering the full value chain from design and manufacturing to logistics, purchasing and business relationships.

Guided by our double materiality assessment, we focus on climate action and resilience, resource efficiency, responsible waste management, recycled materials, packaging optimisation and eco-design. These priorities support continuous improvement and help reduce our environmental footprint while strengthening the resilience of our operations.

In this section, we present the actions undertaken, the progress achieved and the next steps that guide our environmental roadmap. Our ambition is to combine industrial performance, innovation and responsibility in order to build, together with our teams and partners, a model that is more respectful of the environment.

OUR GOALS

- **Reduce our environmental footprint**
- **Strengthen climate resilience across our operations and value chain**
- **Develop more sustainable products through resources efficiency, recycled materials and eco-design**

SDGs CONTRIBUTIONS



ENVIRONMENT
ACTING FOR THE PLANET
1. CLIMATE ACTION & DECARBONISATION

At Wirquin, we are committed to **combating climate change by taking steps to reduce our carbon footprint** and contribute to the objectives of the Paris Agreement. During 2025, we carried out our second full-scope carbon emissions assessment.

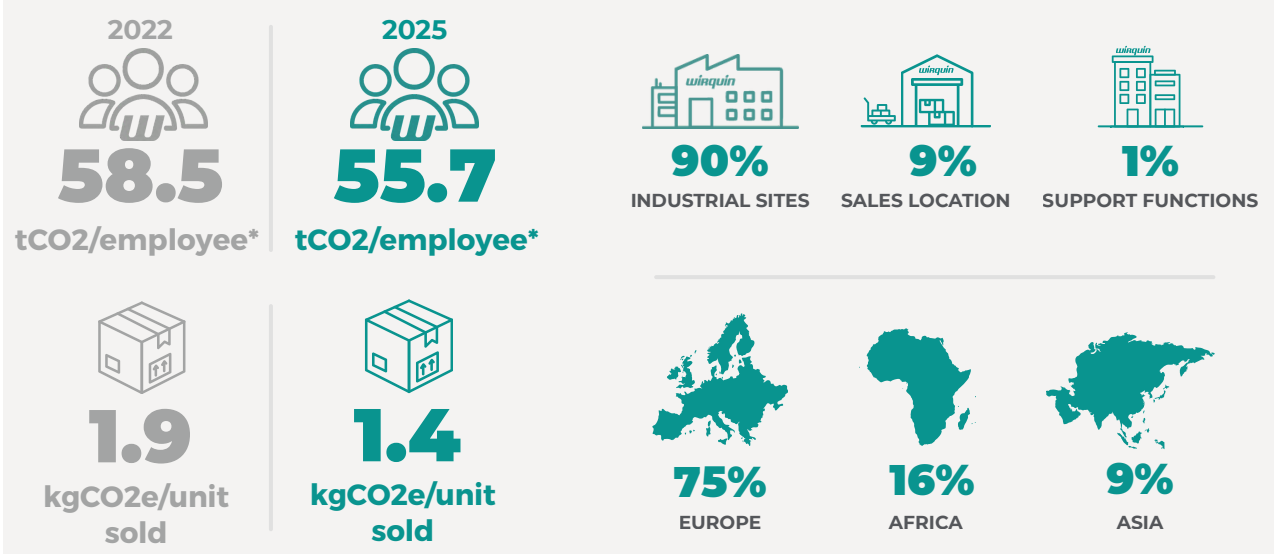
OUR CARBON FOOTPRINT



Scopes 1, 2 and 3 classify a company's greenhouse gas emissions: Scope 1 covers direct emissions from the company's own activities, Scope 2 covers indirect emissions from purchased energy such as electricity, and Scope 3 covers all other indirect emissions across the value chain, including suppliers, transport, product use and end-of-life.

In 2025, our total carbon footprint **decreased by 20%** compared with 2022, mainly due to lower emissions in **key categories such as purchasing, energy, transport and travel** (employees business travel and commuting).

This positive trend reflects the impact of our CSR actions, while part of the variation is also linked to the improved reliability and accuracy of the data collected. We will continue our efforts to reduce emissions and strengthen data quality in the coming years.



