



PROOF  
THROUGH  
**action**


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# 80 years of cleaning expertise

Altair offers a complete line of cleaning, renovation and protection products for the whole house through its flagship brands. The Group is present in over 45 countries and employs 490 people. In 2025, it generated €190 million in sales.




**FOUNDED IN LILLE IN 1946 BY THE BRUNEL BROTHERS**




**OWNED BY FRENCH INVESTORS**

## #1


**GREEN HOUSECLEANING**  
at major grocery retailers


with 

**HOME CARE**  
at speciality stores

with 

**INSECTICIDES**  
at speciality stores

with 

**LIQUID SOAP**  
with 

## Key figures 2025

**190 M€**  
Sales

**45** Countries of distribution

**9** Brands (~3 360 product references)

**490** Employees

**81%** enjoy working for us (+4 pts vs 2024)

**3** Production sites (two in France and one in Spain)

**100%** of sustainable origin - site energy

**379** Partner suppliers (of which 40% are located < 300 km from our sites and 99% located in Europe)

## OUR brands

Iconic brands, **leaders** in their categories, focussing on responsible effectiveness and sustainable innovation.



# Editorial from the CEO



### CONSUMERS

We are launching a structuring path by making environmental scoring a credible benchmark for our industry, in line with our membership in the Green Impact Index consortium.

### EMPLOYEES

Our Great Place to Work certification has been renewed and is improving. This signal is of value only if it leads to concrete improvements, so in 2026, we will launch a training platform to facilitate access to learning and enable everyone to develop their skills.

Our ambition is clear: To become the European leader in sustainable home cleaning by strengthening our presence in Europe and accelerating with our Love Brands, which growing numbers of consumers are choosing.

In 2026, we are setting ourselves three requirements: meet our sales and results targets, develop environmental scoring as a simple and reliable benchmark, and prepare for the future by focussing our growth, industrial excellence and CSR commitments on our climate trajectory.

**From commitment to action, from action to results, from results to evidence: this is Altair's compass.**

**Etienne Sacilotto,**  
CEO of Groupe Altair

In 2025, we wanted to provide proof through action — and, more importantly, proof through results.

Altair achieved a very good level of business performance, while conducting structuring projects for the future. The investment made in our Noyelles-lès-Seclin factory enabled us to both add the Briochin brand and double production in under 12 months. This top-tier industrial plant has the capacity to meet growing demand, with one requirement: grow responsibly.

Our 'Clean. The Right Way' motto expresses both our passion for cleaning and our commitment to manufacturing in a manner that respects both the environment and everyone who contributes to it. We defined 'The Right Way' around our values, also anchoring it in our everyday managerial practices.

### 2025 marks decisive advances on our three pillars:

#### PLANET

The 18% reduction in our greenhouse gas emissions confirms that the impact is what really counts. We have already completed two-thirds of our climate trajectory goal, but the toughest part lies ahead.

OUR MISSION

# Sharing our love of cleanliness

**'Clean. The right way' is more than a motto, it is our compass.**

In just one sentence, it states that for Altair, 'clean' means combining performance, quality and sustainability. This is how we want to 'clean better', for the daily lives of our products' users, our customers and the planet, without compromising on effectiveness.

## Clean THE Right Way

**Our ambition:**

To build a European leader in sustainable home cleaning



### SHARING OUR LOVE OF CLEANLINESS

with our teams and our customers. Every employee contributes to concretely helping our customers in their daily lives – with the right product at the right dose and at the right time. We assume and embody this position of commitment and requirement every day.

### CLEANING BETTER, BY RESPECTING THE PLANET AND PEOPLE.

The innovations offered by Altair's brands fully epitomise 'Clean. The right way': demanding, responsible and effective cleaning.

Every product development combines proof through action and proof through results with more virtuous formulations and packaging, without compromising on performance or

the user experience. This approach is illustrated by the measurable improvement of our Briochin universal cleaner, whose environmental score has increased from 81 to 88/100: innovating to reduce our impact, while guaranteeing equal or greater effectiveness. At Altair, being 'clean' means working with rigour, inspiration and authenticity to offer consumers responsible, accessible and verifiable solutions, both today and in the future.



