

3. Non-Financial Information Statement

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At a time when environmental and social challenges are emerging as strategic priorities, Trigano is making sustainable development a central part of its business development plans.

The company's main industrial sites are therefore involved in continuous improvement programmes, most often including ISO certification processes:

Motorhome production plants (80% of Group sales)

Motorhome factory certifications (80% of Trigano's consolidated sales)	ISO 9001 ⁽¹⁾	ISO 14001 ⁽¹⁾	ISO 45001 ⁽¹⁾
As a % of motorhomes produced ⁽²⁾	86%	66%	36%

⁽¹⁾ ISO 9001 for the quality management system for products and services, ISO 14001 for the management of environmental impacts and environmental performance, ISO 45001 for the management of employee safety and working conditions.

⁽²⁾ percentage of motorhomes produced by Trigano in certified factories

Improving its key performance indicators (KPIs) remains the objective of each of the Group's entities.

The information contained in the NFIS concerns all entities, with the exception of Loisirs Finance. As Trigano exercises significant influence over this company, it is excluded from the calculation of alignment with the IFRS financial ratios defined by the Taxonomy Regulation Delegated Act.

3.1. Social and societal issues

3.1.1. Information on employment and working conditions

Employment

At 31 August 2024, Trigano employed 10,652 people (full-time equivalents, including temporary staff), an increase of 175 people over the year (+1.7%).

	31/08/2022	31/08/2023	31/08/2024
Workforce (FTEs, including temporary staff)	10,438	10,477	10,652
Change	+4.0%	+0.4%	+1.7%

During the 2023/24 financial year, the average headcount including 2023/2024 temporary staff was 11,049. Excluding temporary staff, the workforce totalled 10,168 FTEs (full-time equivalents).

At 31 August 2024, 89.2% of employees held permanent contracts. The use of temporary staff guarantees the flexibility necessary for the seasonal activity of the various entities.

Breakdown of the workforce

By geographical area

Trigano's workforce is spread across 14 countries, with almost 40% of the workforce based in France, reflecting the group's history and the investments and acquisitions made in that country.

	31/08/2024	
France	4,201	39.4%
Slovenia	1,887	17.7%
Italy	1,868	17.5%
United Kingdom	711	6.7%
Spain	651	6.1%
Germany	556	5.2%
Others	778	7.3%
Total	10,652	100.0%

By activity

The Leisure Vehicles business employed 8,818 people at 31 August 2024 (82.8% of the workforce), while the Leisure Equipment business had 1,834 employees (17.2% of the workforce).

By socio-professional category

Given the nature of the Group's activities, the majority of the workforce is blue-collar workers who represent 57.7% of the total workforce. Employees, technicians and supervisors together represent 33.5% of the workforce and the management rate is 8.0%. Trainees and apprentices represent 0.8% of the Group's workforce.

Within each of these socio-professional categories, Trigano strives to mobilise its teams in order to open up its positions, as far as possible, to workers with disabilities. To date, 4.9% of the workforce have been recognised as "disabled workers".

By function

70.4% of the workforce works in production (53.2% in direct labour and 17.2% in production structures).

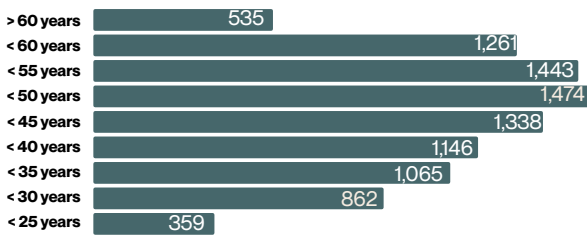
	31/08/2024	
Production	7,496	70.4%
Commercial	2,090	19.6%
Administrative	617	5.8%
R&D	337	3.2%
Information systems	112	1.0%
Total	10,652	100.0%

By age

The age pyramid, calculated on the population on permanent contracts, shows a fairly homogeneous distribution of the workforce in the different age groups between 30 and 59. Employees under 30 represent 12.9% of the total workforce; over 50s represent one third of staff (34.1%, equating to 3,239 people, with 1,796 people over 55).

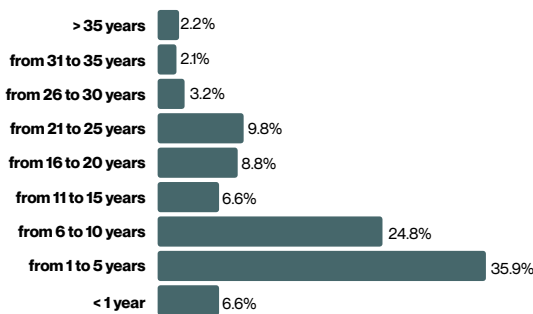
The average age is 43.6 years (43.2 years last year).

By seniority



The average length of service is 10.2 years (compared to 10.5 years the previous year).

42.5% of employees have been with the Group for 5 years or less, 31.4% have been with the Group for between 6 and 15 years and 26.1% have been with the Group for more than 15 years.



By gender

Trigano employs 2,887 women (24 more than at 31 August 2023), representing 27.1% of the total workforce (identical to the previous financial year). Of these women, 146 are in managerial positions, representing 17.2% of the managerial population. Generally speaking, women are not very present in the leisure vehicle assembly or trailer manufacturing trades (plumber, carpenter, electrician, welder, mechanic, etc.). However, the proportion of women employed by Trigano remains higher than in the metalworking industry as a whole (23%) (source: report by the Metallurgy Observatory).

Recruitments and dismissals

During the 2023/2024 financial year, 1,978 new employees joined the Group, representing 19.4% of the average workforce excluding temporary staff.

At the same time, Trigano recorded 1,752 departures, equating to 17.2% of its average workforce. The end of fixed-term contracts remains the most frequent cause of departures from the company (38.9%), followed by resignations (36.9%), dismissals for personal or economic reasons, or mutually agreed terminations (13.7%), retirements (6.2%) and the end of probationary periods (4.0%).

Change in remuneration

Each year, depending on their specific situation in each country, each of Trigano's business units proposes salary increases based on inflation, average market increases by category, the unemployment rate and staff turnover to Trigano's General Management, which validates them and sets the budget guidelines. This approach enables the Group to offer appropriate levels of remuneration to each employee in every country.

Depending on the business unit, employees' remuneration may be supplemented by other benefits, such as voluntary profit-sharing, statutory profit-sharing and value-sharing bonuses.

Organisation of working time

Production staff usually work day shifts. However, to deal with the seasonal nature of the business, some entities occasionally adopt shift or night work.

The average working week is generally between 39 and 40 hours in Europe and 35 hours in France, with agreements on flexible working hours.

During the year, almost 440,000 hours of overtime were worked (2.4% of hours worked). This volume of hours is mainly related to one-off increases in activity.

Social relations

Organisation of social dialogue

In addition to strict compliance with legislation, Trigano ensures the smooth running of social dialogue with employee representatives through the various bodies present on the sites.

Local management is made aware of the importance of maintaining quality social dialogue.

Assessment of collective bargaining agreements

The last FY saw us negotiate 41 new collective bargaining agreements (pay, working hours, etc.) which added to the 94 signed previously and still operational. These agreements are likely to maintain good working conditions and contribute to the economic performance of the company. In addition, meetings at the request of staff representatives with senior management enable constructive relations to be developed.

3.1.2. Information of a societal nature

Territorial, economic and social impact of the Company's activity

Trigano is a European group with the majority of its workforce outside France (60.6 %).

Trigano nevertheless remains firmly rooted in France, with more than a hundred production, logistics and distribution sites across the country, including two major geographical hubs in the Auvergne-Rhône-Alpes and Pays de la Loire regions.

The Group has operated in Auvergne-Rhône-Alpes since the transfer in 1974 of the production of Caravelair caravans to Tournon-sur-Rhône (Ardèche). This site then developed with the creation of the motorhome activity and has 920 people on 31 August 2024. It is Trigano's second-largest site in terms of workforce. Trigano has developed its business in this region, with nine production and logistics sites with a total workforce of 1,456 people (13.7% of the total workforce at 31 August 2024) down 62 FTE positions during the year.

In the Pays de la Loire region, Trigano has expanded from the Mamers site (Sarthe), with 10 production sites and a workforce of 834 (7.8% of the total).

All Group sites are monitored and supported by central departments at head office, including a Human Resources department whose role is to ensure that practices comply with legal and collective bargaining requirements and are consistent across the various entities.

Abroad, Trigano has 32 production and logistics sites. Trigano notably has operations in Italy (mainly in Tuscany), where it employs 1,868 people (17.5% of the total workforce).

The total workforce in the United Kingdom stands at 711 people (6.7% of the total workforce and an increase of 14 FTEs compared to 31 August 2023) across two production sites, two accessory distribution sites, thirteen retail outlets and one commercial branch.

