

Impact report

2026

Lhyfe

The air we breathe
is priceless.



99

From day one, Lhyfe has been driven by a deep conviction that we can no longer ignore the effects of climate change. **We champion a vision of the world where energy needs are met by working in harmony with the natural ecosystem rather than dominating it.**

By producing green hydrogen from renewable energy sources, we are contributing to a vital collective task: reducing the carbon footprint of industry and transportation. Lhyfe works tirelessly every day to help create a more breathable world for future generations.

Founded on respect for nature and people, the company is committed to innovating responsibly, creating value without damaging ecosystems, and supporting local communities. It actively contributes to energy independence by developing renewable, local solutions that are free from fossil fuels.

This impact report outlines Lhyfe's approach, its commitments and its limitations, in a spirit of transparency and continuous improvement, which are essential for making an effective contribution to the fight against climate change.

We hope you enjoy reading it!

Nolwenn BELLEGUIC
Co-founder

“Lhyfe works tirelessly every day to help create a cleaner, healthier world for future generations”.

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Lhyfe produces renewable hydrogen using electricity generated from renewable energy sources. Its process is based on the electrolysis of water (H_2O), which separates hydrogen from oxygen without emitting CO_2 .

This process offers a concrete solution to the decarbonisation of industrial processes that currently use grey hydrogen, produced from fossil fuels, one of the world's largest sources of industrial pollution. Replacing this fossil hydrogen with green hydrogen, produced exclusively from renewable resources, is therefore one of the most effective ways to combat climate change.

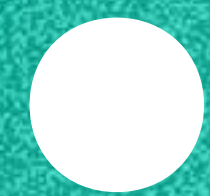
The challenge is immense. But we are rising to it: Four plants are now in operation, preventing thousands of tonnes of CO_2 from being released into the atmosphere every year.

This conviction – that of a concrete and measurable ecological transition – underpins our CSR approach, which is fully integrated into our mission: to prevent and reduce our impacts, whilst creating sustainable value for the regions, ecosystems and businesses with which we work.

38 billion tonnes of CO_2
emitted worldwide each
year,
1 billion of which is linked
to the production
of fossil hydrogen *

* IEA – Global Hydrogen Review (2023-2024 editions)

1



CSR Governance: Our shared compass for a paradigm shift



Making green hydrogen a catalyst for large scale transition is not just a matter of technology – it is, above all, a question of governance.

At Lhyfe, CSR governance is neither a mere formality nor a ‘tick-box exercise’; it serves as a strategic compass, underpinning a sustainable and demanding business model.

The CSR committee defines the key strategic directions annually and sets CSR requirements that are binding on management.

These directions guide the development and management of our CSR action plans, ensure rigorous monitoring of their implementation and enable us to anticipate environmental and social risks.

The CSR strategy is thus taken to the highest level of decision-making and rolled out consistently across the entire organisation.

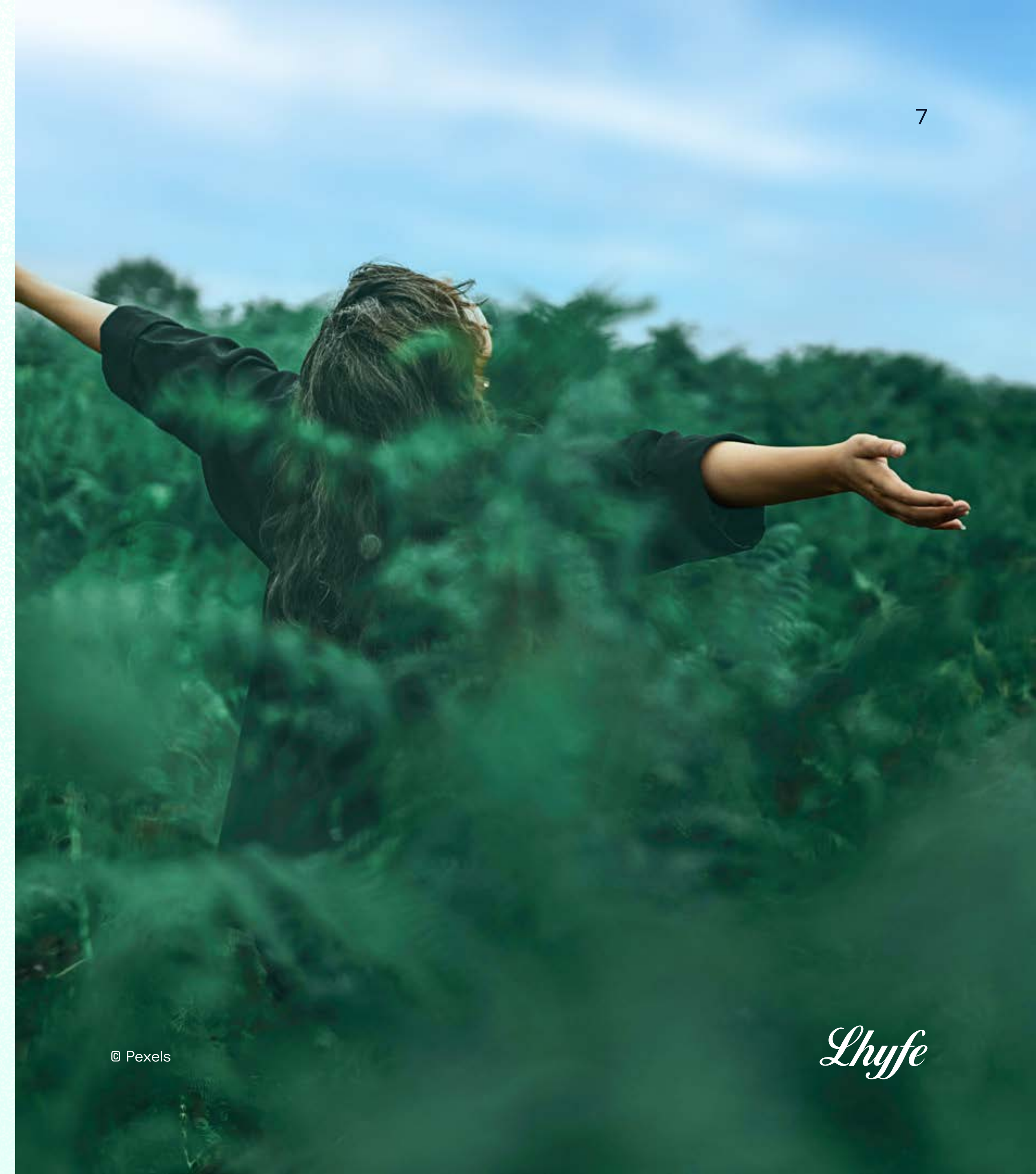
Involving everyone in a collaborative process