### DOMESTIC POWDER DOSES

Our **Starwax** water-soluble doses make doing the right thing immediate: accurate pre-dosing, a 100% natural formula, a microplastic-free film and Ecocert certification.

**RESULT:** correct dosing and consistent performance.



### NEXT GENERATION UNIVERSAL CLEANER

**Briochin** has reinvented its universal cleaner with an eco-certified formula that combines effectiveness and eco-design. The recycled plastic bottle (RPET) and new eco-refill mean up to 76% less plastic is consumed over the use cycle, without compromising on degreasing power for all daily-life surfaces.

**RESULT:** lower impact, greater convenience, consistent performance.

## 4 EXAMPLES OF INNOVATIONS THAT EMBODY OUR AMBITION



### HEXATRAP MOSQUITO TRAPS

With **K.PRO**, mosquito control is ever better targeted. Hexatrap targets, lures, captures and eliminates only mosquitoes to protect other insects that are essential to the ecosystem.

**RESULT:** fewer pesky mosquitoes, limited exposure of the home



### HAND WASH

**Marcel's Green Soap's** Allergy Certified '0%' hand wash is free of perfumes, dyes and allergens, and is ideal for sensitive skin.

**RESULT:** gentle daily hygiene, without compromising on that clean feeling.

## OUR CSR STRATEGY

Promoting more responsible maintenance to take care of homes, people, and their environment.

### IN 3 OBJECTIVES

**1. DEVELOPING AN ECO-DESIGN AND TRANSPARENCY APPROACH**  
by taking into account the impact on human health, ecosystems, and the planet, and promoting this approach within a coalition for responsible maintenance.

**2. REDUCING THE CARBON FOOTPRINT OF OUR ENTIRE VALUE CHAIN**  
(scopes 1, 2 and 3), directly and by mobilizing our partners around low-emission practices for formulation, production, transportation, and packaging.

**3. ENABLING EVERYONE TO THRIVE, GROW, and contribute to the company's success by creating an inclusive, respectful, and well-being-oriented work environment.**

# Our pledges

## FOR consumers



Developing **an eco-design and transparency approach** by taking into account the impact on human health, ecosystems, and the planet, and promoting this approach within a coalition for responsible maintenance.

# A transformation lever for the entire industry: Green Impact Index

In response to growing demands for environmental transparency, our company began a structured approach in 2021 to evaluate, reduce and communicate our products' environmental impact.



**FIRST, WE CONDUCTED LIFE CYCLE ANALYSES (LCA) ON OUR FLAGSHIP PRODUCTS** to clearly identify their environmental impacts. Because of this methodology's complexity and the time required, we developed a simplified environmental scoring tool that is scientifically robust and more operational, enabling us to assess our entire portfolio quickly and establish priority action plans.



**IN 2025, WE JOINED THE GREEN IMPACT INDEX (GII) CONSORTIUM** to ensure our environmental and societal information is clear, comparable and verified. The GII is a multi-criteria display tool providing ratings from A to E based on a public methodology (AFNOR Spec. 2215) and audited by an independent third party. We will gradually roll out GII marking on our brand websites; in addition to displaying the letter rating, we will explain what goes into it.



**WE CAN NOW EVALUATE OUR CATALOGUE'S FOOTPRINT ON A SHARED AND SOLID BASIS.**

We consider the various life cycle stages (choice of raw materials and suppliers, manufacturing, packaging, transport), as well as biodegradability, impact on biodiversity, animal welfare and the company's social dimension.

## A RESPONSIBLE CLEANING COALITION WITH GREEN IMPACT INDEX

Using the GII, we want to make Europe a pioneer in environmental and societal marking for cleaning products by proposing a robust, standardised, transparent and auditable methodology, while putting in place a logic of coalition and collective transformation. Our goal is to provide a clear benchmark for consumers and to be part of a demanding but accessible framework for all companies.