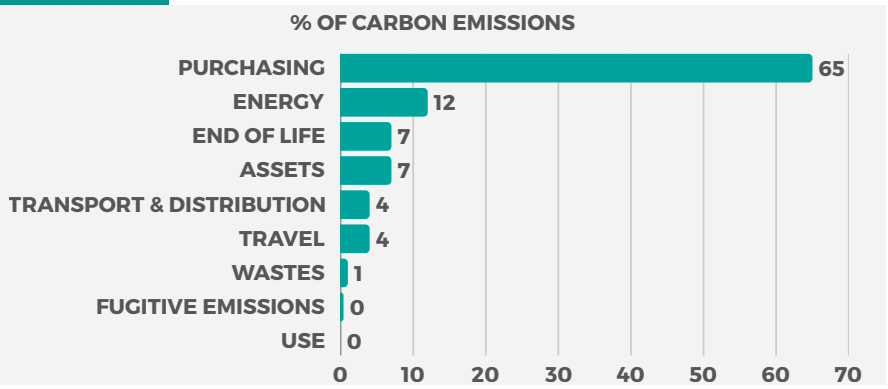
**FTE (Full-time equivalent)*

ENVIRONMENT
ACTING FOR THE PLANET
1. CLIMATE ACTION & DECARBONISATION

OUR CARBON FOOTPRINT

77%

OF OUR EMISSIONS COME FROM OUR PURCHASES AND ENERGY CONSUMPTION



65%

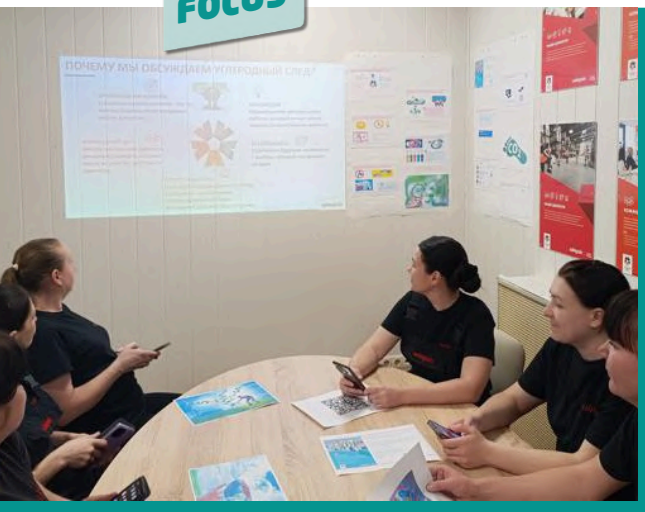
12%

Our main sources of GHG emissions are **purchased inputs for production**, which account for **65% of our total emissions**, or **27 $ktCO_2e$**. This includes components and finished goods **(32%)**, raw materials **(25%)** and packaging **(3%)**.

Energy consumption is the second-largest source, representing **12% of our total emissions**, or **5 $ktCO_2e$**, mainly driven by purchased electricity, which accounts for **11%**.

The remaining **23% of our emissions** are distributed **across several categories** : the **end-of-life treatment** of our products and their packaging; **assets** related to our buildings, car parks and equipment; upstream, internal and downstream **transport of goods and materials** ; business **travel** and **employee commuting**; **waste** treatment ; **fugitive emissions** linked to the use of air-conditioning systems and finally, the **use** phase of certain products powered by batteries.

FOCUS



ENGAGING EMPLOYEES TO REDUCE THEIR CARBON FOOTPRINT

A climate awareness campaign was launched across all subsidiaries to help employees better understand their **carbon footprint and the impact of everyday actions.**

Using the **"Nos Gestes Climat"** tool, participants assessed their personal impact and identified key levers for action.

Nearly one-third of employees took part, helping raise awareness and promote individual action.

ENVIRONMENT
ACTING FOR THE PLANET
1. CLIMATE ACTION & DECARBONISATION

In 2025, we launched the **"ACT Step by Step"** approach to build a structured climate transition plan aligned with the Paris Agreement. This initiative enables us to :

- **Assess the maturity of our climate strategy,**
- **Identify the priority levers for reducing our emissions,**
- **Build a roadmap aligned with the requirements of a low-carbon transition.**

By gradually mobilizing all our business functions and sites, we aim to embed this trajectory into our operational decisions, investments and partnerships, marking a key step toward a more resilient and responsible business model.
Our decarbonisation strategy is built around **5 keys levers of action :**

1

RECYCLED MATERIALS AND ECO-DESIGNED PRODUCTS

Reducing virgin plastic use through recycled and lower-carbon materials, while integrating eco-design to minimize product lifecycle impact.

2

ENGAGING OUR SUPPLIERS

Integrating CSR criteria into supplier selection and monitoring to reduce indirect emissions and strengthen sustainability across our value chain.

3

DRIVING LOW-CARBON INDUSTRIAL PERFORMANCE

Improving industrial and energy performance through monitoring, process optimisation, efficient equipment, lower consumption while accelerating the shift to lower-carbon energy.

4

PRIORITISING LOCAL SOURCING

Measure and develop local purchasing in order to reduce transport-related impacts and build a more sustainable supply chain.

5

RETHINKING OUR PACKAGING

Generalising alternatives to virgin plastic packaging and progressively eliminating single-use plastics from our primary packaging.

ENVIRONMENT
ACTING FOR THE PLANET
2. RESPONSIBLE PRODUCTION & CONSUMPTION

At Wirquin, **every material choice matters**. Even when progress is challenging, we remain committed to using less virgin plastic and more recycled materials.

PLASTIC RAW MATERIALS CONSUMPTION

9.4%
RECYCLED PLASTIC RAW MATERIALS

25%
OF OUR TOTAL EMISSIONS ARE RELATED TO PLASTIC RAW MATERIALS CONSUMPTION

Wirquin is progressively working to **increase the use of recycled materials** across its product portfolio. This ambition is implemented product by product, taking into account the **availability** of suitable recycled raw materials, their **consistency** and **quality**, as well as the **technical** and **regulatory requirements** applicable to each range.

Using recycled plastics helps reduce reliance on virgin petrochemical-based materials and generally requires **less energy** than producing new plastic. By incorporating more recycled content, Wirquin aims to **lower the carbon footprint linked to raw material sourcing**, while also supporting the recovery of plastic waste that could otherwise be incinerated or sent to landfill.

In 2025, Wirquin France invested more than €100k, **in partnership with ADEME**, in a **new material handling system** to optimise the use of recycled materials while maintaining product quality and performance.



MAIN ACHIEVEMENT IN 2025

☑ A notable achievement, in France, is the development of a **white trap made from 96% recycled plastic**, demonstrating that ambitious environmental objectives can be successfully combined with product reliability, durability and customer expectations.

ADVANCING CIRCULARITY WITH THE MORE LABEL

Wirquin France has been awarded the MORE label (MObilised for REcycling), a recognition of its commitment to **advancing the circular economy** through the **use of recycled plastics**.
This distinction reflects the site's continuous efforts to reduce its reliance on virgin raw materials while maintaining high standards of quality and performance.



ENVIRONMENT
ACTING FOR THE PLANET
2. RESPONSIBLE PRODUCTION & CONSUMPTION

At Wirquin, responsible **energy use means doing more with less**. Across our sites, we are reducing consumption, improving efficiency and accelerating the shift to renewable electricity.