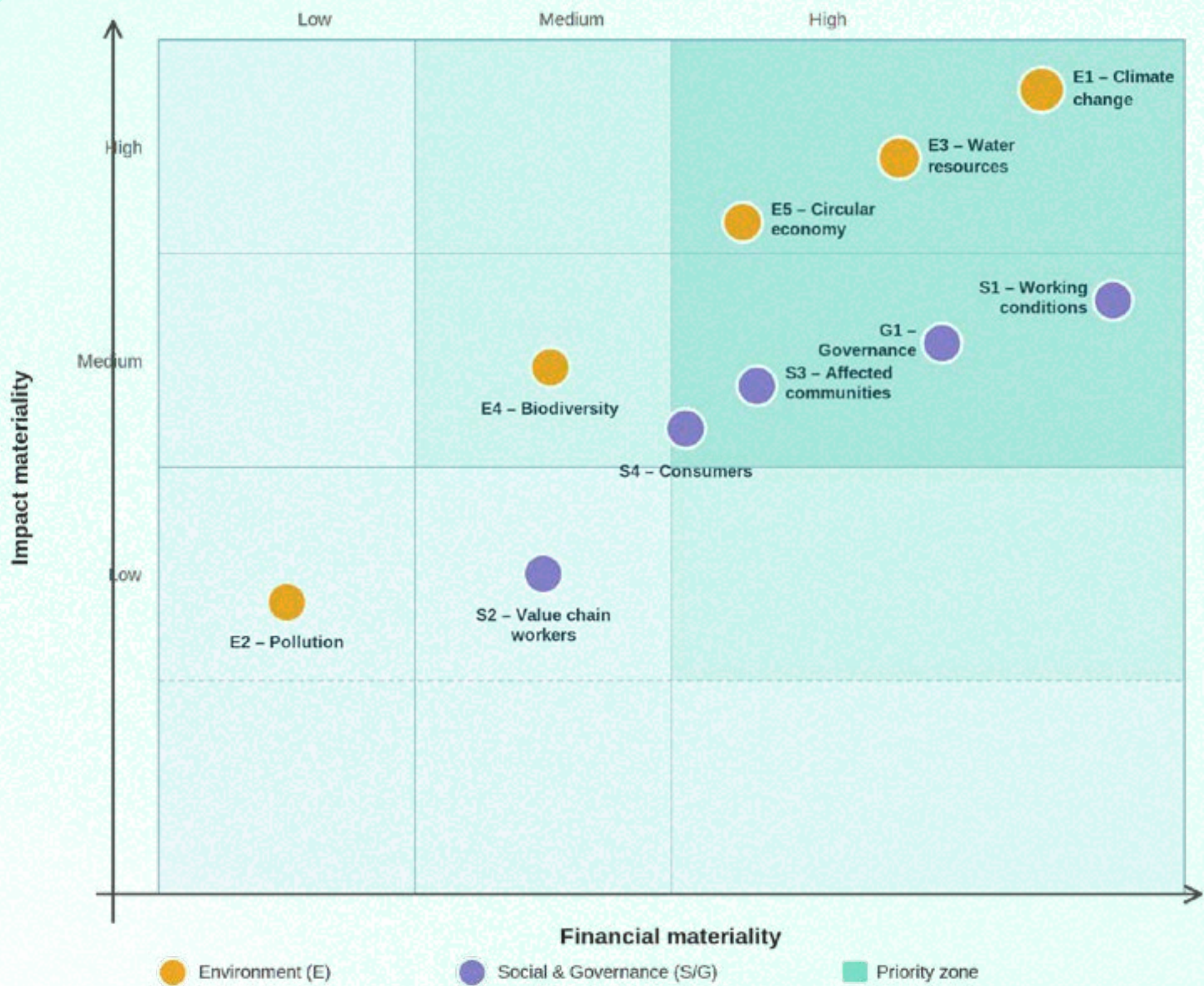


At Lhyfe, CSR isn’t imposed from above. It is built together with everyone.

Commitment is an integral part of our corporate culture and our recruitment criteria. Employees join Lhyfe based on its mission, values and impact. This shared commitment is reflected in the individual dedication of every team member in their day-to-day work.

Throughout their careers, team members are regularly consulted, trained and involved in CSR issues. This collective dynamic fosters a genuine commitment, serving our sustainable performance and the well-being of all. In a context of constant change, maintaining this dynamic of co-creation is a challenge we take seriously – because this collective commitment is an integral part of our identity.