Through its Adria subsidiary, Trigano is one of the main employers in Slovenia. The Group operates three production sites (a motorhome and caravan manufacturing plant, a mobile home manufacturing plant and an industrial joinery). Adria has a workforce of 1,945 people (1,887 in Slovenia), including 1,244 for Adria Mobil, Trigano's largest site.

Nearly all employees in France and abroad, including managers, come from the local population.

As Trigano favours purchases in countries close to its production sites for greater supply flexibility and lower carbon footprint, 98% of the group's purchases are made within the European Union and the United Kingdom.

Consideration of societal challenges in the Group's purchasing policy

The group has long-term partnerships with its suppliers and subcontractors due to the regulatory constraints applicable to components, particularly vehicle weight and safety standards. Consequently, long-term purchase contracts are signed with car manufacturers, with the lifetime of a chassis model being approximately 14 years.

Framework contracts are signed at Group level for strategic purchases. Framework contracts and local application contracts are signed by the subsidiaries with their major suppliers.

All purchases are subject to compliance with Trigano's ethics charter and anti-corruption code of conduct. In addition, Trigano makes its suppliers aware of its principles of probity and ethics by asking them to adhere to its ethics charter and its anti-corruption code of conduct, and to provide a secure whistleblowing system.

The clauses of the purchase contract have been strengthened as part of the anti-corruption system and checks on compliance with these clauses will be carried out regularly. In this respect, the annual questionnaires for checking supplier commitments

have been enriched by focusing on environmental policy, corporate values (anti-corruption), ethics and sustainable development, and sent to suppliers representing 70% of purchases over the reporting year. The response rate to the questionnaires by suppliers is satisfactory.

Chassis suppliers this year continued to represent a significant share of total purchases, at just over 40%; they are heavily committed to CSR. They communicate their code of conduct and regularly report on their commitments in the areas of ethics, the environment and anti-corruption.

Their membership in international indexes and their evaluations by independent bodies are a guarantee that their commitments will be respected.

In addition, in keeping with France's duty-of-care law, Trigano regularly reviews risk mapping drawn up in line with the purchasing typology of its French and foreign subsidiaries in order to strengthen its duty-of-care initiatives.

Relationships with persons or organizations interested in the company's activities

Trigano is a major economic player in the main countries where it operates.

Trigano is actively involved in the animation and leadership of trade unions representing the interests of Leisure Vehicle manufacturers (camper vans, caravans, mobile homes and trailers). Abroad, some managers of Trigano subsidiaries also hold positions in national unions, notably in Italy (APC – Associazione Produttori Caravan e Camper), the UK (NCC – National Caravan Council) and Germany (CIVD – Caravaning Industrie Verband). Trigano's Chief Executive Officer also chairs the Uni-VDL trade body.

In France, the quality and/or production managers of the subsidiaries actively participate in working groups for the development of AFNOR standards relating to the products manufactured or distributed on their sites.

Finally, the various sites are in contact with the Regional Directorates for the Environment, Development and Housing for all matters relating to compliance with regulations aimed at protecting the environment and maintain regular contact with the public authorities (Prefectures, Town Halls, Departmental and Regional Councils).

Thus, constant relations are maintained with the public authorities on all matters affecting the group's activities.

Group companies play an important role in the regions in which they operate. Consequently, in Tournon-sur-Rhône (Ardèche), Trigano VDL participates in the local economic life of the association and is involved in an association bringing together industrialists from the industrial and leisure vehicle sector to promote the influence of this sector and initiate discussions on various projects (quality certification, industrial waste management, etc.).

Trigano VDL, as an approved training organisation, provides training for dealer staff and motor insurance adjusters. A total of 57 trainees were trained, with a total of 623 hours of training.

Plant tours are regularly organised for students and potential customers.

In Italy, Trigano has developed regular contacts with local universities and schools. It regularly welcomes trainees for end-of-study internships and in 2023/2024 participated in meetings organised by schools to present Trigano's activities and to arouse students' interest in our businesses. In accordance

with the terms in the national collective bargaining agreements concerning the continuous training of staff, several sessions were organised during the year to allow beneficiaries to increase their professional skills.

In Serbia, Trigano Prikolice has signed a cooperation agreement with a welding school to address the skills shortage.

3.1.3. Main social risks

Risk mapping

Trigano's General Management reviews the mapping of social and societal risks every year. The main social risks identified by Trigano are as follows:

- retirement/resignation of key people;
- the shortage of manpower;
- the difficulty in attracting and retaining key skills;
- absenteeism.

On the basis of the procedures and actions in place, the risk mapping shows Trigano's limited exposure to social and societal risks. The perception of risks by the business units has been integrated into a broader perspective at the level of General Management.

Trigano's main risks are skills development, health and safety at work, and absenteeism, for which a policy, actions and key performance indicators have been defined. We conduct regular and close monitoring of these indicators.

Developing skills

Trigano attaches great importance to the training of its employees and considers the strengthening of its staff's skills as a lever for improving quality, efficiency and competitiveness.

Trigano ensures that all employees, whatever their age or position, have access throughout their career to the training actions necessary to build their career path and adapt to changes in the professions.

The objectives are as follows:

- meet the requirements of the markets and the group's strategy in the areas of production, safety, continuous improvement and quality;
- continuing to offer professional training;
- improving career paths;
- promote the integration of new recruits;
- raising staff awareness of safety and environmental issues;
- to accompany the people concerned by the evolution of financial, industrial and commercial management tools.

The internal training institute open at Trigano VDL continued to operate so as to train staff and new recruits in products and assembly techniques (safety, dojos, etc.). A total of 236 training courses were dispensed, representing 1,217 people trained and a total of 6,155 hours of training.

These courses are run by three full-time in-house instructors, assisted by in-house contributors on specific topics (safety culture, environment, gestures and postures, hoists, forklift truck driving, stacker handling, etc.), which means they can be perfectly adapted to the company's needs and are highly flexible in terms of organisation.

In addition, there are two days of "integration training" for new hires: a total of 1,054 hours of training were given in 31 courses, allowing 223 people to be taught about quality, handling tools and equipment, and basic business techniques.

Other training sessions have been implemented in partnership with Pôle Emploi and various local authorities in order to have a trained workforce for certain professions in shortage or under stress (seamstresses, forklift drivers, welders, technicians, etc.).

In addition, particular attention is paid to the implementation of training needs identified during individual and professional interviews and more particularly to junior and senior employees who may encounter difficulties in their job or in their work context.

Finally, in 2023/2024 Trigano actively pursued its contribution to the integration of young people into the job market by allowing students to come and discover the company and its businesses through internships or apprenticeships.

A key performance indicator relative to the number of training hours per person, calculated on the average number of employees excluding temporary staff, is monitored closely to measure efforts made in terms of training.

	2022/2023	2023/2024
Number of hours of training	81,765	75,998
Average workforce excluding temporary staff	9,922	10,168
KPI relating to the number of hours of training per person	8.2	7.5

Against the backdrop of a shortage of chassis for motorhomes in the 2022/23 financial year, Trigano increased the number of training hours in anticipation of an increase in production rates in the 2023/24 financial year.

Ensuring safety and health at work

The business units, in collaboration with the social partners and external bodies concerned, are responsible for ensuring the health and safety of each employee. French companies, which are subject to the establishment of a Health, Safety and Working Conditions Commission (CSSCT), fulfil their obligations and provide active support to this body. Similar provisions exist in most of the countries where Trigano operates.

The actions carried out include, in particular, the implementation on the sites of workstation layout to improve equipment, working conditions and workstation ergonomics, the installation of lifting equipment, reinforced monitoring of the wearing of PPE (Personal Protective Equipment), analysis of the causes of workplace accidents and the implementation of corrective actions, and team training.

In 2023/2024, the Group recorded 862 work-related accidents, 398 of which did not result in lost time. These accidents generated 161,773 hours of lost time, or 8.3% of total lost time. The number of workplace accidents was up 2.1% on the previous year, on a 12.8% increase in Trigano's consolidated sales and a 21.1% increase in the number of motorhomes produced.

The effect of the policies rolled out over the last few years is measured by particular attention of the group to two key performance indicators:

- The rate of frequency of workplace accidents;
- The rate of severity of workplace accidents.

In 2023/24, the frequency rate (number of workplace accidents with lost time x 1,000,000 / actual number of hours worked) was 24.9 (29.9 in 2022/2023) and the number of workplace accidents with and without lost time was 45.4 (48.0 in 2022/2023).

The frequency rate for temporary workers was 79.5.

The severity rate (number of days of lost time x 1,000 / number of actual hours worked), which represents the number of days lost due to a workplace accident per thousand hours worked, was 1.09 for the year (0.81 in 2022/2023).