ENERGY CONSUMPTION

2022
16.0
GWH

2025
13.5
GWH

-16%
IN 3 YEARS

83%
OF OUR ENERGY CONSUMPTION COMES FROM ELECTRICITY

12%
OF OUR TOTAL GHG EMISSIONS ARE RELATED TO OUR ENERGY CONSUMPTION

From 2022 to 2025, Wirquin **reduced its overall site energy consumption by 16%**, which is **equivalent to the annual electricity consumption of 590 European households**. This reduction reflects the Group's efforts to improve energy efficiency and strengthen energy management across its operations.

x7.5
IN 3 YEARS
OF RENEWABLE ENERGY

Building on this progress, the Group is also working to increase the share of **renewable energy** in its energy mix, which reached **3% in 2025**.

MAIN ACHIEVEMENTS IN 2025

☑ Our distribution sites in the **UK and Spain** now run on **100% green electricity,** strengthening the Group's commitment to renewable energy and reducing indirect emissions from electricity use.

☑ **In France,** major work **strengthened the insulation** of the north-facing façade, improving thermal performance, reducing heat loss and lowering the site's overall energy demand.



INTEGRATING SOLAR ENERGY INTO OPERATIONS

Wirquin China strengthened its low-carbon strategy by integrating on-site solar panel into its electricity mix. From June 2025 onward, the site directly consumed **237.6 MWh of solar energy, covering 17% of its annual electricity needs.** Between June and December, solar panel supplied up to 35% of **monthly consumption**, significantly reducing dependence on grid electricity and supporting the Group's decarbonisation efforts.

ENVIRONMENT
ACTING FOR THE PLANET
2. RESPONSIBLE PRODUCTION & CONSUMPTION

At Wirquin, **every drop counts**. While our industry is not among the most water-intensive, our products are directly linked to this essential resource. That is why we aim to lead by example, improving water efficiency and reducing unnecessary consumption across all our sites.

WATER CONSUMPTION

2022

23.4
KL

2025

19.4
KL

-21%
IN 3 YEARS

CO_2

0.01%
OF OUR TOTAL GHG EMISSIONS ARE RELATED TO OUR WATER CONSUMPTION

From 2022 to 2025, we **reduced our water consumption by 21%** through improved water management across our operations.

2%

In addition, **2% of our total water consumption** now comes from **rainwater harvesting**. This initiative contributes to reducing our reliance on mains water and supports a more sustainable approach to water resource management.

RAINWATER HARVESTING IN A WATER-STRESSED REGION

FOCUS

South Africa faces significant water stress, with low and highly variable rainfall and increasing pressure from droughts and industrial demand. In this context, every litre saved helps preserve a critical resource.
At our **Wirquin South Africa site,** water is essential for mould and hydraulic cooling in the injection process. To **reduce potable water consumption from the mains supply,** a rainwater harvesting system has been installed. It collects roof runoff into a settlement tank, **20 storage tanks**, and an automated pumping system with a total storage capacity of **107,500 litres**.



1.385 KL
WATER SAVED OVER THE LAST 3 YEARS

=

1.5 L

923 KL
BOTTLES OF WATER SAVED

ENVIRONMENT
ACTING FOR THE PLANET
2. RESPONSIBLE PRODUCTION & CONSUMPTION

At Wirquin, we believe that **the best waste is no waste**. This principle guides our approach across all our manufacturing sites, where we work to minimize unnecessary resource consumption and reduce waste generation at source.

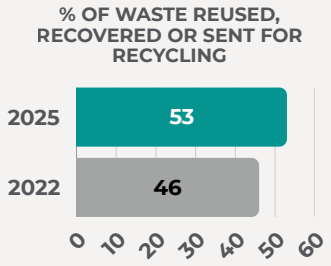
WASTE MANAGEMENT

2022
1108
TONS

2025
795
TONS

-28%
IN 3 YEARS

CO_2
1%
OF OUR TOTAL GHG EMISSIONS ARE RELATED TO THE WASTES GENERATED BY OUR ACTIVITIES



Between 2022 and 2025, our total waste generation decreased by 28%, mainly due to improved sorting practices, closer monitoring of waste streams, and ongoing efforts to reduce waste across our operations.

24%
OF PLASTIC WASTE

96%
NON HAZARDOUS WASTE

Across the Group, plastic waste accounted for **24% of total** waste in 2025 and was **100% recovered.** Furthermore, **96% of our waste was non-hazardous**, demonstrating our ability to maintain industrial processes that generate very limited amounts of hazardous waste.

FOCUS

FROM PLASTIC SCRAPS TO NEW VALUE

At Wirquin, we are continuously working to reduce the environmental impact of our production processes. One key initiative is **our plastic regrinding process**, which allows **production scraps to be collected, sorted, ground and reintroduced into the manufacturing cycle** where technically feasible.

Although regrind material is not classified as recycled material, giving plastic a second life within our operations helps us reduce the need for additional raw materials, limit waste generation and support a more circular approach to production.



ENVIRONMENT
ACTING FOR THE PLANET
3. ECO-DESIGN & HIGH QUALITY DURABLE SOLUTIONS

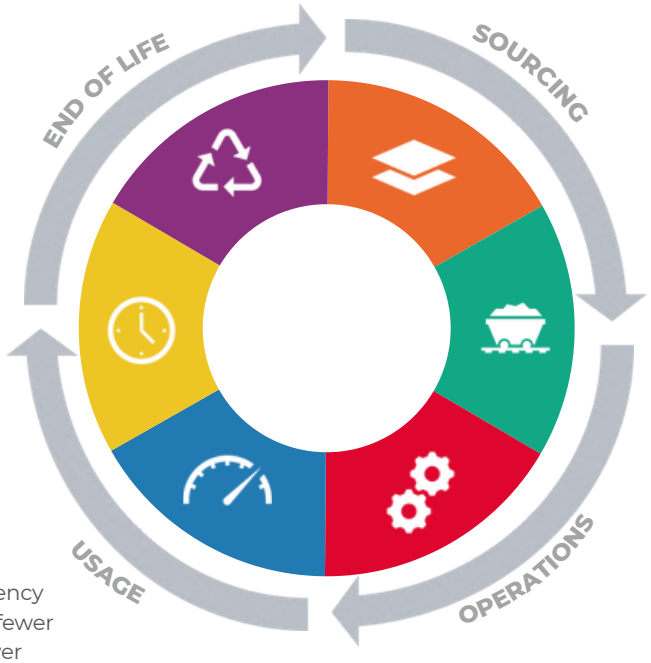
OUR ECO-DESIGN APPROACH

At Wirquin, **eco-design is at the core of our environmental responsibility**, guiding the development of durable, high-quality sanitary solutions that combine performance, reliability and reduced environmental impact throughout their life cycle.