**Our action plan and impact assessment:
A clear set of priorities**

In 2025, we carried out a double materiality assessment to identify the environmental, social and economic issues that are most significant both for society and for our performance.

This approach involves cross-referencing:

- our impacts on the environment and stakeholders, and
- the risks and opportunities that these issues represent for our business.

It is based on our non-financial ratings, the work of the ESG committee, our annual plan and sector-specific studies on hydrogen.

Our key priorities are clear: **climate and energy management, resources (primarily water), human capital and governance.**

The next step:

Broadening the consultation process by presenting this dual materiality to our various internal and external stakeholders.

Based on this work, we’ve developed a CSR action plan setting out our strategic priorities (see pages 31 to 33). It is reviewed annually by the CSR committee, supplemented with continuously monitored indicators, and adapted to changes in financial and societal impacts.

A proven track record that drives continuous improvement

Strong improvement in CSR performance

● In 2025, Lhyfe achieved a non-financial rating of 88/100, representing an increase of 3 points over one year and 18 points over two years, confirming the effectiveness of its sustainability strategy. This improvement reflects key progress made in recent months with the introduction of dual materiality assessment, strengthened CSR commitments, and the roll-out of RFNBO processes (EU-certified green hydrogen) across all our sites. This collective achievement consolidates Lhyfe’s position among the most committed players in the energy transition.

Lhyfe invited to join Impact 120, the impact-focused business index, in recognition of green hydrogen and its industrial model

● Lhyfe has been selected for the first time for the Impact 120 2026, the index of France’s 120 most promising impact-driven companies, recognised by the Impact France Movement. This distinction highlights its major role in decarbonising industry and mobility, with over 4 million kilograms of CO₂ avoided since 2021, as well as its capacity for innovation and the strength of its growth path.