In business units where the frequency rate appears to be quite high, further investigations are carried out to understand the causes and take corrective actions to significantly reduce it.

Particular attention is paid to the detection of cases of occupational illness. In 2023/2024, 24 new cases were identified, bringing the total number of cases to 124.

Health and safety at work is a key concern for Trigano's business units, where safety equipment is systematically supplied and made available to staff.

Limiting absenteeism

The fight against absenteeism is considered a priority by Trigano because unplanned staff absences are a source of workshop disorganization, productivity losses and deterioration in the quality of the working environment.

In order to effectively combat absenteeism, a key performance indicator relating to the absenteeism rate is regularly analysed by site management. In addition, an annual analysis of the causes of absenteeism is carried out.

In 2023/2024, the absenteeism rate was 10.4% for the Group as a whole (9.4% excluding the impact of maternity leave), down on the previous year (11.1% in 2022/2023).

This rate remained higher than the nationally observed rate. According to the figures available for 2023, the rate observed across all sectors in France was down (6.1% in 2023, 6.7% in 2022, source: Baromètre Ayming 2023).

A policy to improve working conditions continues to be put in place and takes the form of the following actions:

- the renovation and fitting-out of production sites;
- the reorganisation of work stations;
- the improvement of social facilities;
- the purchase of equipment to make workstations less arduous;
- training for managers and teams in management, gestures and postures, and safety.

These actions are carried out in consultation with staff representatives in order to reduce the absenteeism rate and bring it into line with that of the private sector observed at national level.

Other measures are being taken by entities to reduce the volume of hours lost due to absenteeism:

- Communication actions are implemented to raise awareness among staff and elected officials of the impact of unplanned absences on production cycles;
- Interviews are conducted after long-term absences in order to identify levers of progress to prevent further absences;
- medical check-ups are organised for any absence of more than 60 days.

3.2. Environmental Issues

Respecting and preserving nature and controlling the impact of activities on the environment are fundamental values of Trigano's outdoor activities.

This means using fewer natural resources, limiting emissions, reducing waste production, integrating recycled materials and using renewable energy to reduce the carbon footprint, both in the industrial production and product use phases.

Green taxonomy

In accordance with European Regulation 2020/852 of 18 June 2020 (the Taxonomy Regulation) published by the European Union (EU) regarding the establishment of a framework intended to encourage sustainable investment in the EU, Trigano has undertaken an analysis of its activities across its consolidated entities so as to identify which of them are eligible, as well as individual operating expenses (OpEx) and capital expenditure (CapEx) where applicable.

Identification of eligible activities

In the framework of the aforementioned European environmental regulation and the classification system of business activities in line with the associated sustainability criteria, Trigano has conducted an assessment of all of its primary business activities in light of the clearly defined list of business sectors under the annexes of the EU Supplementing Regulation 2021/2139 of 4 June 2021 aimed at mitigating climate change (Annex 1) and adapting to climate change (Annex 2).

Although extremely detailed, the Taxonomy Delegated Regulations published to date do not include any precise definition of rules to determine the eligibility of "special-use vehicle" manufacturing activities, a category which notably includes motorhomes and caravans (84% of total sales recorded by Trigano in 2024). The regulations only make reference to the

manufacture of "transportation vehicles". However, in accordance with article R. 111-47 of the French Urban Planning Code, motorhomes are classed as a caravan which are special-purpose vehicles (SPVs*), land-based, and habitable, and intended for temporary or seasonal occupancy, in leisure activities, and which serve as a means of mobility at all times. At this stage of our understanding of the regulations by Trigano, the motorhome and caravan manufacturing activities do not fall in the framework of manufacturing activities of "transportation vehicles" as defined by the European environmental regulation in the "M1" category.

Trigano has therefore drawn the conclusion that its primary economic activities are not covered by the supplementing regulation regarding climate change and are not consequently eligible for the taxonomy.

Methodology for calculating key performance indicators

Due to the absence of any eligible Turnover, the OpEx and CapEx attached to the primary economic activities undertaken by Trigano cannot be classed as eligible. Consequently, analysis of the eligibility of CapEx and OpEx exclusively focused on "individual measures" allowing target activities to become "low carbon" or to lead to reduced greenhouse gas emissions, as defined in the EU Taxonomy Regulation. OpEx comprises direct non-capitalised costs relating to research and development, building renovation work, short-term leases, maintenance and repairs, and any other direct expenditure relating to the day-to-day upkeep of tangible fixed assets.

For the 2024 financial year, this amount was €26.5 million, representing 0.7% of Trigano's total consolidated operating expenses (€3,661.1 million in 2024). As the OpEx ratio was less than 5%, the exemption criterion for non-materiality was applied and the eligible OpEx KPI was not calculated.

CapEx includes the acquisition of intangible and tangible fixed assets, the acquisition of rights of use and assets related to business combinations. For the 2024 financial year, total CapEx amounted to €60.8 million.

* Specialist Automotive Vehicles with total authorised laden weight equal to or less than 3.5 tonnes.

Trigano's eligible CapEx mainly relates to the acquisition of right-of-use assets relating to real estate leases and the acquisition of buildings (related to activity 7.7 Acquisition and ownership of buildings resulting from Annexes I and II of the Climate Delegated

Acts). They also include investments that individually contribute to improving the company's environmental performance, such as solar panels or heat pumps. In 2024, the eligible OpEx ratio was 28.3%.

Calculation of key performance indicators

Consolidated Turnover is shown directly in the consolidated income statement in section 4.2.1. of this annual report under "Sales".

Consolidated operating expenses (OpEx) are presented directly in the consolidated income statement in section 4.2.1. of this annual report, and correspond to the sum of the following lines: "Purchases consumed", "Personnel expenses", "External costs", "Taxes and duties" and "Depreciation, amortisation and impairment".

Consolidated capital expenditure (CapEx) is shown directly in the consolidated cash flow statement in section 4.2.1.5. of this annual report and corresponds to the sum of the "Acquisition of intangible assets" and "Acquisition of tangible fixed assets" lines.

	Total 2024 (in €m)	Share of primary economic activities under the taxonomy	
		eligible	non-eligible
Turnover	3,926.3	0.0%	100.0%
OpEx	3,661.1	criterion of non-materiality applied	
CapEx	60.8	28.3%	71.7%

Share of Turnover generated by products or services associated with Taxonomy-aligned economic activities

Consolidated Turnover	2023/2024		Substantial contribution criteria					Do no significant harm criteria (DNSH – Do no significant harm)					Share of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) Turnover, prior year (18)	Category (enabling activity) (19)	Category (transitional activity) (20)	
	Absolute Turnover (€m) (3)	Proportion of Turnover (%) (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	N/EL (*)	Water (13)	Pollution (14)				Circular economy (15)
Economic activities (1)																
A. TAXINOMY-ELIGIBLE ACTIVITIES A.1 Environmentally sustainable activities (Taxonomy-aligned)																
Turnover from environmentally sustainable activities (Taxonomy-aligned) (A.1)	0.0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/EL (*)	N/EL (*)	N/EL (*)	N/EL (*)	0.0%	0.0%	0.0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned)																
Turnover from taxonomy-eligible but not environmentally sustainable activities (taxonomy non-aligned) (A.2)	0.0	0.0%														
Total (A.1 + A.2)	0.0	0.0%														
B. TAXINOMY NON-ELIGIBLE ACTIVITIES																
Turnover from Taxonomy non-eligible activities (B)	3,926.3	100.0%														
Total (A + B)	3,926.3	100.0%														

(*) N/EL – Non-eligible: Taxonomy non-eligible activity in relation to the environmental objective pursued

Contribution to several objectives

	Proportion of Turnover/total Turnover	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.0%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Share of OpEx relating to products or services associated with Taxonomy-aligned economic activities

Operating expenses (OpEx)	2023/2024		Substantial contribution criteria					Do no significant harm criteria (DNSH – Do no significant harm)					Minimum safeguards (17)	Share of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) turnover, prior year (18)	Category (enabling activity) (19)	Category (transitional activity) (20)	
	Absolute Turnover (€m) (3)	Proportion of Turnover (%) (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)					Circular economy (15)
Economic activities (1)																	
A. TAXONOMY-ELIGIBLE ACTIVITIES A.1 Environmentally sustainable activities (Taxonomy-aligned)																	
Turnover from environmentally sustainable activities (taxonomy-aligned) (A.1)	0.0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/EL (*)	N/EL (*)	N/EL (*)	N/EL (*)	0.0%	0.0%	0.0%	0.0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned)																	
Turnover from taxonomy-eligible but not environmentally sustainable activities (taxonomy non-aligned) (A.2)	0.0	0.0%															
Total (A.1 + A.2)	0.0	0.0%															
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																	
Turnover from Taxonomy non-eligible activities (B)	3,661.1	100.0%															
Total (A + B)	3,661.1	100.0%															