CIRCULARITY
- Design for disassembly
- Design to be compatible with recycling processes

PRODUCT LONGEVITY
- Design for repairability and maintenance
- Design to last
- Intergenerational compatibility (new parts compatible with older models)
- Spare parts availability

PRODUCT EFFICIENCY
- Water consumption efficiency
- User-friendly installation (fewer assembly errors mean fewer replacements)
- Encourage responsible usage through product design



REDUCE & RETHINK
- Weight / thickness reduction
- Minimal material and packaging
- Standardization and modularity
- Component reduction
- Eco-innovation

LOW-IMPACT MATERIALS
- Recycled materials and/or alternative materials
- Recyclable materials
- Lightweight materials

VALUE CHAIN EFFICIENCY
- Local manufacturing and sourcing
- Streamlined production processes
- Efficient transport and logistics (transport modes and packaging)

FOCUS

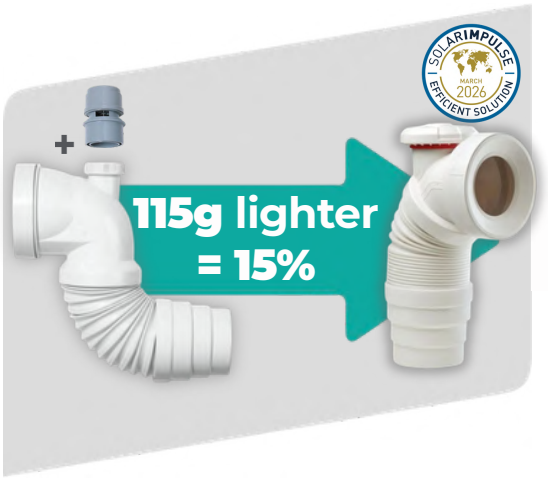
ECO-DESIGN IN PRACTICE

In early 2025, Wirquin **strengthened its eco-design approach through dedicated team training** and the deployment of a **Life Cycle Impact Assessment (LCIA) tool.**
This enables environmental impacts to be measured more effectively and integrated into product development decisions.



ENVIRONMENT
ACTING FOR THE PLANET
3. ECO-DESIGN & HIGH QUALITY DURABLE SOLUTIONS

ECO-DESIGN IN ACTION : AIRCONNECT® CASE STUDY



ECODESIGN FROM START

Eco-design has guided the development of Airconnect® from the earliest design stages. **By combining two functions into a single product,** this innovation reduces material use while delivering the same level of performance as conventional solutions.

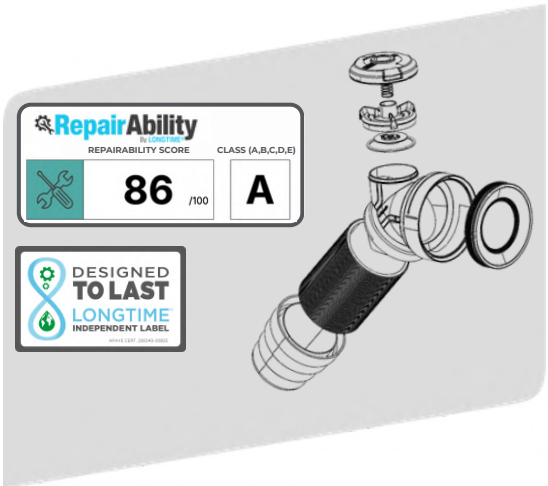
CO_2
15 tCO2e
SAVED PER YEAR

CIRCULAR DESIGN

Airconnect® illustrates our commitment to circular economy principles. Manufactured with **more than 50% recycled plastic**, it demonstrates how innovative design can reduce dependence on virgin resources without compromising **quality** or **performance**.

20 tons
OF VIRGIN MATERIAL SAVED PER YEAR





DESIGN TO LAST

Durability is a key pillar of our eco-design approach. Airconnect® has been awarded the LONGTIME® label, recognizing its reliability, reparability and durability. **Backed by a 10-year warranty,** it is designed for easy maintenance, with spare parts readily available and replaceable without specialized tools, **helping extend product lifespan and reduce waste.**

ENVIRONMENT
ACTING FOR THE PLANET
3. ECO-DESIGN & HIGH QUALITY DURABLE SOLUTIONS

ECO-DESIGN DRIVEN BY PROOF AND ECO-LABELS

Our Eco-design approach is driven by measurable impact. This commitment is backed by independent certifications and ecolabels, providing tangible proof of our approach and supporting continuous improvement.