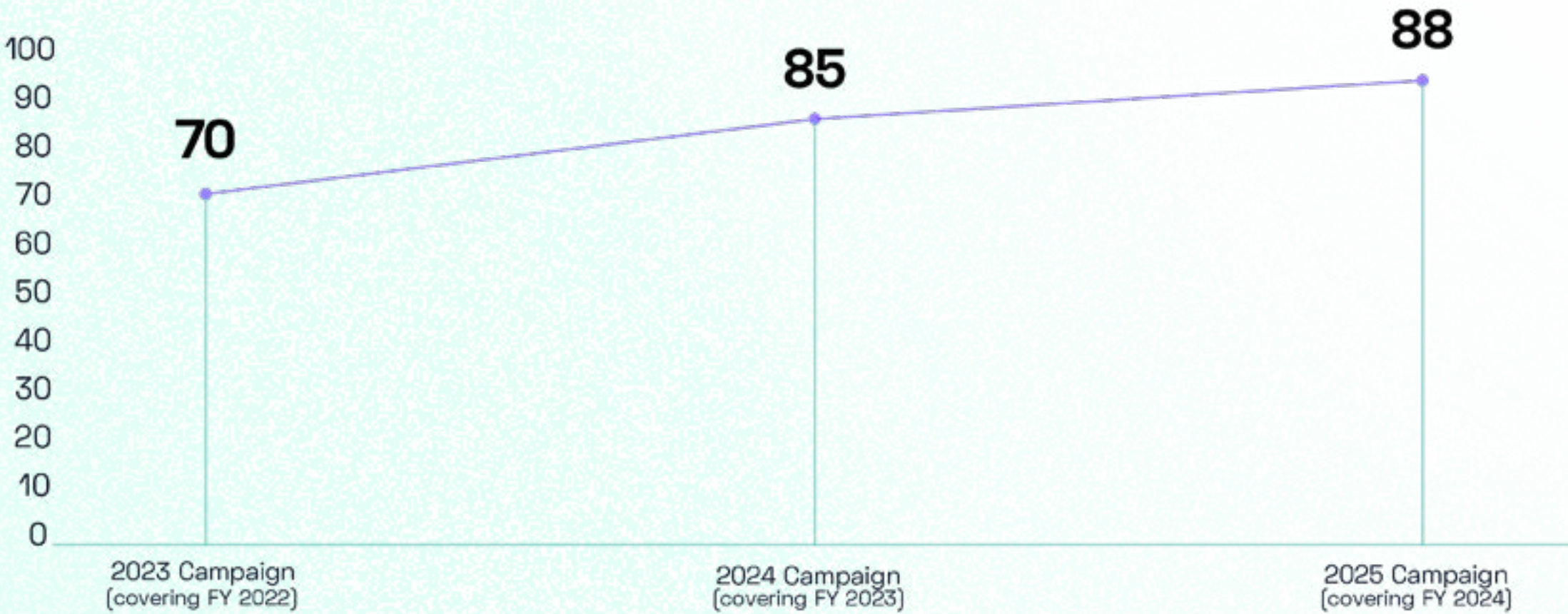
Switch to green

ESG Ratings

2025

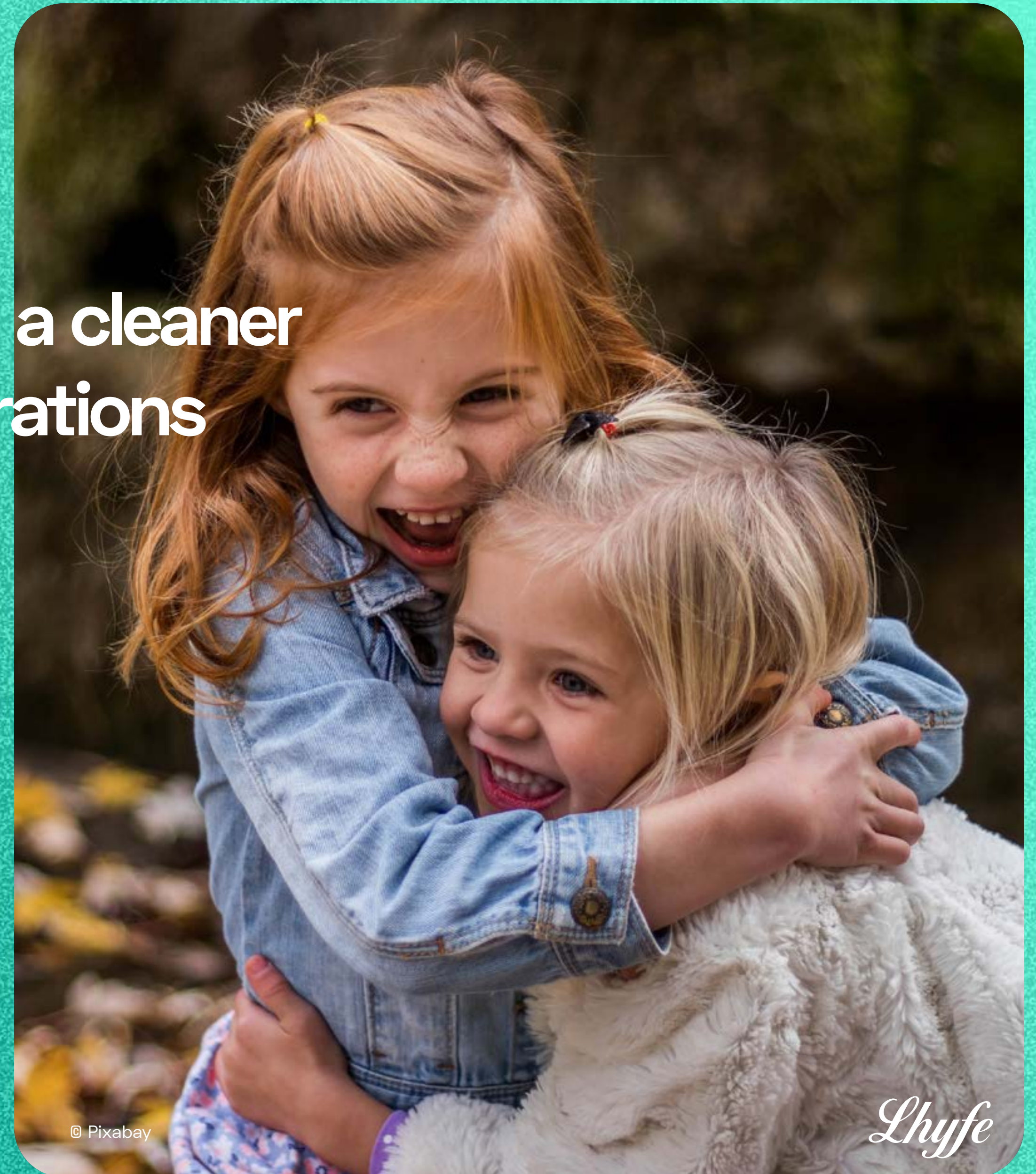
88/100

Evolution of Lhyfe’s EthiFinance ESG Rating



2.

Environment: Building a cleaner world for future generations



Building a more breathable world is Lhyfe’s main mission.

Our environmental approach goes further than our core business of decarbonisation.
We have chosen to commit to environmental responsibility across all of our processes:

- Defying CO₂ : The concrete impact of hydrogen produced by Lhyfe PAGE 12
- An increased carbon footprint, but an ever-stronger positive impact. PAGE 13
- Concrete results: Scientifically quantifying our avoided emissions PAGE 16
- Energy management: 100% renewable with no compromise PAGE 17
- Water usage: Controlling our use of this essential ressource PAGE 18
- Reoxygenating the oceans: Transforming a by-product of green hydrogen into an environmental service PAGE 19
- Sites designed with the environment in mind: avoiding, reducing, and offsetting PAGE 20
- Rigorous waste management : a guarantee of sustainability PAGE 21