(*) N/EL – Non-eligible: Taxonomy non-eligible activity in relation to the environmental objective pursued

Contribution to several objectives

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.0%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

Share of CapEx relating to products or services associated with Taxonomy-aligned economic activities

Capital expenditure (CapEx)	2023/2024			Substantial contribution criteria						Do no significant harm criteria (DNSH – Do no significant harm)						Proportion of Taxonomy-aligned (A.1.) or Taxonomy-eligible (A.2.) turnover, prior year (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
	Codes (2)	Absolute Turnover (€m) (3)	Proportion of Turnover (%) (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)			
A. TAXONOMY-ELIGIBLE ACTIVITIES A.1 Environmentally sustainable activities (Taxonomy-aligned)																		
Turnover from environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/EL (*)	N/EL (*)	N/EL (*)	N/EL (*)	N/EL (*)	0.0%	0.0%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned)																		
Acquisition and ownership of buildings	CCM 7.7	17.2	28.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	40.0%	0.0%		
Turnover from Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned) (A.2)		17.2	28.3%												40.0%	0.0%		
Total (A.1 + A.2)		17.2	28.3%												40.0%	0.0%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																		
Turnover from Taxonomy non-eligible activities (B)		43.6	71.7%															
Total (A + B)		60.8	100.0%												40.0%	0.0%		

(*) N/EL – Non-eligible: Taxonomy non-eligible activity in relation to the environmental objective pursued

Contribution to several objectives

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM	0.0%	28.3%
CCA	0.0%	0.0%
WMR	0.0%	0.0%
CE	0.0%	0.0%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

General environmental policy

Trigano's environmental protection policy is rolled out over two primary areas:

1. The development of products which increasingly respect nature with, notably, the search for reducing weight, energy use and carbon footprint of vehicles as well as the use of recycled or recyclable materials and packaging;
2. The search for and implementation of best practices with particular emphasis on reducing the environmental impact of the various discharges and resources used, reducing the production of hazardous and non-hazardous waste, energy efficiency, the development of the circular economy and the use of renewable energies.

Organisation of the company to implement its environmental policy

General Management directly oversees the Group's environmental policy, with the support of site managers and a consulting firm, as well as an Energy Transition Director who specifically leads and coordinates work on the energy transition for leisure vehicles. Key Performance Indicators (KPIs) have been defined to ensure regular monitoring of quantitative and qualitative environmental data.

Improvement of these KPIs is a key objective for all group entities. The consultancy firm has the assignment of collating, inspecting, approving and consolidating the environmental data so as to guarantee its reliability and assisting in analysis.

Permanent internal oversight concerning environmental regulations has also been implemented to contribute towards the continuous improvement of the Group's environmental policy.

Information, guidance and environmental performance reports are regulatory issued to site managers on which to base their action plans. These are part of three-year plans aimed at improving the environmental and energy performance of all production business units.

Each year, General Management selects several sites on which environmental audits and environmental data reviews are to be conducted by Trigano's in-house auditing team.

Applicable since 1 January 2024, the European Corporate Sustainability Reporting Directive (CSRD) sets new standards and obligations for non-financial reporting. Trigano has set up a project team, together with a consulting firm, to publish its sustainability report in line with these new regulations when the accounts are closed on 31 August 2025.

3.2.1. Environmental impact of industrial operations

Trigano periodically carries out environmental risk mapping covering all of its sites' industrial production activities. Due to the nature of its industrial production activities, Trigano's exposure to this type of risk is limited.

Administrative sites with no significant environmental impact are not included in the scope of this report.

Trigano has selected three key performance indicators to monitor the environmental impact of all its sites' industrial production activities:

1. Water use;
2. Energy use;
3. Recovery and recycling rate of non-hazardous waste.

The other risks, identified as low in relation to Trigano's activities, are not analysed. The KPIs for water and energy consumption are based on the number of leisure vehicles produced:

	2023/24	2022/23	chg.	
Motorhomes	53,719	44,367	9,352	21.1%
Caravans	8,497	12,849	-4,352	-33.9%
Mobile homes	4,248	4,641	-393	-8.5%
Quantity of leisure vehicles produced	66,464	61,857	4,607	7.4%

The non-hazardous waste recovery and recycling rate KPI relates to all non-hazardous waste produced by Trigano's sites.

Water use

Water is used on sites mainly for staff consumption, cleaning and waterproof testing of vehicles and their tanks, washing of carriers, fire protection, certain industrial processes (such as bonding) and adiabatic cooling. It comes mostly from the drinking water network and secondarily from recycling systems and rainwater harvesting.

Risk identified

Water consumption has been identified as one of Trigano's main environmental risks in view of its environmental and economic impact.

Policy implemented

Various actions to control water consumption were taken by the business units during the year: recycling of washing water, waterproof testing of vehicles and their tanks, and the installation of partial meters to better monitor water consumption.

Water use	Scope	Unit of measurement	2023/24	2022/23	chg. gross
Total water consumption: including leaks	All sites	in thousands of cu.m.	133.7	122.3	9.3%
Total water consumption: excluding leaks			112.7	116.4	-3.2%
Total water consumption: excluding leaks		in thousands of cu.m.	84.1	88.7	-5.2%
KPI – Water use ratio	Leisure vehicle production sites	in cu.m. per leisure vehicle produced	1.27	1.43	-11.8%
of which industrial use only per leisure vehicle produced: excluding leaks		of which staff consumption per leisure vehicle produced: excluding leaks	42%	43%	
of which staff consumption per leisure vehicle produced: excluding leaks			58%	57%	

Total adjusted water use (excluding leaks) at all Trigano sites fell by 3.2% over the 2024 financial year. For leisure vehicle production sites alone, total adjusted water use (excluding leaks) was down 5.2%, on a 7.4% increase in leisure vehicle production over the same period. Thanks to the combined effect of these two developments, the key performance indicator improved by a considerable 11.8% compared to the previous year.

The reduction in water consumption is the result of actions taken by the business units, in particular the growing use of recycled water for waterproof testing of leisure vehicles and the use of rainwater.

An action plan has been launched to reduce the volume of water leaks, which increased during the year.

Energy consumption

The energy consumption of vehicle production sites is related to the manufacture, heating, transport, lighting and cleaning of vehicles.

Energy sources purchased and used on sites are electricity, natural gas, other sources of gas (butane, propane), fuel and diesel. Some of our energy sources come from renewable origins. These are either produced internally on our sites (solar panels, internal use of wood waste for heaters), or supplied by external operators (solar, wind, water, biofuels, etc.) depending on the energy mix.

Risk identified

Energy consumption across production sites has been used given its environmental and economic impact, and this increased due to the current energy crisis. Concerning Trigano's carbon footprint, this energy use on sites represents a small share, whilst the largest share is that related to the use of products.

Policy implemented

Trigano's policy is to reduce energy intensity, improve energy efficiency and increase the use of renewable energy from internal or external sources, and to reduce the weight of vehicles produced.

Initiatives taken

A large number of initiatives to improve energy efficiency at production sites were carried out during the year, including:

- the installation of a heat exchanger for powder coating activities,
- the installation of light sensors,
- thermal insulation of buildings and their accesses,
- the installation of destratifiers,
- the greening of the vehicle fleet (electric or hybrid),
- checking for compressed air leaks,
- monitoring of consumption,
- the installation of LED lighting, with automatic detection where required,
- awareness-raising among staff,
- the reduction of working hours,
- the replacement of old compressors,
- the installation of solar panels on several sites (self-consumption).

Energy consumption	Unit of measurement	2023/24	% total	2022/23	% total	chg.
Electricity (with renewable energy from external sources)		45.2	39.7%	45.0	39.5%	0.4%
Gas (natural gas + other gases)		41.4	36.4%	43.6	38.3%	-5.0%
Fuel oil and diesel		19.0	16.7%	19.2	16.9%	-1.0%
Others	in millions of kWh	7.1	6.2%	6.0	5.3%	18.3%
Total energy consumption		113.8	100.0%	113.8	100.0%	0.0%
of which renewable energies		15%		14%		-
of which other		85%		86%		-
Total energy consumption: production sites leisure vehicles only	in millions of kWh	75.1	66.0%	79.2	69.6%	-5.2%
KPI – Total energy consumption ratio	in kWh per leisure vehicle produced	1,130		1,280		-11.7%

As a result of the actions carried out described above, total energy consumption across all sites was down 11.7%. This reduction concerns electricity, gas and fuel oil consumption.

For leisure vehicle production sites alone, total energy consumption was down 5.2%, on a 7.4% increase in leisure vehicle production over the same period. Thanks to the combined effect of these two developments, the key performance indicator improved by 11.7%

compared to the previous year.