LONGTIME® LABEL

RELIABILITY · REPAIRABILITY · TECHNICAL SUPPORT



1 wirquin FIRST LABELED IN THE PLUMBING SECTOR

Wirquin strengthens its **eco-design approach by prioritizing durable, repairable products**. The LONGTIME® label, based on 41 durability criteria, certifies products designed to last, limiting obsolescence and reducing environmental impact. Awarded to three Wirquin products, this certification makes us the first company in the plumbing sector to receive this European recognition for **product robustness, reparability and extended lifetime.**



SOLAR IMPULSE EFFICIENT SOLUTION MARCH 2026

SOLAR IMPULSE

Wirquin Airconnect® and NEO Air are certified Solar Impulse Efficient Solutions, **recognising their environmental and economic performance.** Their 2-in-1 integrated Air System simplifies installation while reducing components and material use. This independent certification **confirms their measurable environmental benefits and market-ready efficiency.**

FSC www.fsc.org 100% Bois FSC® C131332

FOREST STEWARDSHIP COUNCIL®

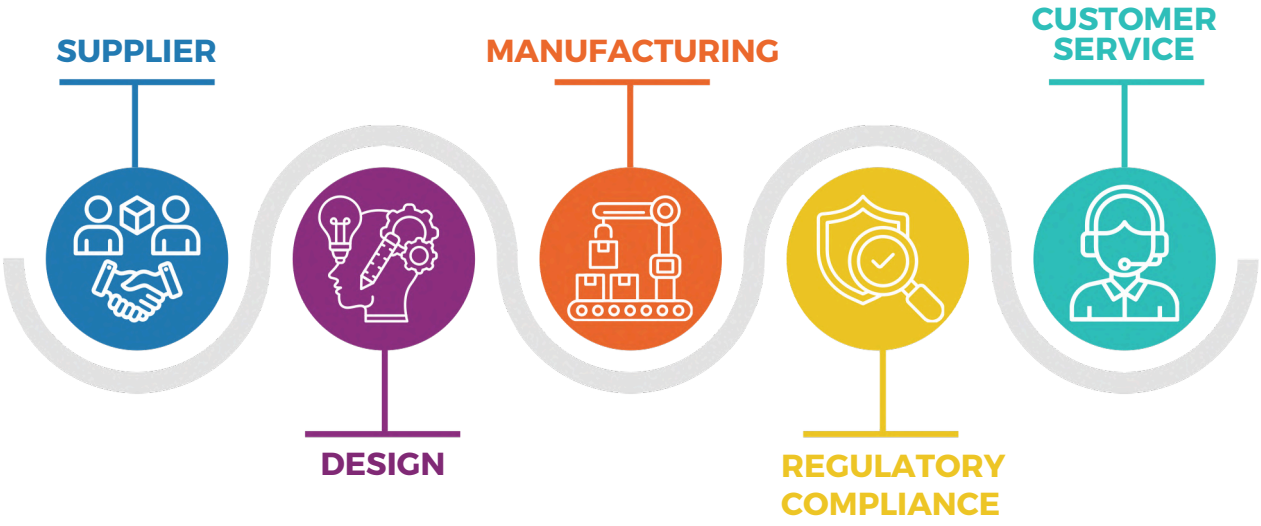


This certification secures responsible sourcing of wood for selected toilet seats, with full **traceability and reduced impact on forest ecosystems.** For users, it guarantees products made from sustainably managed forests, contributing to biodiversity protection and **responsible consumption without compromising quality or comfort.**

ENVIRONMENT
ACTING FOR THE PLANET
3. ECO-DESIGN & HIGH QUALITY DURABLE SOLUTIONS

ECO-DESIGN DRIVEN BY HIGH QUALITY

Quality is a core component of our responsible approach , embedded across our entire value chain, from supplier engagement to product design, manufacturing and customer support, **ensuring sustainable performance and long-term value creation .**



Our **quality management** approach supports **product durability** across the entire **value chain**.

From supplier monitoring to product design, manufacturing controls and regulatory compliance, each step helps secure **reliable**, **compliant** and **long-lasting products**.
By reducing non-conformities, returns and replacement needs, this approach contributes to our CSR commitments and helps limit environmental impact.

It also **strengthens customer experience** through more robust products, better support and improved complaint handling.

Net Promoter Score

8,2/10
Average

The 2024 customer satisfaction survey confirms this positive outcome, with **a score of 8.2/10 and an NPS* of 37**, reflecting customers' willingness to recommend Wirquin. These results show that **quality is a key driver of trust**, **product durability** and **customer satisfaction**.

*NPS (Net Promoter Score) measures customers' willingness to recommend a company, brand or product, on a scale from -100 to +100. A score above 30 is generally considered good.



SOCIAL

EMPOWERING PEOPLE



SOCIAL
EMPOWERING PEOPLE

People at the heart of sustainable performance

At Wirquin, sustainable growth is inseparable from our responsibility toward people. In line with our CSR Policy, our Social Policy formalises our commitment to protecting the health, safety and well-being of employees, while fostering a responsible, respectful and inclusive working environment.

OUR POLICY

Applicable across all Wirquin Group entities, our Social Policy covers key aspects of employment, including recruitment, working conditions, training, compensation and social dialogue. It provides a common framework for integrating social responsibility throughout the organisation.

Guided by our CSR priorities and international labour and human rights standards, we strive to ensure safe working conditions, equal opportunities, employee development and constructive dialogue, while preventing discrimination, harassment, forced labour, child labour and any form of abuse.

This section highlights our actions, progress and priorities as we continue building a workplace where everyone feels respected, supported and empowered to contribute.

OUR GOALS

- **Ensure a safe, healthy and respectful working environment for all employees**
- **Support skills development, employability and career progression across the Group**
- **Promote equal opportunities, inclusion and constructive social dialogue**

SDGs CONTRIBUTIONS



SOCIAL
EMPOWERING PEOPLE
1. SAFE, HEALTHY & RESPECTFUL WORKPLACES

At Wirquin, **employee well-being is built through a safe, supportive** and **engaging work environment**. We focus on health and safety, work-life balance, workplace quality and local engagement to help every employee thrive and contribute to our collective success.

822
EMPLOYEES

47%
WOMEN

53%
MEN

86%
PERMANENT CONTRACT

8.88
LOST-TIME WORK ACCIDENT FREQUENCY RATE

0.34
WORK ACCIDENT SEVERITY RATE

3%
MAXIMUM ANNUAL AVERAGE EMPLOYEE TURNOVER RATE FOR EACH BU

4.2%
ANNUAL EMPLOYEE ABSENTEEISM RATE

SOCIAL
EMPOWERING PEOPLE
1. SAFE, HEALTHY & RESPECTFUL WORKPLACES

Across our subsidiaries, local initiatives help create safe, healthy and engaging workplaces while supporting employee well-being and development.