**78%**

of French people say they are committed to, or concerned by, reducing the impact of their consumption (+3 pts vs 2022).

Source: Baromètre GreenFlex-ADEME 2023



"With the Green Impact Index, we are turning our formulation, packaging and process choices into measurable results. The A-to-E rating is not an end in and of itself; rather, it represents our workspace to design better, step by step, using public and verified data. Our ambition is to make this index and its extension to home care products a lever to transform the entire industry and to serve the planet, consumers and responsible innovation."

**Sabrina Picard**  
Director of Research & Development,  
Groupe Altaïr

## THE GREEN IMPACT INDEX methodology

Each criterion is incorporated in an overall rating via a weighting system, to which societal criteria (manufacturing conditions, brand and company commitments) are added. The result is expressed in a rating from A to E displayed on a coloured scale.

All of the criteria are public and verified by an independent third party to guarantee reliable, comparable and useful information, both for consumers and to guide our own eco-design decision-making.

ENVIRONMENTAL SCORE: 80%



SOCIAL SCORE: 20%



### FICTIONAL GII ASSESSMENT EXAMPLE

#### Kitchen degreaser



#### ENVIRONMENTAL IMPACT

- FORMULA**
  - Formula containing 98% naturally derived ingredients
- PACKAGING**
  - Mostly recyclable packaging
- MANUFACTURING**
  - Product manufactured and packaged on the same site
- TRANSPORT**
  - Low CO<sub>2</sub> impact from raw material transport (<70g CO<sub>2</sub> eq)

#### SOCIAL IMPACT

- SOCIAL CRITERIA**
  - Product containing no ingredient of animal origin



# Our concrete actions and results in 2025

## We earn trust in three ways: user safety, proven performance and reliable information.

In 2025, all of our business units improved on these three fronts by combining formulation innovations, simple formats, third-party assessments and customer education.



## STARWAX & CO



### PROVEN ECO-PERFORMANCE

Starwax The Fabulous ready-to-use doses and Starwax odour destroyers were awarded the Sustainable Cleaning Trophy for 2025. This recognition acknowledges our end-to-end eco-design: concentrated and effective formulas, correct dosage to prevent over-use, lighter weight and better-designed packaging, and clear use information for user safety.

**"This award recognises our ability to combine durability, safety and performance."**

**Laurence Impens,**  
Brand manager

## Briochin & co



### INFORM AND FORMULATE BETTER

To turn intention to action, we act where it matters to consumers: information that guides proper use, safer and simpler formulas, and a broader and accessible natural offering.

Our orientation mini-site launched in 2025 offers simple tips: using the correct dose, avoiding waste and preserving effectiveness while reducing the footprint. Because every action is important to protect the environment: better doses, refills and recycling.

Last, the launch of Marcel's Green Soap in France broadens our offering of refillable solutions: ten product references are being introduced at major grocery retailers.

**"The launch of Marcel's Green Soap in France expands our offering of refillable solutions and supports our objective of reducing single-use plastic."**

**Carole Doche,**  
Marketing Manager at Briochin & Co

## ORO Brands



### REUSING SPENT COOKING OILS

The VALCOOKOIL project aims to collect, purify and recondition spent frying oils so they can be reused as raw materials for detergent. In a circular economy approach, this project responds to the challenge of growing volumes of spent oils and the need to create sustainable uses for them.

Backed by a consortium involving companies and research centres, Oro Brands is involved in the downstream phase of the programme: we qualify and adjust the formulas to include refined oil, after filtration, purification and analyses guaranteeing the absence of undesirable components.

**"Our role is to guarantee safe oil incorporation in formulation and quality of use, to turn waste into a reliable resource."**

**Marisa Cañellas,**  
R&D Director



## ALTAIR EAST

### MAKING OUR OFFERING RESPONSIBLE, UNDERSTANDABLE AND DESIRABLE

We regularly highlight the real benefits of our products on our social media pages: the best uses, our certifications and customer satisfaction. These CSR publications increase the visibility of our engaged brands.