The proportion of renewable energy produced internally (biomass and solar) across all Trigano sites increased significantly to 18.3% in 2024, while the proportion of renewable energy from external sources, reflecting the energy mix of electricity suppliers, increased by just 1%. This resulted in an overall increase of 8.2% in the consumption of renewable energy from internal and external sources.

The significant 1.4 million kWh increase in solar-generated energy for self-consumption during the year was achieved at three sites in Spain, two sites in Italy, two sites in Slovenia and one site in the Netherlands. Biomass is used to heat two sites (one in the United Kingdom and one in Slovenia).

Energy for tertiary buildings

Under France's tertiary sector decree, which aims to gradually reduce energy consumption in tertiary sector buildings, 23 of the 63 sites identified in France had

In view of the investments made in photovoltaic systems, the increase in internally generated energy linked to in-house energy will continue to rise in the coming years.

already achieved the 2030 target by 2023. Additional action plans based on energy audits are ongoing for the other sites.

Generation of non-hazardous waste

The production of non-hazardous waste on sites is due primarily to processes involving wood and metals, as well as packaging.

Risk identified

The production of non-hazardous waste has been identified as a major environmental risk in view of its environmental and economic impact.

Policy implemented

This policy for improving the management of non-hazardous waste implemented during the year under review includes:

- the purchase of waste sorting containers;
- the implementation of eco-design principles;
- the reuse of certain waste products in after-sales services;
- the reduced use of raw materials;
- Raising awareness of staff to sorting;
- the development of waste compaction and shredding;
- the search for new off-site recovery and recycling channels for mixed waste (panel offcuts, XPS offcuts, wood, etc.);
- donations of reusable items to charities;
- participation in Eco Mobil-Home, an organisation whose purpose is to manage the end-of-life of mobile homes in the French market, from collection to treatment and recycling of materials.

Key performance indicator

Non-hazardous waste

Production of non-hazardous waste at all sites

KPI - Rate of recycling non-hazardous waste.

Unit of measurement	2023/24	2022/23	chg.
in tonnes	31,435	31,111	1.0%
As a %	81.5%	78.4%	+3.1 points

Non-hazardous waste production increased by 1.0%. However, the recovery/recycling rate rose by 3.1 points thanks to improved sorting of mixed waste, efforts to raise awareness among suppliers of the need to reduce

packaging and the implementation of innovative recovery/recycling processes (e.g. polystyrene XPS offcuts, panel offcuts).

Circular economy

Hazardous waste prevention and management

During the financial year, the production of hazardous waste was mainly linked to the industrial activities of surface treatment, bonding and painting, soiled

packaging, WEEE, batteries and hydrocarbon water; Trigano's sites do not discharge any priority substances into the water.

Hazardous waste	Unit of measurement	2023/24	2022/23	chg.
Hazardous waste production at all sites	in tonnes	900.8	771.7	16.7%
Recycling rate of hazardous waste	As a %	61.8%	53.5%	+8.3 points
Cost of treating hazardous and non-hazardous waste	in €m	4.4	3.8	15.8%

The production of hazardous waste increased by 16.7%. The recovery/recycling rate for hazardous waste improved by 8.3 points thanks to the development of sorting initiatives and the implementation of new recovery/recycling processes.

The 15.8% increase in the cost of treating all waste

produced by Trigano is largely linked to increases in the costs of managing this waste by service providers. 1.7 tonnes of waste electrical and electronic equipment (WEEE) were collected from the IT business; Trigano was able to inject about 40% of this into the circular economy.

Consumption of raw materials

The main materials used on the production sites are of natural origin, such as wood, or industrial (metals, polystyrene, polyester, plastics, glues, etc.). Based on an extrapolation, Trigano has estimated the quantity of the two main materials used for the production of motorhomes and caravans for the 2023/2024 season at:

- 41,898 tonnes of steel, i.e. 25.2% of total raw materials used for the production of motorhomes and caravans;
- 27,446 tonnes of plywood, or 16.5% of total raw materials used for the production of motorhomes and caravans.

Trigano has also, for several years, been developing production of components such as furnishing, metal

parts, cushions, curtains and mattresses as well as certain polyester parts which it is unable to produce.

Regular research is undertaken to optimise the use of these materials and the use of replacements (composite materials, recycled products, bio-sourced materials, etc.) has been adopted in order to reduce the ecological impact of vehicles and leisure equipment produced.

This is illustrated in the development of the reuse of cardboard and plastic packaging, as well as the recycling of wood or XPS/EPS sheet offcuts and tests on the use of new materials.

Trigano does not use critical natural resources as defined by the European Commission.

3.2.2. Other Information

In addition to the main risks, Trigano devotes resources to the prevention of pollution and other environmental risks.

Prevention mechanisms

Resources devoted to the prevention of environmental risks and pollution

Human and financial resources have been assigned to the Trigano environmental policy. In the 2023/24 financial year, specific environmental expenditure (investment on equipment, studies, audits, etc.) amounted to €1.07 million. Almost 67% of these investments concerned the installation of energy-saving equipment and the development of renewable energy uses: LED lighting, heating and cooling control systems, destratifiers, heat exchangers for powder coating, heat pumps and solar panels, etc.

Amount of provisions and guarantees for environmental risks

During this financial year, Trigano did not record any provisions or guarantees for environmental risks in addition to the guarantees included in its insurance policies. There were no accidents involving pollution or environmental damage.

Pollution control measures

Measures to prevent, reduce and remedy releases to air, water and soil

Regulatory checks on discharges carried out at sites subject to this obligation during the 2023/2024 financial year identified minor non-compliance concerning wastewater discharges at one site in France.

Consideration of noise and other forms of pollution

The nature of the activities carried out by Trigano and the fact that the sites are largely located in business

zones limit noise pollution for local residents. In order to limit noise pollution, steps were taken during the year to improve the circulation of staff vehicles around the sites, the ventilation of production buildings in the event of high temperatures, and the installation of soundproofing partitions around silos and vacuum pumps.

Other risks

Trigano has not taken any particular initiatives to manage unidentified risks concerning activities such as protection of biodiversity, animal welfare, food waste or combating food insecurity.

Climate Change

By virtue of its core values and its activity centred on outdoor leisure activities, Trigano pays particular attention to preserving the environment. It was committed to a process of continuous improvement of its carbon footprint in order to reduce its impact on climate change, even before it became one of the major global challenges of the 21st century.

To better measure its footprint and take appropriate action to reduce it, Trigano has been carrying out regular carbon assessments since 2010, using methods recognised at the French (Ademe) and European (GHG Protocol) levels at its main motorhome and caravan production sites.

A study was carried out during the 2022/23 financial year for Scopes 1 and 2 on the ten main motorhome and caravan production sites located in France, Slovenia, Italy, Spain, Germany and the United

Kingdom, which account for more than 75% of Trigrano's total motorhome and caravan production. The results were as follows:

Greenhouse gas (GHG) emissions in tCO₂eq:

10 main motorhome and caravan production sites

Scope	definition	2023/24
Scope 1	direct GHG emissions	13,200
Scope 2	indirect energy-related GHG emissions	1,600
Total Scopes 1 and 2 (in tCO₂eq)		14,800

In addition, a detailed study was carried out in 2022/23 on Scope 3 on the basis of vehicles marketed by Trigrano VDL. This made it possible to fine-tune the breakdown of greenhouse gas emissions by scope:

Breakdown of GHG emissions in tCO₂eq according to the study carried out on Trigrano VDL

Scope	definition	breakdown of main components	tCO ₂ eq	% total
Scope 1	direct GHG emissions		17,400	0.4%
Scope 2	indirect energy-related GHG emissions		2,100	0.0%
Total Scopes 1 and 2			19,500	0.4%
Scope 3	other indirect GHG emissions	fixed assets	91,800	2.0%
		inputs (manufacturing materials	275,300	6.0%
		transport	321,200	7.0%
		uses:	3,900,800	84.6%
Total Scope 3			4,589,100	99.6%
Total Scopes 1, 2 and 3			4,608,600	100.0%

Nearly 85.0% of the carbon footprint of Trigrano's motorhomes and caravans comes from the use of leisure vehicles on the road by customers and their end-of-life (part of Scope 3), while the production activity accounts for just over 15.0% (Scopes 1 and 2, part of Scope 3).