MAIN ACHIEVEMENTS IN 2025

☑ Health, Safety & Prevention

- Incident, **near-miss** reporting and **prevention analysis**
- Health & Safety **audits** and **corrective action** follow-up
- Employee prevention **routines** and **awareness**: **daily warm-up** sessions for employees, **awareness activities** to reinforce safe behaviors
- **Occupational health** monitoring: preventive annual medical check-ups
- Safety training and emergency preparedness: **first aid** and **fire safety training**

☑ Work Environment & Employee Support

- **Employee assistance program** - provides confidential support
- Social rooms and workspaces **improvement**
- Factory **relocations** to improve industrial environments
- Promote **internal online training on key workplace topics**, including **mental health**, **harassment**, **diversity**, **equity** and **inclusion**

☑ Work-Life Balance & Employee Experience

- Review of **teleworking** practices and policies
- Expansion of **flexible working** arrangements
- Employee **well-being survey** deployment

☑ Employee Engagement & Local Culture

- Internal **company events**
- **Local cultural and employee events** such as **Heritage Day celebrations**



SOCIAL
EMPOWERING PEOPLE
1. SAFE, HEALTHY & RESPECTFUL WORKPLACES

Creating a Great Workplace

To better understand employee expectations and continuously improve workplace well-being, Wirquin launched the **Great Place to Work®** initiative across the Group.

This approach helps us **assess employee engagement, workplace culture and well-being,** while identifying strengths and improvement areas through employee feedback and dedicated local action plans.



KEY MILESTONES OF THE INITIATIVE

- Launch of the survey in the **UK** in **2025**
- Phased rollout across the Group in **2026**
- Assessment of engagement, trust, culture and well-being
- Collection of feedback to identify strengths and areas for improvement
- Implementation of local action plans to improve the employee experience

FOCUS

BUILDING A CULTURE WHERE PEOLPE THRIVE

The first edition of the Great Place to Work® survey in the UK revealed a **very high level of employee satisfaction and engagement.** **100%** of employees at **Wirquin UK** say it is a great place to work, compared with **54%** in a typical **UK-based company**.

This result reflects the strength of Wirquin's workplace culture and confirms the importance of maintaining a **people-centered** approach across the Group.



**Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.*

SOCIAL
EMPOWERING PEOPLE
2. GROWING TALENTS & SKILLS FOR TOMORROW

At Wirquin, we believe that engaged and empowered employees are essential to sustainable performance. Through **continuous learning**, **regular dialogue** and **development opportunities**, we support our people in reaching their full potential and contributing to the Group's success.

10 HOURS

AVERAGE TRAINING TIME PER EMPLOYEE (FTE)

75%

EMPLOYEES COMPLETED AT LEAST ONE TRAINING COURSE

86%

EMPLOYEES BENEFITED FROM AN ANNUAL REVIEW

MAIN ACHIEVEMENTS IN 2025

☑ Annual Talent Review & Workshops feedback

Since 2023, a new internal process has involved subsidiaries and placed employees at the heart of their development, as drivers of their own performance. **The campaign consists of 3 stages :**

1. **MY PERSONAL ASSESSMENT**
2. **COLLEAGUE FEEDBACK - 2 QUESTIONS**
   "What did I appreciate most about working with you this year ?"
   "When do I think you could have done things differently ?"
   At this stage, I listen to feedback and take notes.
3. **DISCUSSION WITH MY MANAGER**
   Feedback and discussion to identify areas for improvement and development for the coming year.

All Group employees have been trained in this process. The annual review is above all an individual event, with employees playing an active role.

SOCIAL
EMPOWERING PEOPLE
2. GROWING TALENTS & SKILLS FOR TOMORROW

Empowerment training

Implementing our **Empowerment** value, based on **autonomy** and **responsibility**. This approach aims to give our teams the ability to make decisions that are closely aligned with situations, challenges and opportunities. It encourages employees to take ownership of their actions and their impact, strengthening responsibility and pride.

160 MANAGERS
OF THE SUBSIDIARIES TRAINED BETWEEN 2024 AND 2025

From 2026, training will be extended to non-managerial staff, with the aim of training all Group employees by the end of **2027**.









SOCIAL
EMPOWERING PEOPLE
3. DIVERSITY, EQUITY & INCLUSION

At Wirquin, we foster **diversity, inclusion and equal opportunities,** creating a workplace where everyone can contribute, grow and succeed. We believe diverse perspectives and talents **drive innovation and long-term success.**

44%
WOMEN AT MANAGEMENT LEVEL

41%
WOMEN IN LOCAL EXECUTIVE TEAM

2.8%
DISABLED PEOPLE EMPLOYED

4%
INTERNS AND WORK-STUDY STUDENTS

MAIN ACHIEVEMENTS IN 2025

☑ Encouraging diversity in recruitment

- More **inclusive job descriptions** and **awareness-raising** for non-HR recruiters to **promote fair and inclusive recruitment practices**
- **Collaboration** with schools, local employment partners or inclusion networks

☑ Promoting fair access to career development and employability

- **Support employees through key career and life stages** with adapted HR measures, including return from maternity leave and reintegration after long-term illness, as well as senior career management (e.g. agreement for employees aged 58+ in France)

☑ Supporting workplace accessibility and inclusion

- **Adaptation of workstations** and deployment of **ergonomic equipment** to support employees with disabilities and improve working conditions
- **Partnerships with adapted companies**, with workshops directly integrated into our premises (ASI Prod and Manea, approximately 50 people)
- **Partnership** promoting the employment of **people with cognitive disabilities** (AMIPI Foundation)





GOVERNANCE

BUILDING TRUST



GOVERNANCE BUILDING TRUST

Responsible governance and long-term partnerships

At Wirquin, responsible growth also depends on the way we conduct our business. In line with our CSR Policy, our ethical commitments are structured around integrity, compliance, accountability and responsible relationships with our stakeholders.

