

CRS REPORT 2025

Groupe **YTHALES INVEST**



OUR HISTORY

Created on the back of an initial company that was founded in 1979, the YTHALES INVEST Group has grown from strength to strength to become the leader in wire storage and handling equipment logistics support. Drawing on decades of experience and recognised expertise, the Group successfully established itself in the market thanks to a comprehensive range of innovative, high-quality solutions.



GROUP EVOLUTION

The Group has evolved over the years in a way that enabled us to develop a circular economy with a low ecological footprint, thanks to our leasing department.

The range of products developed by our design office is designed to be recyclable, maintainable and durable, reducing environmental impact throughout their life cycle.

OUR MISSION

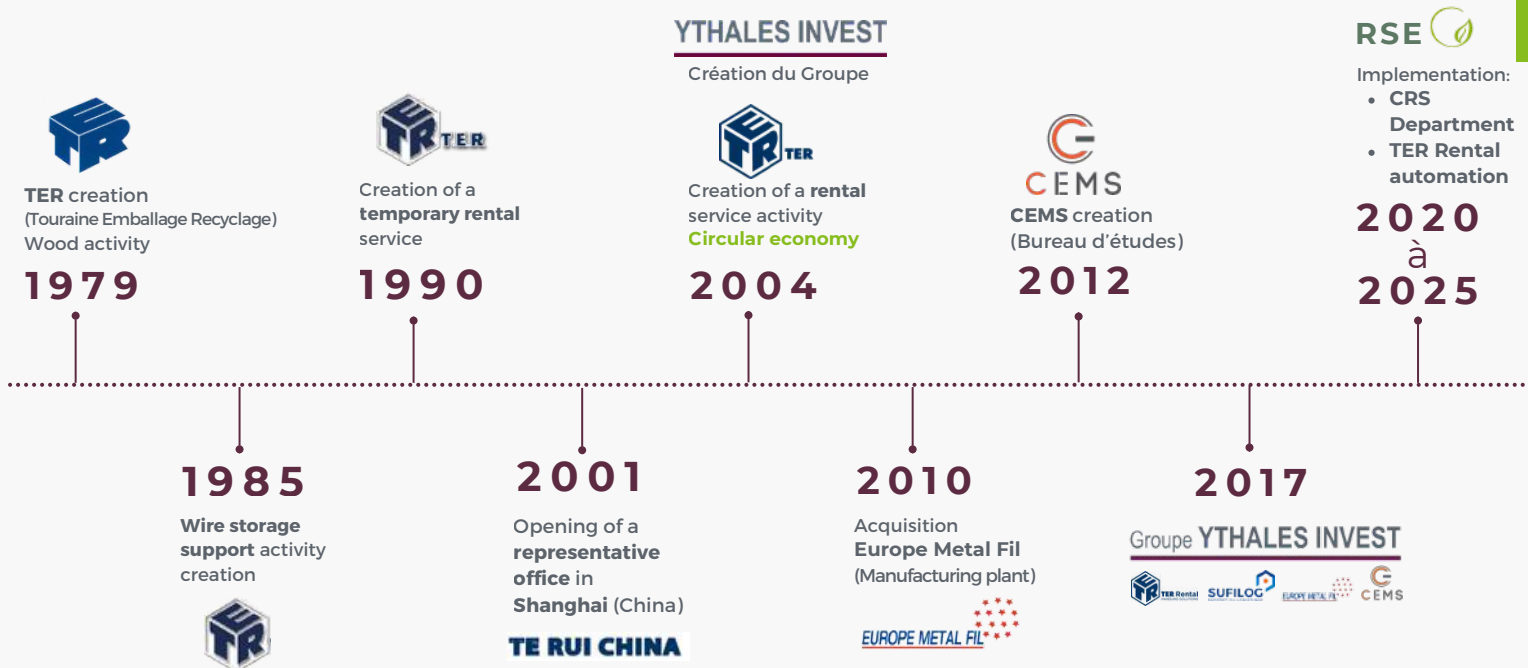
In 2024-2025, our CSR commitment focussed specifically on four priorities: reducing our environmental footprint, making ethics central to our decision-making, adopting a responsible purchasing policy and placing employee well-being at the heart of our actions.

Thanks to the mobilisation of our teams and partners, we have achieved new milestones: installation of beehives to support biodiversity, precise monitoring of our GHG emissions, creation of an ethical reporting channel, centralisation of sustainable purchasing and innovative social initiatives.