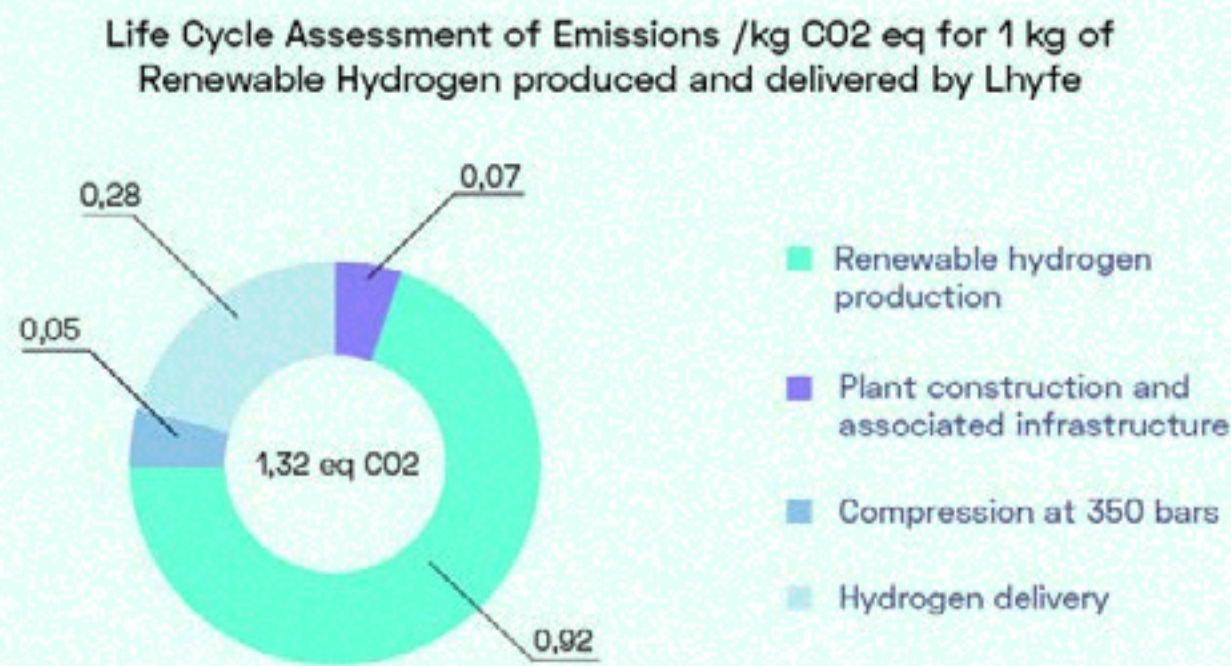
Did you know ?

Lhyfe assesses its alignment, every year, with the EU taxonomy for sustainable activities wich identifies activities that contribute to mitigating climate change.

The results speak for themselves - 100% of our revenue qualifies.

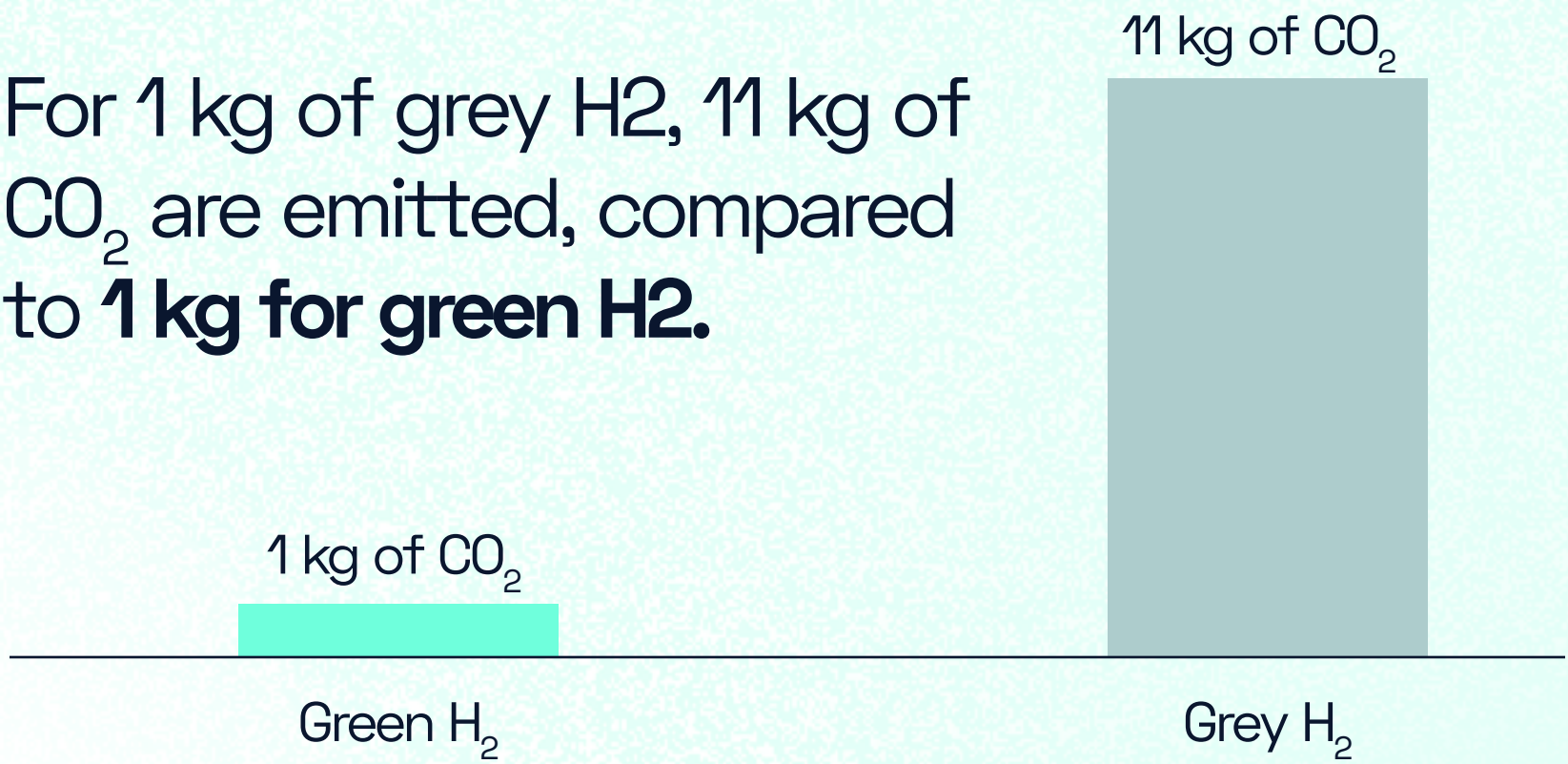
Our path is therefore clear: to build, a company that aligns fully with the highest European standards of sustainable development year after year.