We have created a new service for our partners via a dedicated newsletter. This approach aims to increase recognition of ethical product references. It helps build long-term relationships through value-added content, pique interest and improve sales of certified products. This means that our partners' CSR strategies are producing real results!



# Our pledges

# FOR THE planet



**Reducing the carbon footprint** of our entire value chain (scopes 1, 2 and 3), directly and by mobilizing our partners around low-emission practices for formulation, production, transportation, and packaging.

# A climate trajectory to meet our objectives

To do our part in achieving the global target of limiting global warming to 1.5°C under the Paris Agreement, we have defined an SBTi-validated climate trajectory

that focusses on the highest emitters in our business: raw materials and processes, packaging, product transportation and energy consumption at our sites. This trajectory is broken down by business unit and structures our investment decisions around two focusses: avoided tCO<sub>2</sub>e and operational performance (quality, service and cost).

The challenge in defining this trajectory is to find ways to decarbonise our activity sustainably without compromising on the company's competitiveness or on the service we provide our customers.



## Key figures



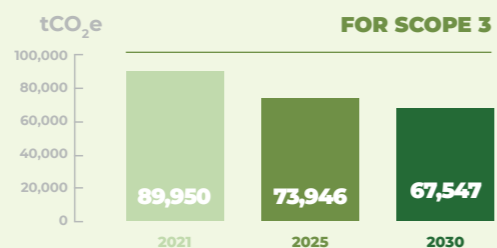
**-18%**

less CO<sub>2</sub> emissions compared to 2021, representing more than

**16,000**  
of CO<sub>2</sub> avoided.

We have committed to a trajectory consistent with our SBTi targets, which aim to reduce our annual emissions to 23,883 tonnes of CO<sub>2</sub> by 2030.

### OUR AMBITION FOR 2030



Each BU has a roadmap and annual monitoring to work towards the 2030 target.

“Decarbonisation depends on the details of daily life: a better sourced material, simplified packaging, a better-filled truck. We aim to attain verifiable and sustainable reductions that are traceable, explainable and reproducible, to make our 1.5°C target entirely credible.”

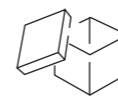
**Séverine Guilbert,**  
Director of Regulatory Affairs, Quality and Sustainable Development

## A quick look AT OUR APPROACH

### FOUR COMPLEMENTARY LEVERS



**FORMULATION**  
increasing the proportion of bio-sourced/upcycled materials and cutting back on the most carbon-intensive inputs



**PACKAGING**  
prioritising reduction at the source, recycled materials and reuse/refill models



**FREIGHT**  
using rail and grouping deliveries to transport better and less often



**ENERGY**  
securing a green mix and improving the efficiency of uses

A FEW

## actions in 2025

### REFINING EMISSION FACTORS WITH AN EXPERT PARTNER

Since January 2025, we have undertaken a structured update of our emission factors (CO<sub>2</sub>e quantities associated with materials, processes, and packaging) with the support of ASKOR, a leading partner.

The ASKOR database, extensively documented and regularly updated, incorporates proprietary data that is more granular than generic reference frameworks. Its software allows us to refine calculations based on our specific data (e.g. country of origin, extraction and transformation methods), in order to more accurately reflect the actual footprint of our materials and packaging.

Through this third-party expert and primary data approach, we objectively measure the progress linked to our choices (less carbon-intensive materials and processes) and transparently identify the next levers for reduction.



### SLBP CARREFOUR x BRIOCHIN: A SHARED, COSTED AND OPERATIONAL COMMITMENT

Briochin has signed a Sustainable Linked Business Plan (SLBP) with Carrefour that connects our business performance to a shared decarbonisation trajectory over three years. The agreement establishes clear governance, measurable milestones and action plans focussed on three levers: transport (optimising flows and phasing in alternative energy sources), eco-design (reducing and reusing plastic and using refills) and formulations (upcycled materials, recipe labelling, removing components that offer no added value). We are proud to be one of the first signatories. Most importantly, this is the beginning of a challenging collaboration that will strengthen our competitiveness and improve our long-term impact.