OUR POLICY

Our Code of Conduct defines the principles and behaviours expected from all employees and representatives. It reflects our zero-tolerance approach to corruption and unethical practices, and provides guidance on key risk areas, including business relationships, conflicts of interest and reporting mechanisms.

Our Responsible Purchasing Policy extends these principles to our supply chain. It defines our expectations toward suppliers, subcontractors and service providers, integrating environmental, social and ethical considerations into procurement processes. This includes respect for human rights, fair labour conditions, health and safety, environmental management, business ethics, transparency and continuous improvement.

Through this section, we present the actions undertaken, the progress achieved and the next steps that support responsible business conduct. Our ambition is to strengthen trust with our employees, suppliers, customers and partners by embedding integrity, fairness and transparency into our daily practices.

OUR GOALS

- **Strengthen integrity and compliance in all business practices**
- **Prevent unethical conduct through clear rules, vigilance and reporting mechanisms**
- **Drive responsible purchasing through transparent, fair and sustainable supplier relationships**

SDGs CONTRIBUTIONS



GOVERNANCE
BUILDING TRUST
1. ETHICS & INTEGRITY

The **Wirquin Code of Conduct** establishes the common foundation of ethical and compliance rules applicable across the entire Group. It is deployed in all entities and locally adapted by country to reflect local regulatory, cultural and operational requirements, while fully respecting the **Group's core** principles.

CODE OF CONDUCT - THE 10 KEY PRINCIPLES

Zero tolerance for corruption

Any form of corruption, influence peddling or unethical conduct is strictly prohibited.

1

Compliance with laws

Every employee must comply with the law and internal procedures.

2

Integrity in behavior

Professional decisions and actions must be guided by honesty, loyalty and transparency.

3

Prevention of conflicts

Any influencing situation must be identified, disclosed and managed properly.

4

Control of gifts and hospitality

Gifts and invitations must remain reasonable, transparent and without improper consideration.

5

Prohibition of facilitation payments

No payment maybe made to improperly accelerate or facilitate an administrative process.

6

Responsible partnerships

Suppliers, customers, and business partners must adhere to the same ethical standards.

7

Whistleblowing & protection

Reports made in good faith are confidential and protected.

8

Reliability of information

Financial, accounting, and operational information must be accurate, reliable and properly audited.

9

Collective responsibility

Every employee must comply with the Code and complete the Group’s training programs.

10

GOVERNANCE
BUILDING TRUST
2. RESPONSIBLE PURCHASING & PARTNERSHIPS

Responsible purchasing is a cornerstone of Wirquin's governance. By structuring our policies, training our teams and integrating **CSR criteria** across our supplier base, we are building a more **resilient**, **transparent** and **sustainable** value chain.

RESPONSIBLE PURCHASING POLICY

In 2025, Wirquin strengthened its governance with an updated Responsible Purchasing Policy. This framework defines clear expectations for all suppliers and **aligns procurement practices with our sustainability commitments.**

It formalizes the Group's approach to responsible purchasing by embedding key sustainability pillars into decision-making and setting the standards that suppliers, subcontractors and service providers must meet across our value chain:

- **ENVIRONMENTAL CONSIDERATIONS**
- **SOCIAL RESPONSIBILITY**
- **ETHICAL PRACTICES**

These principles help ensure responsible and sustainable practices throughout our value chain.

MAIN ACHIEVEMENT IN 2025

☑ EMPOWERING OUR BUYERS

Sustainable transformation starts with people. **Our buyers are trained to integrate CSR criteria** into their daily decisions. They have worked in workshop to actively contribute to the deployment of our policy and set up KPI's to track its progress. We aim for **100%** of buyers to be trained by 2026.

2025

94%

BUYERS TRAINED







GOVERNANCE
BUILDING TRUST
2. RESPONSIBLE PURCHASING & PARTNERSHIPS

SUPPLIER CSR PERFORMANCE MONITORING

CSR criteria are fully integrated into the selection process of new direct suppliers through **RFI** (Request For Information) and audit grids, covering all key topics: **environment, social responsibility, health & safety** and **ethics.**

Beyond the selection phase, supplier performance is continuously monitored through a vendor scoring system, an annual **CSR** survey and regular tracking of dedicated **CSR KPIs.**

139
SUPPLIERS ASSESSED

79%
PURCHASING SPEND

80%
RESPONSE RATE

66%
RATED A–C (AVERAGE SCORE: C)

CSR survey 2025

In **2025**, we focused on **assessing suppliers** representing **79%** of our total spend, using a standardised questionnaire and a rating system from **A** to **E**. To date, **100%** of the in-scope suppliers have been engaged, with a **80%** response rate and an average score of **C**.

We are currently working on **improving the reliability of the responses** received before moving into an **improvement phase, through the implementation of supplier action plans**. Priority will be given to suppliers scoring below **C**.






GOVERNANCE
BUILDING TRUST
3. SOLIDARITY & COMMUNITY ENGAGEMENT

At Wirquin, we believe **our responsibility extends beyond our products and operations.** Through partnerships, donations, and local initiatives, we support the communities where we operate and contribute to addressing social challenges.
From improving access to sanitation and supporting health awareness campaigns to helping local communities in times of need, our actions reflect our commitment to creating a positive and lasting impact.