HISTORY

Key dates



KEY FIGURES

4 Group entities

45 years of experience

150 people

N° 1 in France | for wire handling and storage supports

Export presence in **45** countries

CRS EDITORIAL

The year 2025 marks a decisive step for our Group. After three years of structured monitoring of our CSR indicators (2022-2024), we are consolidating our results and setting a clear course for 2030.

Our approach is based on continuous improvement and alignment with the UN's Sustainable Development Goals (SDGs) and the Science Based Targets initiative (SBTi) methodology. This commitment reflects our determination to combine economic performance and social impact in everything we do.



OUR GOVERNANCE

- 1 CSR Committee integrated into the Executive Committee
- 39 indicators monitored quarterly in 2025
- 2 audits: GDPR and Carbon Footprint
- 1 department dedicated to Group health, safety and the environment
- 12 CSR events and workshops organised for staff each year
- Enhanced dialogue with stakeholders (customers, suppliers, employees)



OUR LABELS, CERTIFICATIONS AND COMMITMENTS



ENVIRONMENTAL MANAGEMENT AND CONSERVATION



Reducing our footprint

The year 2024 marked a major milestone with the completion of our Carbon Footprint, a key benchmark for steering our climate commitments. Greenhouse gas emissions monitoring is now operational for all three scopes (1, 2 and 3), and a Scope 4 audit will be launched in early 2026 for our TER Rental business, to include the impact of our customers' use of our solutions.

The results of our actions are tangible: between 2022 and 2024, we will have reduced our electricity consumption by 4.2% and our natural gas consumption by 35.5%.

Our waste recovery rate is now 87%, while the use of chemicals has been reduced by 19% in one year.

This progress is supported by an enhanced awareness-raising initiative to limit energy consumption (heating, water, air conditioning) and printing.

As part of our commitment to responsible innovation, we have initiated logistics tests using rail freight to reduce our transport-related emissions. At the same time, the installation of beehives on our sites helps to support biodiversity and local pollination.

We are setting an ambitious trajectory to reduce our emissions by 20% by 2028, in line with the Paris Agreement.



ETHICS & TRANSPARENCY



Integrity, data protection and cyber security

We strengthened our culture of ethics and transparency in 2024 by training 72% of our sales and purchasing teams in the fight against corruption and bribery. Our ambition is to cover 100% of these strategic positions by 2030.

Integrity and transparency guide our practices.

In 2024, we carried out a GDPR audit which consolidated the compliance and security of our data. To ensure a respectful working environment, an anonymised internal reporting channel has been set up, so that any harassment, violence or corruption incidents can be reported.

Cybersecurity is also a strategic priority: 100% of our employees have been trained in information security, and the first internal phishing test was carried out in 2024. Our aim is to further strengthen this system with four tests a year, in order to maintain a high level of vigilance. The absence of reports or serious incidents confirms the soundness of our approach.



RESPONSIBLE PURCHASING



Expectations, commitment and support for partners

Our responsible purchasing approach draws on the rigorous assessment of our partners. In 2024, 83% of our major suppliers completed the CSR questionnaire, achieving an average score of 60/100. This monitoring reveals room for improvement, but also a growing commitment, with 81% of suppliers already exceeding the minimum rating requirements.

Our ambition is to extend the signing of the Code of Conduct to all strategic suppliers and to include CSR clauses in all major contracts in 2026. The aim of this scheme is to support our suppliers in their continuous improvement and to strengthen their commitment alongside the Group.

Finally, we aim to audit 20 suppliers by 2030. This illustrates our determination to move from assessment to action, by supporting our partners in their continuous improvement.



SOCIAL & HUMAN RIGHTS



Equality, well-being and solidarity

People are at the heart of our business. In 2024, we had 132 employees, 37% of whom were women. This increase in the proportion of women in the workforce demonstrates our efforts to improve professional equality.

The health and well-being of employees is a priority, with 202 sports and well-being sessions organised in 2024, almost four times as many as in 2023.

Local solidarity initiatives, such as toy collections and sporting events, also strengthen internal cohesion.

By consolidating our achievements and setting ambitious targets for 2030, the YTHALES INVEST Group is confirming its commitment to integrating CSR as a strategic lever for growth and resilience. Our priorities are clear: to further green our energy consumption, reduce our CO₂ emissions, incorporate ethics in all our practices, raise our social standards and nurture responsible partnerships.

The success of this trajectory is based on collective mobilisation: employees, customers, suppliers and partners. Together, we are building a business model that is sustainable, transparent and delivers value to all our stakeholders.



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