Sources :
Life cycle analysis of hydrogen produced and delivered to Bouin (85)
Bureau Veritas (May 2023)

For 1 kg of grey H₂, 11 kg of CO₂ are emitted, compared to **1 kg for green H₂**.



Defying CO₂: the concrete impact of hydrogen produced by Lhyfe

Lhyfe has a clear ambition: to produce hydrogen that truly reduces its customers’ carbon footprint. This ambition is based on robust methodologies and demanding certifications, which offer a concrete demonstration of its environmental impact.

- According to the Life Cycle Assessment (LCA) methodology, **the production of 1 kg of green hydrogen generates approximately 1.0 kg of CO₂, compared to an average of 11.1 kg of CO₂ for 1 kg of “grey” hydrogen derived from fossil fuels.**
- The results of our RFNBO (EU-certified sustainable hydrogen) regulatory assessment show that, **at the plant gate, Lhyfe’s green hydrogen emits on average only 0.015 kg of CO₂ per kg of H₂, well below the threshold of 3.38 kg CO₂/kg H₂ used as the fossil fuel comparator under European regulations.** This performance represents a reduction of over 99.5% compared to this theoretical threshold and positions our hydrogen among the best-performing solutions on the market in terms of carbon footprint.

To make this hydrogen accessible to as many people as possible, it often needs to be transported (in containers) to the point of use. Depending on the distance, this generates additional emissions that we factor into our analysis. Lhyfe constantly ensures that these emissions remain below the thresholds defined by European regulations and guarantees, in all use cases, a reduction of up to 99.5% compared to the fossil fuel benchmark. This requirement allows us to offer certified sustainable hydrogen, while continuing to improve our environmental performance over time. In parallel with our efforts, the current development of renewable hydrogen in Europe and its distribution network allows us to envision a network that, in the long term, could reduce the distances travelled between the production site and the point of use.

An increased carbon footprint, but an ever-stronger positive impact.

2. Environment : Building a cleaner world for future generations

Each year, Lhyfe voluntarily conducts a comprehensive assessment of its greenhouse gas emissions (direct and indirect), covering all of our consolidated activities.

Our latest results for 2025 show the following:

Scope 1 (direct emissions related to the company’s owned or controlled activities): near-zero emissions

The electrolysis of water performed to produce our green hydrogen does not burn any fossil fuels: As a result, our Scope 1 emissions are structurally very low. By 2025, they will have decreased even further thanks to a reduction in business travel using internal combustion engine vehicles.

Scope 2 (related to the electricity consumed to produce hydrogen)

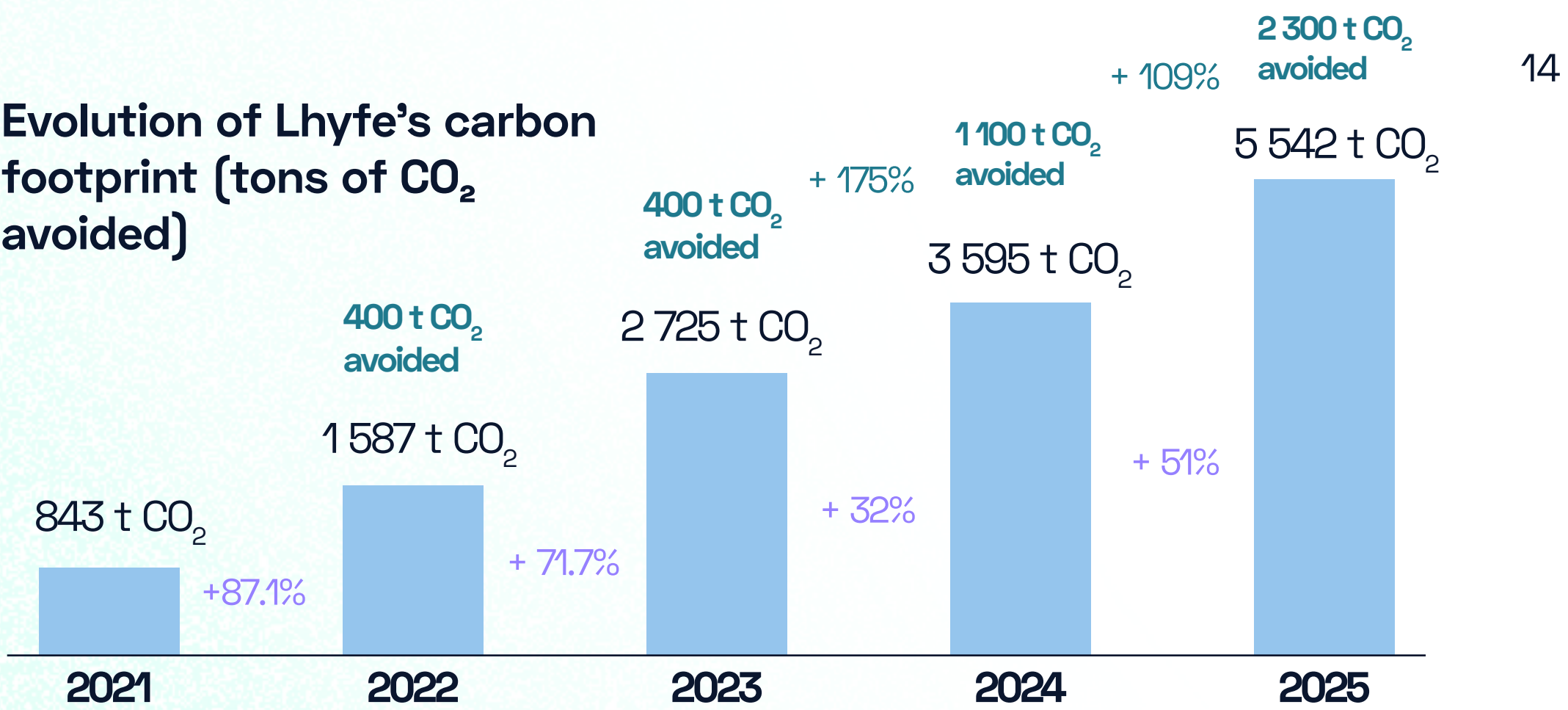
These emissions are a direct consequence of our hydrogen production: the more hydrogen we produce, the more renewable electricity we consume. Despite the increased volumes, our 100% renewable production allows us to maintain an ultra-low carbon intensity per kg of H₂ produced.