“The next step is to include subcontracted finished products as well, update our climate trajectory for 2030, and rank our decarbonisation actions very concretely based on these new results.”

**Jodie Le Guennic,**  
Eco-design Packaging R&D Project Manager



# Our actions and results in 2025

**In our detergent and chemical sector, our carbon footprint comes from resources (formulas, packaging), logistics (heavy-volume transport) and use.**

In 2025, we focussed our efforts where we can have the most tangible impact: on material reduction, circularity, freight optimisation and eco-friendly practices. This responds to a major concern for the Group: how to reconcile performance, restraint and measurable results.



## STARWAX & CO



### ADOPTING RECYCLED PLASTIC

Starwax & Co has launched a plan to renew its accessories by incorporating recycled plastic. This plan aims to save 50% on plastic components over the long term to reduce our carbon footprint and avoid 265 tCO<sub>2</sub>. With 11 new reworked accessories in 2025, this approach has already avoided 46 tCO<sub>2</sub>.

**“Operational efficiency and reducing our carbon footprint can go hand in hand. By adopting recycled materials, we are setting a new standard of responsibility for our accessories.”**

**Benjamin Capon,**  
Director of Marketing

## Briochin & co



### RESTRAINT AT THE SOURCE AND ECO-DESIGN

It is essential that we act at the source for materials and uses to reduce our footprint without compromising on effectiveness. The Briochin & Co laundry sheets innovation is a good illustration of this logic: the ultra-lightweight format makes it easy to dose correctly, reduces the volume of water to be transported by 91%, and allows 15 times more consumer sales units to be transported per truck. Less volume and less weight to be transported means fewer trucks on the road and more frugal logistics, while improving the daily user experience.

**“The key to sustainable innovation is that it must be desirable: the team has perfectly met this challenge with these laundry sheets, which reconcile commitment and meeting consumer expectations.”**

**Emilie Chauvin,**  
Product Manager

## ORO Brands



### INDUSTRIALISING CIRCULARITY

In early 2025, Oro Brands initiated an industrial transformation to simplify logistics and increase circularity.

Pallet packaging film was reduced by the start-up of two lines and three technical developments: changed machines, new type of film and the addition of a suitable adhesive. This fine adjustment allowed an up to 80% reduction in plastic film, without compromising pallet stability.

**“A project of this nature is possible only through close co-ordination among teams and disciplined performance.”**

**José Manuel Cebrián,**  
QHSE & CSR Manager

## ALTAIR — E-COMMERCE —

### DECARBONISING LOGISTICS

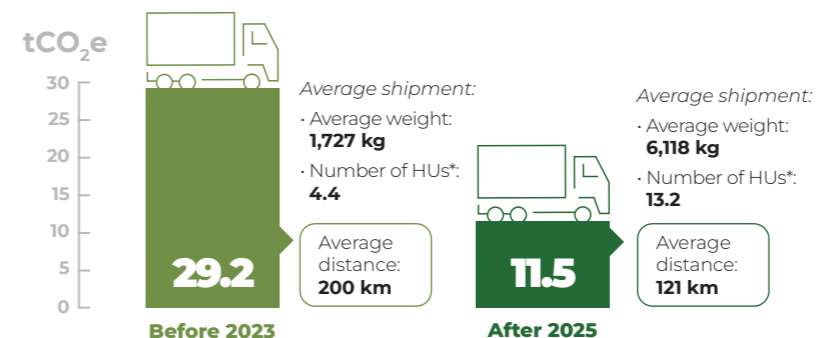
In 2024 and 2025, Altair E-Commerce reached an important milestone in centralising logistics flows in partnership with Amazon. It now groups its deliveries to fewer Amazon warehouses to limit the number of trips and optimise truck loading. This logistics organisation has cut the average distance travelled per delivery in half: from 260 km in 2023 to just 121 km in 2025.