IMPROVING ACCESS TO SANITATION

PROMOTING HEALTH AND PREVENTION

SUPPORTING LOCAL COMMUNITIES



GOVERNANCE
BUILDING TRUST
3. SOLIDARITY & COMMUNITY ENGAGEMENT

MAIN ACHIEVEMENTS IN 2025

☑ CHARITY PROJECT : A LONG-TERM SOLIDARITY COMMITMENT

Since 2015, Wirquin has partnered with charitable organizations to support solidarity projects aligned with its values and purpose. Driven by employees, the **Charity Project** reflects the **Group's commitment** to improving the lives of vulnerable communities. Through fundraising initiatives across all subsidiaries, Wirquin supports **NGOs** working on three key priorities related to hygiene, health and human dignity :

- **Access to water, a vital resource for life and health**
- **Support for children, promoting safer and healthier living conditions**
- **Access to sanitation, ensuring toilets for all around the world**

SCHOOL
WATER ACCESS

55k€
DONATIONS COLLECTED

11
PROJECTS

8
COUNTRIES

☑ WORLD TOILET DAY

Each year **on November 19, Wirquin marks World Toilet Day,** an official United Nations observance dedicated to raising awareness of the importance of safe sanitation and universal access to clean and properly managed sanitation services.

This day highlights a global challenge that remains critical for **health, dignity, sustainable development** and reflects Wirquin's commitment to improving sanitation for all.





GOVERNANCE
BUILDING TRUST
3. SOLIDARITY & COMMUNITY ENGAGEMENT

Health is a key societal responsibility. **By supporting the fight against breast cancer,** teams contribute to a major public health cause through a combination of prevention, awareness and solidarity-driven action.

MAIN ACHIEVEMENTS IN 2025

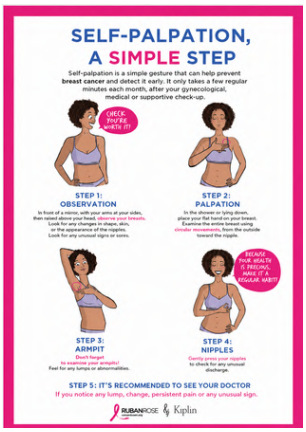
☑ COLLECTIVE MOBILIZATION AND CONCRETE ACTIONS

Each year, during **Pink October**, employees take part in solidarity runs, such as **Odyssea**, to raise funds for breast cancer research. This collective momentum enables tangible action while strengthening team cohesion.



☑ RAISING AWARENESS TO IMPROVE PREVENTION

Awareness days are organized across sites, with information materials and prevention messages shared to encourage early detection and promote the importance of taking care of one's health.



☑ A SYMBOL OF SOLIDARITY

To kick off Breast Cancer Awareness Month, our employees are encouraged to join **"Pink Day"** by wearing a pink outfit or accessory, showing support and solidarity in the fight against cancer.



GOVERNANCE
BUILDING TRUST
3. SOLIDARITY & COMMUNITY ENGAGEMENT

Supporting local communities is an integral part of our commitment to creating shared value. Through donations and community initiatives, we contribute to **addressing local needs** and **strengthening the social fabric in the regions where we operate.**

MAIN ACHIEVEMENTS IN 2025

☑ For the **third year** in a row, **Wirquin UK** has replaced traditional Christmas cards with a donation to its **local food bank**, supporting those in the community who need it most. On National Christmas Jumper Day, a raffle raised **£266 for Save the Children.**



☑ In partnership with the **Red Cross**, **Wirquin France** organized a solidarity collection campaign for children aged 0 to 12. Conducted during the holiday season, this initiative helped **gather toys**, **clothing**, **hygiene products** and **food items** for families in need.



☑ **Wirquin China** donated **2,000 RMB** for the local community to held the big party for **the elderly citizens to share their happiness.**



☑ **Wirquin Romania** turned its traditional Secret Santa into a **solidarity initiative**, encouraging employees to donate instead of exchanging gifts and helping bring joy to children from the **Bolintin Children's Home** and **Casa Curcubeului Center**.



☑ **Wirquin South Africa** donated **four rainwater storage tanks (21,000 litres)** to a non-profit residential care home for senior citizens, helping **secure water access during shortages** while reducing water costs.



APPENDIX

CSR STRATEGY FRAMEWORK

For each pillar, we define objectives, implement actions and monitor progress over time. Our approach is guided by recognised frameworks and standards, including the **SDGs** and **VSME** framework, in alignment with **CSRD** principles.

MATERIAL STAKES	MATERIALITY	CSR PILLARS	POLICIES	SDGs
ENVIRONMENT				
Climate Change	**CRUCIAL**	**1.1.** Act against climate change and strengthen climate resilience	• Corporate Social Responsibility Policy • Environmental Policy	
Adapting to Climate Change	**MAJOR**	**1.2.** Produce and consume in a way that balances industrial performance with environmental responsibility	• Corporate Social Responsibility Policy • Environmental Policy	
Circular Economy, Eco-design and Product Performance	**CRUCIAL**	**1.3.** Eco-design efficient products to reduce their environmental footprint throughout their lifecycle	• Corporate Social Responsibility Policy • Environmental Policy	
SOCIAL				
Own Workforce (human rights, working conditions, health and safety)	**CRUCIAL**	**2.1.** Guarantee a safe, healthy, and rights-respecting work environment. 2.2. Fully develop our talents to meet the challenges of tomorrow.	• Corporate Social Responsibility Policy • Social Policy	
Workers in the Value Chain	**MAJOR**	**2.2.** Fully develop our talents for tomorrow's	• Corporate Social Responsibility Policy • Social Policy	
Diversity, Equity and Inclusion	**MAJOR**	**2.3.** Promote diversity, equity and inclusion	• Corporate Social Responsibility Policy • Social Policy	
GOVERNANCE				
Satisfaction of Customers, Installers and End Users Ethics and Business Conduct	**MAJOR**	**3.1.** Embed integrity, compliance, and accountability into our governance and operations	• Corporate Social Responsibility Policy • Code of Conduct	
Responsible Purchasing	**MAJOR**	**3.2.** Implement responsible purchasing practices to drive sustainable value creation	• Corporate Social Responsibility Policy • Responsible Purchasing Policy	
Community Involvement	**MAJOR**	**3.3.** Support solidarity and community- focused initiatives	• Corporate Social Responsibility Policy	



wirquin

Smart For Good

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