An extrapolation of the total quantity of GHG for Trigrano's production of motorhomes and caravans was carried out, with the following results:

GHG emissions ratio for Trigano's total motorhome and caravan production

	scope	unit	2023/24	2022/23	chg.	%
GHG emissions (Scopes 1.2 and 3): total by extrapolation		tCO ₂ eq	5,312,809	4,387,896	924,913	21.1%
Sales	total motorhomes	€m	3,131.1	2,572.1	559.0	21.7%
(GHG emissions Scopes 1, 2 and 3) / sales		tCO ₂ eq/€m	1,697	1,706	-9	-0.5%
Ratio: (GHG emissions Scopes 1, 2 and 3) / camper van	unit vehicles	tCO ₂ eq./motorhomes	98.9	98.9	0.0	0.0%
GHG emissions (Scopes 1.2 and 3): total by extrapolation		tCO ₂ eq	146,019	220,808	-74,788	-33.9%
Sales	total caravans	€m	176.7	260.2	-83.5	-32.1%
(GHG emissions Scopes 1, 2 and 3) / sales		tCO ₂ eq/€m	826	849	-22	-2.6%
Ratio: (GHG emissions Scopes 1, 2 and 3) / sales	unit vehicles	tCO ₂ eq./motorhomes	17.2	17.2	0.0	0.0%
GHG emissions (Scopes 1.2 and 3): total by extrapolation		tCO ₂ eq	5,458,828	4,608,704	850,124	18.4%
Sales	total motorhomes and caravans	€m	3,307.8	2,832.3	475.5	16.8%
Ratio: (GHG emissions Scopes 1, 2 and 3) / sales		tCO ₂ eq/€m	1,650	1,627	23	1.4%

The 18.4% increase in GHG emissions for motorhomes and caravans can be explained by the increase in motorhome production, despite the decrease in production of caravans, which emit less and are sold in smaller numbers.

This increase is slightly higher than growth in sales in 2024, so carbon intensity over the year was up by 1.4%; the GHG ratio for Trigano's total production of motorhomes and caravans in relation to sales was 1,650 tCO₂eq/€m in 2023/24 (1,627 tCO₂eq/€m in 2022/23).

Action plan adopted

However, Trigano has undertaken a number of actions to reduce its carbon footprint:

- Product offering: a dual-mode motor home – all electric and all internal combustion – with a range of over 900 km, including 100 km on electric power, has been launched;
- Production: regular efforts to reduce the energy consumption of Leisure vehicles by acting on their structure and equipment;
- Uses:
 - A search for better leisure vehicle aerodynamics in order to reduce wind resistance and in turn fuel consumption (development of new ranges of slim motorhomes);
 - Optimisation of energy consumption in the living area (tests and simulations to design systems that consume less energy);

- Raising user awareness by offering remote management systems for consuming items in leisure vehicles (already rolled out for around 6,000 vehicles).

The regular development of European standards governing atmospheric pollution for motor vehicles including motorhomes (Euro6d) has led to a reduction in these emissions thanks to the use of more efficient and economical engines.

Challenges and perspectives

Public policies are changing and, along with the impact of recent geopolitical events, creating a host of new challenges: more restrictive anti-pollution standards, the increase in energy prices as well as the need to reduce greenhouse gas emissions.

New constraints will impact the product development of Trigano's partner carmakers due to:

- the desire of the EU to see combustion powered vehicles disappear (the target of no new combustion powered vehicle registrations from 2035);
- The tightening of regulatory limits on pollutant emissions from diesel vehicles with the introduction of the Euro7 standard:
 - reduced tailpipe emissions;
 - limiting of particulate emissions from braking systems;
 - limiting of particulate emissions from tyre abrasion;
 - limiting of the loss of capacity of electric vehicle batteries over time.

To meet these challenges, Trigano is preparing:

- to incorporate Euro7-compliant chassis in its motorhome ranges within the specified timescales (and in particular to anticipate the constraints associated with changes in vehicle weight);
- to design leisure vehicles that are adapted for use as electrical vehicles.

Trigano has begun this energy transition strategy with various stakeholders:

- upstream partnerships with carmakers;
- impact analysis of expected developments in the design of leisure vehicles;
- study of electrical and mechanical systems interfacing with electrified chassis;
- involvement in national and European authorities of proper consideration of specificities relating to leisure vehicles by public authorities.

Adapting to the consequences of climate change

Despite the increasingly frequent occurrence of exceptional natural events in Europe, Trigano's sites have not been significantly affected to date. In addition, a policy of prevention (e.g. hail nets, sprinklers) and insurance is applied to all Trigano sites.

Assets of the sector

Leisure vehicles are products which are primarily used for their accommodation purpose, and which allow for reduced environmental impact compared to other leisure modes. Consequently, their use leads to savings in terms of water use and energy use compared to staying in a holiday home or hotel.

According to a July 2003 study published by the French government, ADEME and Opinionway, housing in France represents 1.5 tonnes of CO₂ per person per year, or 29 kg of CO₂ per person per week.

The average use of our motorhomes by two people for 8 weeks a year for 25 years generates 7.0 tonnes of CO₂ excluding driving, or 17.5 kg of CO₂ per person per week.

Non-road GHG emissions from a motorhome are 60% below those of the average residential dwelling. The emissions avoided by using a motorhome compared with one person in their own home therefore represent 4.6 tonnes of CO₂ per motorhome over a 25-year period.

Based on the following assumptions, Trigano made a comparison of GHG emissions between a week's holiday in a motorhome and a week-long stay in a hotel:

- Motorhome excluding food, on the road:
 - Assumptions: 98.9 TCO₂ per motorhome, over 25 years, 8 weeks per year.
 - Result: 495 kg/week.
- Hotels excluding food, including transport:
 - Assumptions: estimates based on emissions published by major players in the hotel sector in France
 - Result: 786 kg/week.

Including transport, a week's holiday in a motorhome emits 63% less CO₂ than a stay in a hotel.

Swedish and Italian studies have shown that the use of leisure vehicles is more environmentally friendly than most competing modes of holiday or leisure.*

* Ostfoldforskning – Sept. 2018: "the climate impact of taking one's own cabin on holiday – a greenhouse gas account for motorhomes"; Paolo Fiamma Pisa university – Jul. 2015: "Mobile Lodging Unit: First Experimental Research in Italy on the Sustainability of the Recreational Vehicles".

3.3. Issues relating to the respect of human rights

In accordance with the Ethics Charter, Trigano employees are called upon to refrain from any violation of Human Rights and to ensure that their stakeholders do the same. The new ethics charter adopted in 2018, which updates the high

standards of integrity defined and conveyed by the charter adopted in 2005, reaffirms Executive Management's commitment to support the Company's growth in compliance with the law and best practices.

Diversity and equal opportunities/equal treatment

Trigano, a multicultural company, recognizes diversity as a richness, with the confrontation of ideas and points of view being a source of progress for the company. Freedom of association and the recognition of the right to collective bargaining are respected. The ethical charter stresses the need to respect labour legislation and therefore prohibits any measure of discrimination on the grounds of age, sex, ethnic origin, religion or political convictions. It prohibits the employment of children under the age of 16 in the Group's entities or among its stakeholders (suppliers, subcontractors, customers). The employment of illegal

workers is also prohibited. In order to promote the initiatives taken in this area, internal communication focuses on publicising the measures taken in favour of young people, women, the disabled and senior citizens. Freedom of expression, association and membership of trade unions is also safeguarded. Trigano employs 448 disabled people, 158 of whom are in France, thus meeting 84.5% of its legal obligations in mainland France. In Serbia, Trigano employs 113 disabled people out of a workforce of 306 with an adapted organisation.

Protection of personal data

Respect for the protection of personal data is a factor of trust, a value to which Trigano attaches particular importance.

Consequently, each Trigano stakeholder who needs to know personal data is required to sign an NDA and data protection charter.

Trigano and its subsidiaries are committed to protecting the rights of individuals with regard to their personal data and have implemented a training programme aimed notably at data protection officers based in France. This programme has also been followed by other employees whose jobs require them to collect, use and store personal data. As a

result, almost 60 employees based in France have been able to take part in general training as well as more targeted business-specific training. Data protection officers, HR, marketing, IT, legal and sales staff have all been made aware of this and will be able to adopt and disseminate best practice in terms of personal data protection, both for Group data and for stakeholder data.

Trigano will continue to regularly update all of its contractual documentation, its privacy policies and any other support relating to personal data with a view to improving their security and protection.

3.4. Issues related to the fight against corruption and tax evasion

Trigano has always taken care to develop its commercial activities across all sites in respect of values of probity and professional ethics, and to combat all forms of corruption.

With the tightening of French anti-corruption legislation (the Sapin II law), Trigano has intensified its policy of preventing and combating corruption by reaffirming its values of probity and ethics, for which each employee is the guarantor.

Under the direct authority of the Chair of Trigano's Management Board, the anti-corruption and ethics steering committee brings together the combined actions of the Management Board and the purchasing, internal audit, finance, legal and human resources teams.