**“This achievement illustrates Altair E-Commerce's ability to transform its CSR commitments into tangible results in partnership with its customers, with measured results recognised by external partners like Fret 21.”**

**Oriane Perreaux**  
General Manager – Altair E-Commerce Business Unit

## Key figures . Altair Digital

### ACTION PERFORMANCE ON 2025 VOLUMES



\*Handling Units

**-61%**  
less CO<sub>2</sub> emissions measured by Fret 21

**17.7**  
tonnes of CO<sub>2</sub> avoided, and more than **5,700** litres of fuel saved in one year

# Our pledges

FOR **employees**



**Enabling everyone to thrive, grow, and contribute to the company's success** by creating an inclusive, respectful, and well-being-oriented work environment.



# Quality of life at work: Great Place to Work

**Well-being at work is not a 'plus'. It is a lever of sustainable performance.**

When trust, equity and pride grow, commitment follows, safety improves, and this is reflected in the customer experience. This is the ambition that guides our Great Place to Work approach.



**GREAT PLACE TO WORK ADMINISTERS THE ANONYMOUS TRUST INDEX QUESTIONNAIRE TO ALL ALTAIR EMPLOYEES.**

This survey includes approximately 60 questions on a variety of topics related to the life of the company. If the company receives a score of at least 65% positive responses on the *Trust Index*, it is certified a Great Place to Work.

## Key figures

**Trust Index®**

**77%**

(+3 pts vs 2024)

The Trust Index is the average of positive responses to the Great Place to Work questionnaire, structured around five topics: credibility, respect, fairness, pride and camaraderie. This is our central barometer measuring the trust our teams feel.

**Overall perception**

**81%**

(+4 pts vs 2024)

This is an internal summary indicator that includes 'key' questions on recommendation, pride and overall feeling; it provides a simple and shared way to understand the social climate.

## WHAT THE 2025 results TELL US

**THIS EDITION CONFIRMS SOME SOLID FUNDAMENTALS:**

- Equitable treatment (origins, gender, orientations): **95%** positive reviews
- Onboarding: **95%**
- Safety: **89%**
- Pride in accomplishments and in working at Altair: **87%**

We also observe some improvements, primarily in training, proximity management and recognition. Our 2025 indicators confirm a positive dynamic: trust (Trust Index 77%) and overall perception (81%) are improving, with strengths in equity, job induction and safety. We are turning this information into concrete action plans for training, management and recognition to create a solid culture where performance and attention to people grow together.

EXCERPTS FROM THE 2025 SURVEY

## What our employees say



"Transparency: The company keeps its promises and offers real benefits."



"Fun times strengthen connections; we feel team spirit."



"The mission, vision and strategy are clear and shared well."



"There is real mutual support and an ability to take the initiative to deal with problems."



Method and scope: the survey covers the entire Group and is based on the Great Place to Work® international benchmark (Trust Index questionnaire + practice analysis). There were 391 respondents, allowing us to establish specific action plans, by site and by team.



# Our actions and results in 2025

## Our sustainable performance is based on healthy, trained and committed teams.

In 2025, each BU deployed very concrete actions such as preventive health awareness and collective learning to improve the quality of life at work.



# Clean. THE Right Way

## Shared values to guide our actions

In 2025, one of our key actions in building employee engagement was to co-write and then apply new shared values within the Group: Clean. The RIGHT way. A true compass for our everyday life, these values guide the decisions we take, our management and how we serve our customers, to make our ambition more coherent, credible and sustainable.

- R – Respect people & the planet:** help protect the planet and treat everyone with consideration. Without respect, there can be no lasting trust or performance.
- I – Innovate & Inspire:** challenge the status quo and be a lever for positive change. In order to be adopted, innovation must be both effective and desirable.
- G – Get things done:** get to the heart of things, be pragmatic and agile. Concrete improvements (formulas, packaging, education on use) take precedence over statements of intent.
- H – Harness collective power:** become better together; capitalise on the Group's power to accelerate what works.
- T – Take commitment:** deliver on our commitments and assume our responsibilities. Trajectories and indicators are valuable only if they are maintained over time.