Scope 3: (indirect emissions - 93% of our carbon footprint)

Our indirect emissions increase with our growth and include:

- The construction of new plants (15 MW of new capacity by 2025), the carbon impact of which is quickly offset;
- Hydrogen transport: the more hydrogen we deliver, the higher the carbon footprint of these deliveries, but we maintain a constant effort to prioritise alternative solutions;
- Corporate travel and purchases: these emissions have decreased by 2025.

Thus, despite a doubling of revenue by 2025, our total emissions have only grown moderately: proof of a continuously decreasing carbon intensity, even amidst rapid industrial growth.



	2025	2024	2023	2022	2021
Scope 1	0.1	3	29	70	0
Scope 2	391	244	64	54	7
Scope 3	5.151	3.348	2.631	1.463	836
Total	5.542	3.595	2.724	1.587	843

2. Environment : Building a cleaner world for future generations

Reducing carbon footprint in the short term is therefore not easy for a rapidly expanding group. But every decision, from the design of our factories to our daily commutes, aims to minimise it.

Here’s how we make this happen:

● **Eco-responsible design of production sites**

Our production units are eco-designed from the planning stage, with buildings optimised to reduce energy needs and a preference for sustainable materials.

● **Local and simple construction**

To build our sites, we favour regional service providers and manufacturers, thereby limiting emissions related to long-distance transport and supporting the local economy.

● **Exemplary head office**



In 2025, Lhyfe invested in a new building in Nantes, designed to meet BREEAM “Very Good” environmental certification standards.

Its timber frame, bio-based and recycled materials, terracotta roof tiles for natural thermal comfort, and the absence of air conditioning guarantee high energy efficiency.

Finally, rainwater harvesting systems optimise resource use, fully embodying our environmental vision.

● **Team mobility**

We meticulously monitor emissions from business and personal travel, supporting the use of sustainable transportation. The company has purchased a hydrogen-powered vehicle, and cycling is strongly encouraged through our comprehensive cycling plan, which provides employees with repair workshops, visibility kits, secure parking, changing rooms, showers, and safety training.

Thanks to this initiative, by the end of 2025, cycling was the primary mode of transportation for employees based in Nantes (head office), accounting for 70% of journeys. The Group’s efforts were recognised with a gold medal as a “Pro-Cycling Employer.”

© Emmanuel Siboulet
Photographer
The reception area of
Lhyfe’s head office in
Nantes



© Emmanuel Siboulet
Photographer
The working area of Lhyfe’s
head office in Nantes

Concrete results: scientifically quantifying our avoided emissions

Beyond simply tracking its carbon footprint, Lhyfe is committed to measuring and demonstrating its positive contribution to the climate and society.

We therefore quantify the greenhouse gas emissions avoided thanks to the renewable hydrogen we supply as a replacement for high CO₂-emitting fossil-fuel alternatives.

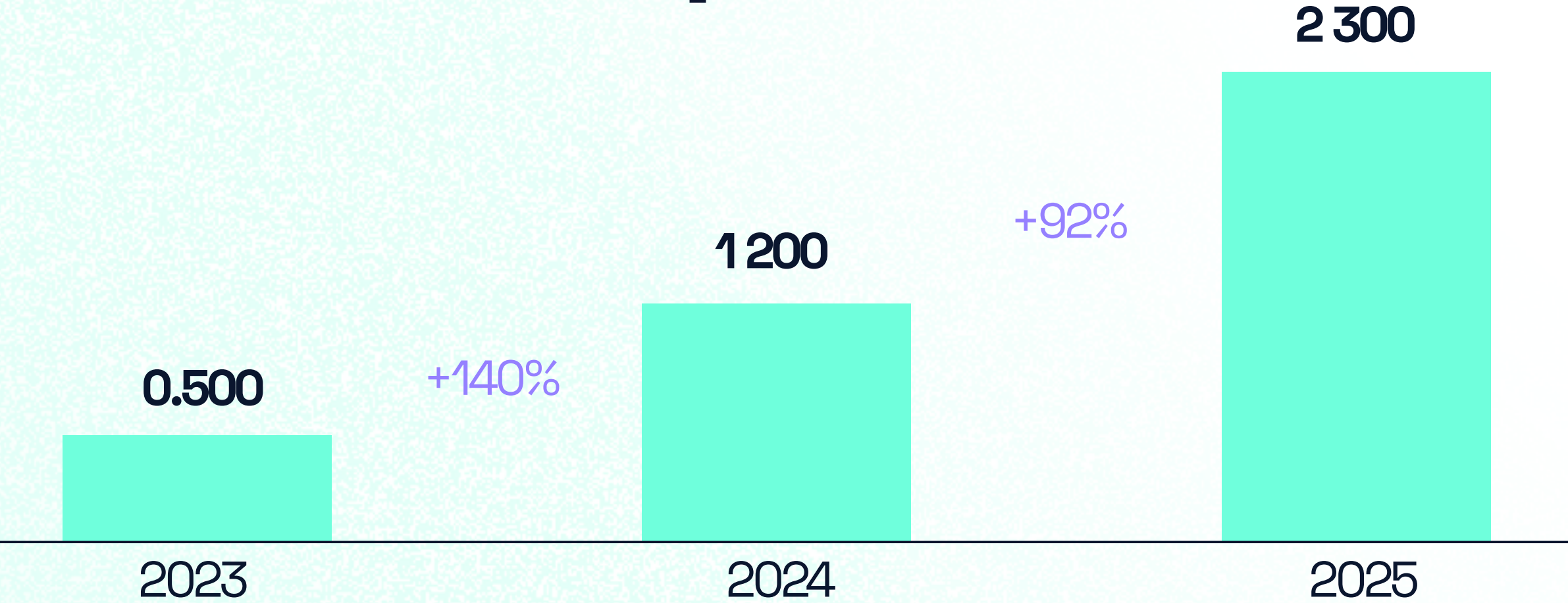
These avoided emissions correspond to the emissions that would have occurred if our customers had continued to use fossil hydrogen or conventional fuels in their industrial processes, mobility applications, or energy systems.