A map of risks of exposure to corruption, through a risk-assessment based approach has been developed across four strategic points: organisation and sector, management, relations with third parties and operations, taking account of activities undertaken and geographical sectors. The synthesis of this mapping shows a low level of exposure to corruption for Trigano and its subsidiaries. This mapping is updated annually.

On this basis, the Group has drawn up an anti-corruption code of conduct setting out the principles to be respected by each employee. It provides that any failure to comply with its provisions shall be sanctioned in accordance with the applicable disciplinary regime.

The anti-corruption code of conduct, the ethics charter and the anti-corruption alert system based on the provisions of the Sapin 2 Act have been translated and sent to all Trigano business units in France and abroad. They are given to each employee as well as to Trigano's stakeholders and are accessible to all on its website.

The respect of all of these anti-corruption principles by all members of staff is guaranteed by regular training of those employees the most exposed in light of the risk mapping, in France and abroad.

General whistleblowing system

To enable its employees and stakeholders to report any cases of violation of the Ethics Charter and the Anti-Corruption Code of Conduct of which they may be aware, Trigano has set up a secure professional whistleblowing system that collects reports through internal management. The content of this warning system and its operating guide are distributed to all Trigano employees and stakeholders at the same time as the ethics charter and the anti-corruption code of conduct. This system handles whistleblowing with strict confidentiality, so whistleblowers can report any potential misconduct without fear of reprisals, in compliance with local laws.

Combating tax evasion

Trigano is careful to conduct its activities in compliance with applicable tax laws. The reporting obligations and the payment of tax are carried out in the countries where the group is present.

3.5. Duty of care plan

Trigano has a long-standing commitment to risk management. Meeting the application criteria set by French law 2017-399 of 27 March 2017 on the duty of

care, Trigano drew up a duty of care plan consistent with its commitments and the risk management strategy set out with its stakeholders.

3.5.1. Governance

Trigano has set up a Duty of Care Committee made up of the Chair of the Management Board, the Chief Executive Officer, the Chief Financial Officer, the Energy Transition Director, the Purchasing Director, the Legal Officers, the Head of Human Resources and the Head of Internal Audit.

The role of this Committee is to steer the duty of care plan to ensure that it is implemented throughout the Group. It lays down the guidelines, priority actions and resources allocated to their implementation.

3.5.2. Risk assessment

Methodology

The Duty of Care Committee has adopted the following methodology for mapping risks, in order to assess the specific risks of serious harm to human rights and fundamental freedoms, the health and safety of individuals and the environment resulting from the Group's direct activities and those of its subcontractors or suppliers:

- **Purchasing:** Definition of the level of risk based on purchasing volumes, the location (country) of suppliers and the environmental challenges associated with each category of purchases (based on international expert databases).
- **Internal activities:** Definition of the level of risk taking into account the types of activities, the country where these activities are located and the associated environmental challenges.
- **Customers:** Identification of the main risks taking into account the types of customers (private, public) and their use of products/services.

International standards such as the Universal Declaration of Human Rights, the conventions of the International Labour Organization (ILO) and the guiding principles of the Organisation for Economic Co-operation and Development (OECD) have been used to identify the risks.

The scope covered is Trigano and its subsidiaries, customers, suppliers and subcontractors.

Interviews were conducted with the Group's main managers to analyse and validate the risks relevant to Trigano.

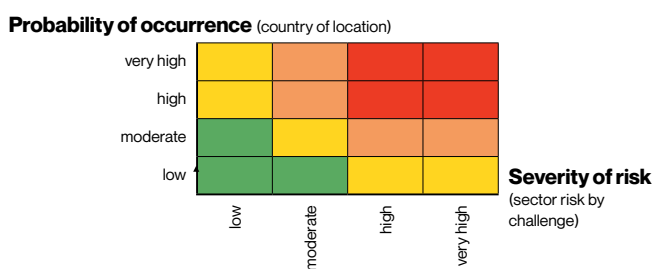
Risk assessment

For each risk, a gross risk assessment was carried out based on an analysis of external and internal data to rate the risk using databases specific to each theme (country, sector, product risk, etc.).

Two dimensions were taken into account, with four levels of risk (from low to very high):

1. the probability of occurrence of the risk: mainly linked to risk specific to the country where the activity is carried out, weighted by the size of this activity (for the purchasing part);
2. the severity of the risk: assessed on the basis of information provided by specialised databases.

By cross-referencing the probability of occurrence and the severity, we can estimate a gross risk.



A second step is to evaluate existing internal actions to rate risk control. Four levels of control have been defined. Applying the level of control to the gross risk gives the net risk and defines the risks as low, moderate, high or very high.

a. Risk categories

Risks relating to the duty of care have been identified as follows.

Human rights

- Health and safety at work: workplace accidents, physical and psychological health, well-being at work.
- Employee and site safety: physical safety of employees.
- Non-discrimination: gender equality, people with disabilities, age.
- Combating violence and harassment: e.g. intimidation, bullying or sexual harassment.
- Just and favourable working conditions: working hours (for example, pressure to work outside the scope of the contract), pay, breaks, rest periods.
- Respect for freedom of association and collective bargaining: e.g. discrimination against unionised employees, failure to provide the means for employee representation or negotiation.
- Prohibition of child labour.
- Prohibition of forced labour.
- Respect for privacy: e.g. the right to disconnect for employees, the absence of individual monitoring of connection times for employees working from home or the use of surveillance cameras for purposes other than security.

Environment

- Climate change: contribution to climate change through greenhouse gas (GHG) emissions, energy consumption.
- Biodiversity: degradation of marine and freshwater ecosystems, degradation of terrestrial ecosystems (changes in land use, land take, deforestation, etc.).
- Resources: water consumption and contribution to water stress, overexploitation of land resources (mineral resources, materials derived from living organisms such as wood).
- Pollution: air pollution excluding greenhouse gases, water pollution (freshwater and marine ecosystems), soil pollution.
- Waste: production of hazardous waste, production of non-recyclable waste.

b. Main results with duty-of-care risk matrix

The analysis and assessment of duty of care risks has made it possible to prioritise them, both internally and externally. Thus, for suppliers and subcontractors, the categories of purchases most at risk have been identified, and within the parent company and subsidiaries, the activities most at risk have been defined.

In summary, the most significant risks are as follows:

Internal activities

- The environmental aspect, including reducing the carbon footprint of Trigano's sites.
- Improving working, and health and safety conditions in industrial operations.

Purchasing

- Control of the supply chain in terms of human rights and the environment, especially with regard to non-European suppliers and subcontractors.

Customers

Note: this summary does not address customer-related risks. The assessment of gross risk was based on the typology of customers and their location, as well as the environmental impact generated by the customers' activity related to Trigano's products (sale or use). In summary, customer-related risks are considered to be low or non-existent. They relate in particular to the end use of products (greenhouse gas emissions, atmospheric pollution and waste). Ultimately, the Group has little room for manoeuvre with these players.

3.5.3. Mitigation measures

The following measures have been implemented in response to the main risks identified in the duty of care risk map.

a. Managing the duty of care

The Duty of Care Committee meets twice a year to identify areas for improvement in the Group's human rights, environmental and ethical policies and procedures. The Duty of Care Committee then decides on the priorities for correcting the weaknesses identified. The work already carried out on mapping duty of care risks has enabled us to identify areas for improvement.

b. Climate Change

Reporting directly to the Management Board, the Energy Transition Director leads and coordinates work on Trigano's energy transition. Above all, he is working to reduce energy consumption at Trigano sites, improve energy efficiency, increase the use of renewable energies and reduce vehicle weight.

c. Site environment

Trigano's environmental policy is managed by monitoring quantitative and qualitative environmental data based on Key Performance Indicators (KPIs). To complement this approach, Trigano implements three-year plans to improve environmental and energy performance across all subsidiaries. The 2024-2027 plan is based on four pillars:

1. Reducing water consumption;
2. Reducing energy consumption and increasing the proportion of renewable energy consumed;
3. Reducing waste production and optimising the use of raw materials;
4. Ensuring compliance with environmental regulations.

Details of actions and outcomes are described in section 3.2 of the Non-Financial Information Statement.

d. Improvement of working conditions

Trigano strives to improve working conditions at high-risk workstations and invests broadly in the renovation of industrial and tertiary premises. The following initiatives were undertaken during the year:

- improving safety and ergonomics;
- improving safety at high points on production lines;
- renovating or upgrading changing rooms;
- renovating administrative offices.

e. Health and Safety

Work-related accidents are reported on a monthly basis, enabling us to monitor changes in indicators – in particular frequency and severity rates – and the implementation of appropriate policies within subsidiaries. Details of actions and outcomes are described in section 3.1.3 of the Non-Financial Information Statement.

f. Privacy

Particularly attentive to maintaining a relationship of trust with its stakeholders, Trigano has set up a system aimed at respecting privacy and protecting personal data based on the requirements of the General Data Protection Regulation (GDPR). Training has been provided for the Group's data protection officers.