“We placed our values at the heart of the Group because they make performance safer, promote consistency in the decisions we take and strengthen trust. This enables us to combine performance with responsibility.”

Émilie SAPELIER,  
HR Director France



### A MOBILITY CHARTER TO TRAVEL DIFFERENTLY

Briochin & co was inspired by the Starwax & Co to deploy a soft mobility charter based on the best standards: encourage low-carbon travel (cycling, walking, public transport, carpooling), make it easier to adopt, include safety tips and team rituals, and recognise clean practices over the long term. The idea: Make the greenest choice practical, easy to understand and recognised.



### ON-SITE PREVENTIVE HEALTH AWARENESS

Oro Brands offers on-site physiotherapy sessions and covers 70% of the cost. The service is accessible, and the hours are convenient. Anonymous monitoring of recurring illness helps guide future training/prevention programmes.

“A healthy company starts with healthy employees; we are launching this initiative to take care of the people who make our daily lives possible.”

José Manuel Cebrián,  
QHSE & CSR Manager



### COLLECTING IDEAS AND PROJECTS

Altair East has created a multidisciplinary 'CSR Initiatives' team that meets monthly to collect ideas and prioritise and monitor projects. Amongst these projects, it has implemented mental health training, office waste reduction, a food waste prevention workshop, blood donor clinic.

# Our key performance indicators

## SCORECARD IN 2025

Our scorecard includes the key indicators that drive the implementation of our CSR strategy. They are based on our double materiality analysis, and reflect our priorities for the planet, consumers and employees. They allow us to monitor our actions and operations over time, so that we can compare our performance.

### Pledges for the planet: Optimise resource use

	2021	2024	2025	2030 objective	Units – sources
Reduce GHG emissions in our operations (scopes 1&2)	1,547	1,591	1,582	897	TCO <sub>2</sub> e – SBTi/ Toovalu
Reduce GHG emissions from formulation and packaging (scope 3)	90,063	73,946	78,916	67,547	TCO <sub>2</sub> e – SBTi/ Toovalu
Reduce water consumption in our production plants	1.30	1.12	1.09	1.10	l/kg – consumption per kg produced
Reduce defective production batches that are discarded	0.20%	0.39%	NA	0.10%	% of tonnes – non-compliant vs total production
Decarbonise our electricity	59%	100%	100%	100%	% kWh – power consumption

### Pledges for consumers and customers: Improve our products' environmental profile

	2021	2024	2025	2030 objective	Units – sources
Use our environmental scoring tool to measure and reduce our products' impact	0	14%	50%	80%	% of turnover – monitoring scoring
Replace new plastic with recycled plastic in our products	9%	42%	46%	60%	% of tonnes – recycled plastic vs total plastic
Commit to responsible sourcing with our partners through our supplier CSR charter	5%	74%	73%	85%	% of suppliers – signed charter
Reduce the impact of freight transport through sustainable practices inspired by Fret 21	43%	46%	53%	85%	% of turnover – production source

### Pledges for employees: Taking action for well-being in the workplace

	2021	2024	2025	2030 objective	Units – sources
Be Great Place to Work certified	N/A	89% / 74%	90%/77%	Peers Top Level	% of participation – Trust Index score
Share the value created by the company with employees	N/A	95%	91%	95%	all profit sharing scheme included
Achieve gender parity in management	54%	45%	44%	50%	% of managers – Top 60
Reduce the frequency and severity of workplace accidents	16 / 0.5	19 / 0.6	17.7/1.12	10 / 0.2	Frequency rate / severity rate
Include CSR objectives in individual performance objectives	0	64%	80%	95%	% of employees – annual reviews

## OUR DOUBLE MATERIALITY APPROACH

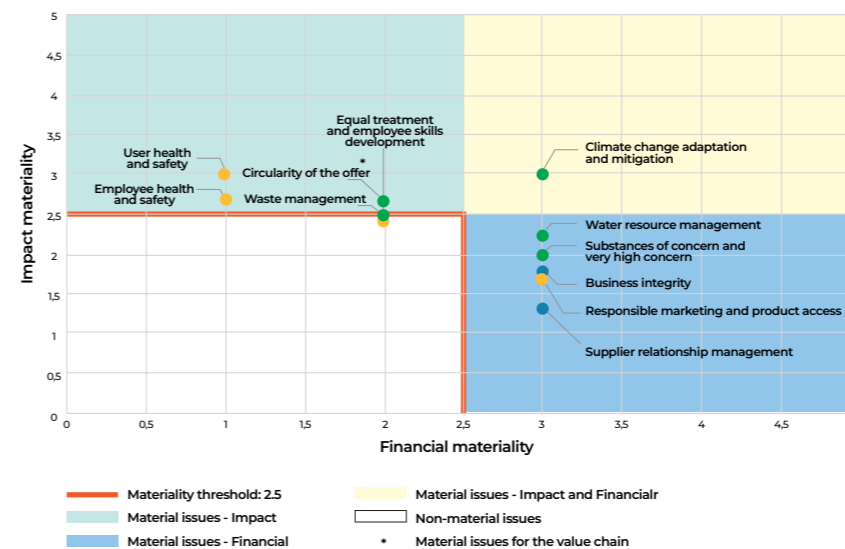
Even though the Omnibus directive has temporarily eased CSRD obligations for Altair, we have chosen to conduct a double materiality analysis to better prioritise our CSR actions and structure our data.

The analysis covers both our own operations and the entire value chain. For each topic, it aims to identify what has a significant impact on people and the environment (impact materiality) and what can affect the Group's economic performance (financial materiality). Specifically, we reviewed a list of 28 issues, described impacts/risks/opportunities (IRO), and then rated them based on shared criteria before validating them at workshops with management.

Each issue is positioned along two axes: impact (magnitude, severity, remediation capacity, probability) and finance (significance and probability of an effect on activity). A materiality threshold of 2.5 distinguishes 'material' (priority) subjects from monitored but non-priority subjects. In other words: above 2.5, the subject really matters to us or our stakeholders, and we have to address it.

Between November 2024 and April 2025, we successively framed and raised awareness, analysed documentation (benchmarks, sectoral analyses), listed and described the IRO, ranked the issues, then defined four matrices (general, Environment, Social and Governance).

### THIS ANALYSIS AND EVALUATION WORK LED TO THE FOLLOWING MATERIALITY MATRIX



## CONCLUSION

This double materiality analysis prioritises what matters most to our businesses and stakeholders, distinguishing between high impact topics and financial issues. It is bound to evolve and will be reviewed regularly. It informs our decisions, increases transparency and confirms the KPIs monitored by enriching our scorecard.

## WHAT EMERGES FOR ALTAIR:

# 11 material issues

In total, 11 out of 28 issues emerged as being material:

- 5 environmental issues
- 3 social issues
- 2 governance issues

### ENVIRONMENT

Things that have the greatest 'product' and 'use' impact in our business:

Climate, substances of concern, water resources (consumption, withdrawals, discharge), offering circularity (eco-design, materials, recyclability) and waste. These are the most structuring themes allowing us to reduce our business's footprint.

### SOCIAL

Safety and information, for both employees and users:

Employee health & safety, equal treatment & skills, user health & safety, responsible marketing & product access. In other words: protect at work, protect at home, and inform better to reduce the footprint of use.

### GOVERNANCE

Conditions for sustainable performance: Supplier relationships and business integrity (combatting corruption, whistleblowers, cybersecurity). Two key levers to secure compliance, transparency and continuity.

Note: some themes appear as non-material in our current context (e.g., discharge of microplastics), but will continue to be monitored in our overall CSR approach. What is most valuable is to be able to focus our efforts on what has the greatest impact today, without losing sight of the other issues.



# ALTAIR

— CLEAN. THE RIGHT WAY —



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