Details of actions and outcomes are described in section 3.3 of the Non-Financial Information Statement.

g. Prevention of corruption

Trigano has implemented the anti-corruption measures required by French regulations (known as the Sapin II law). This is monitored by an anti-corruption and ethics steering committee chaired by the Chair of the Management Board.

Details of actions and outcomes are described in section 3.4 of the Non-Financial Information Statement.

h. Whistleblowing system

Trigano also has a whistleblowing system that allows General Management to be alerted to any situation that is unethical or that may appear abnormal to any employee or partner. Five situations reported via the whistleblowing line were analysed and dealt with during the year.

Trigano has set up a whistleblowing system allowing its employees to report a manifest breach of the law or a regulation, a threat or serious harm to the general interest, in particular with regard to:

- Corruption and influence peddling (in particular any behaviour or situation contrary to the rules set out in the anti-corruption code of conduct or the ethics charter);

Relations with suppliers

Trigano has long been aware of the risks of supplier duty of care.

Suppliers and subcontractors were once again made aware of the ethical issues at stake by the communication of the ethics charter, the anti-corruption code of conduct and the whistleblowing procedure.

The responses to the CSR (Corporate Social Responsibility) and compliance questionnaire have been drawn up to take into account all of the subjects covered by the duty of care plan (human rights, environment, ethics and anti-corruption), did not bring to light any significant weaknesses. This CSR and compliance questionnaire will be sent out again in a targeted manner depending on the risks identified.

98% of Trigano's purchases are made within the European Union or in the United Kingdom. Chassis suppliers account for just over 40% of purchases. These companies are themselves highly committed to CSR and communicate on their ethical, environmental and anti-corruption commitments.

3.5.4. Next steps

New European legislation on the duty of care

Published in the Official Journal of the European Union on 5 July 2024, the Corporate Sustainability Due Diligence Directive (CS3D) leaves it to the Member States to adopt and publish, by 26 July 2026 at the latest, the provisions needed to transpose it into national law in order to strengthen the involvement of companies in human rights and environmental issues.

- Risks relating to serious violations of human rights and fundamental freedoms, the health and safety of individuals, or the environment resulting from the company's activities or those of its subcontractors or suppliers.

The whistleblowing system and the whistleblowing guide described in paragraph 3.4 of the Non-Financial Information Statement are distributed to all employees and are accessible to all on the Trigano website.

Trigano regularly conducts information campaigns for its employees on the whistleblowing system, and the internal audit department also ensures that it is disseminated when it visits Trigano's subsidiaries.

To complete this system, an "Ethics and CSR Charter for Trigano's suppliers and subcontractors" has been drawn up. It summarises all expectations placed on suppliers and subcontractors in terms of human rights, the environment and ethics. It was first communicated to key suppliers and suppliers identified as being at risk in the third-party mapping, and then to all suppliers in 2023/24.

Clauses in the purchasing contract have been strengthened and now include the ethics charter, the code of conduct and the supplier ethics charter as appendices.

A CSR assessment process for suppliers and subcontractors is currently being studied and will be gradually implemented.

Reasoned opinion on the conformity and sincerity of the Non-Financial Information Statement

To the shareholders

Further to the request made to us by Trigano, we hereby present our report on the information contained in the consolidated non-financial information statement for the year ended 31 August 2024 (hereinafter the "Statement"), presented in the Group's management report in accordance with the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code. RSE France is an Independent Third Party (ITP) accredited by Cofrac under number 3-1051 (scope available on www.cofrac.fr).

Corporate Responsibility

It is the responsibility of the Management Board to prepare a Statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks and the results of these policies, including key performance indicators.

Applicable regulations and texts

Our work described below was carried out in accordance with the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code, the requirements of ISO 17029, and the verification programme for a non-financial information statement in force drawn up by RSE France.

Independence and quality management system

Our independence is defined by the regulations, our ethics charter and the provisions of ISO 17029. In addition, we have implemented a quality management system that includes documented policies and procedures to ensure compliance with ethical rules, applicable legal and regulatory texts, and the ISO 17029 standard.

Responsibility of the Independent Third Party

It is our responsibility, on the basis of our work, to issue a reasoned opinion expressing a conclusion of moderate assurance on:

- the compliance of the Statement with the provisions of Article R. 225-105 of the French Commercial Code;
- the accuracy of the information provided in accordance with paragraph 3 of I and II of article R. 225 105 of the French Commercial Code, namely

the action plans and the outcomes of policies including the key performance indicators relating to the main risks, hereinafter the "Information".

However, it is not for us to pronounce on:

- compliance by the company with other applicable legal provisions, if any, (in particular those provided for by French law 2016-1691 of 9 December 2016, known as Sapin II (fight against corruption));
- the compliance of products and services with applicable regulations.

Nature and scope of work

Our work described below was carried out in accordance with the Order of 14 September 2018 determining the terms and conditions under which the independent third party carries out its engagement.

We have carried out work enabling us to assess the Statement's compliance with the legal and regulatory provisions and the sincerity of the Information:

- We have taken note of the business activity of all the entities included in the scope of consolidation, of the presentation of the main social and environmental risks related to this activity, and of its effects in terms of respect for human rights and the fight against corruption, as well as of the resulting policies and their results;
- We assessed the appropriateness of the collection process in terms of its relevance, completeness, reliability, neutrality and understandability;
- We verified that the Statement covers each category of information provided for in III of Article L. 225-102-1 on social and environmental matters, as well as respect for human rights and the anti-corruption policy;
- We verified that the Statement presents the business model and the main risks related to the activity of all the entities, including, where relevant and proportionate, the risks created by its business relationships, products or services, in light of the information provided for in I of Article R. 225-105, as well as policies, actions and outcomes, including key performance indicators;
- We verified, where relevant to the main risks or policies presented, that the Statement presents the information provided for in II of Article R. 225-105;
- We assessed the process of identifying, prioritising and validating the main risks;
- We verified that the Statement includes a clear and reasoned explanation of the reasons for not having a policy on one or more of these risks;

- We verified that the Statement covers the consolidated scope, i.e. all entities included in the scope of consolidation in accordance with Article L. 233-16.

- We assessed the entity's collection process for the completeness and fairness of the policy outcomes and key performance indicators to be reported in the Statement;

- We have implemented on key performance indicators related to the main risks (energy consumption per vehicle, water consumption per vehicle, recycling rate of non-hazardous waste, absenteeism rate, accident frequency and severity rate, number of training hours per person), and on a selection of other results that we considered the most important (headcount, electricity consumption, volume of hazardous waste, greenhouse gas emissions, corruption, data protection, responsible purchasing):

- analytical procedures to verify the correct consolidation of the data collected and the consistency of their trends;

- tests of detail on the basis of sampling, consisting of verifying the correct application of definitions and procedures and reconciling data with supporting documents. This work was carried out with a selection of contributing entities (Adria Mobil in Slovenia, Trigano VAN in Italy, Benimar in Spain, Autostar and Périgord VDL in France) and covers 18.8% of the social data, between 23% and 26.8% of the environmental data (excluding GHGs), and 100% of the consolidated data for the indicators and results selected for these tests;

- We consulted documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions, outcomes) that we considered most important (environmental policy, supply chain risk management, anti-corruption, protection of personal data);

- We assessed the overall consistency of the Statement with our knowledge of the company.

We believe that the sampling methodology and sample sizes selected in the exercise of our professional judgement provide a moderate level of assurance; a higher level of assurance would have required more extensive inspections.

These procedures enable us to form an opinion based on our verification of the Statement. The audit focuses on the veracity of historical information that predates the Statement, including the outcomes already achieved. We believe that the sampling methods we have used in exercising our professional judgement allow us to express this opinion with a moderate level of assurance.

Due to the use of sampling techniques and other limitations inherent in the operation of any information and internal control system, the risk of not detecting a material misstatement in the Statement cannot be completely eliminated.

We consulted documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions, outcomes) that we considered to be the most important;

We assessed the overall consistency of the Statement with our knowledge of the company.

Means and resources

We conducted 22 interviews with the persons responsible for preparing the Statement, representing, among others, senior management, administration and finance, risk management, compliance, human resources, health and safety, training, environment and procurement. The engagement was conducted between October and November 2024. We believe that our work provides a sufficient basis for the conclusion expressed below.

Conclusion

On the basis of our work, we have not identified any material misstatements likely to call into question the fact that the Statement complies with the applicable regulatory provisions and that the Information, taken as a whole, is presented fairly.

Paris, 19 November 2024

Gérard SCHOUN

Patrice LABROUSSE