Towards Scope 4 as the new benchmark

Lhyfe is committed to promoting this framework as an industry benchmark for reporting the true impact of green hydrogen on the energy transition, a vision that Scopes 1 to 3 alone cannot capture.

It is this ambitious, rigorous, and pioneering indicator that reveals the true scope of a solution for the energy transition.

GHG emissions: estimate of total net emissions “avoided” (in tonnes of CO₂ equivalent)



Are you a player in mobility or industry sector and interested in using green hydrogen?

We work with you to assess the real impact of you using Lhyfe hydrogen, by quantifying the CO₂ emissions avoided compared to fossil fuel alternatives.

[Contact us to find out more.](#)



Energy management : 100% renewable, with no compromise

Hydrogen is only truly green if the electricity that produces it is also green. At Lhyfe, this is a non-negotiable requirement. All the electricity used to produce our hydrogen is 100% renewable, without exception. This can be achieved in two ways:

Option 1 - Direct connection

Our production sites can be directly connected to renewable energy sources, the most traceable and environmentally friendly solution.



Option 2 - long-term PPA

When a direct connection is not possible, Lhyfe secures its supply through power purchase agreements (PPAs) with dedicated renewable energy producers. These contracts guarantee an equivalent supply in terms of volume and quality, with time synchronisation between renewable electricity production and electrolyser consumption, in accordance with European requirements.

ISO 50001: Continuous improvement at the heart of our DNA

Producing clean energy isn't enough – it must also be consumed as efficiently as possible. This is precisely the purpose of the ISO 50001 certification, which is currently being obtained at our German site and will allow us to identify the energy efficiency levers to prioritise.

As we deploy new sites, having a certified energy management framework will enable us to replicate best practices at scale and demonstrate our commitment to excellence to our partners, customers, and investors.





Water usage: controlling or use of this essential ressource

At Lhyfe, producing green hydrogen does not come at the expense of water. Electrolysis (separating water into hydrogen using electricity) uses water as a raw material, but in remarkably small, rigorously controlled quantities, and as part of a complete cycle.

The numbers speak for themselves.

Our internal water metering shows that producing 1 kg of green hydrogen requires approximately 10 litres of purified water, or about a simple bucket full.

An analysis based on distance travelled and vehicle type allows for a clearer understanding of the differences in water consumption between various powertrains:

- An average diesel car travelling 100 km consumes approximately 6 litres of diesel fuel, which translates to between 18 and 36 litres of water. A hydrogen car consumes approximately 1 kg of hydrogen per 100 km, or 10 litres of water.
- For a truck, the average consumption is estimated at 30 litres of diesel fuel per 100 km, which translates to approximately 135 litres of water, while a hydrogen truck will only require 80 litres of water, based on the amount of hydrogen required for the same distance.

To put these volumes into the perspective of everyday life, the average French person consumes 150 litres of drinking water per day. A 100 km journey in a hydrogen-powered car uses approximately 10 liters of water, barely 2% of this daily consumption.



Sources :

Studies from the Lawrence Berkeley National Library: Water and Energy Interactions and the Argonne National Laboratory: Water Consumption in the Production of Ethanol and Petroleum Gasoline, Environmental Management 44 (pages 981 to 997)



Reoxygenating the oceans: transforming a by-product of green hydrogen into an environmental service

Ocean deoxygenation is one of the major effects of climate change. The decrease in dissolved oxygen weakens coastal marine ecosystems, affects biodiversity and jeopardises some essential functions of the ocean.

During the production of hydrogen by water electrolysis, pure oxygen is generated as a byproduct. At Lhyfe, this oxygen is being researched as a potential environmental lever, particularly for combating the deoxygenation of coastal waters.

The work being carried out focuses on:

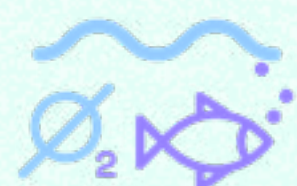
- the controlled use of co-produced oxygen to reoxygenate targeted marine areas,
- the injection of oxygen at specific depths, close to the seabed, in order to limit disturbance of the water column,
- the assessment of potential ecological benefits for local ecosystems.

A cautious and responsible scientific approach

Ocean reoxygenation raises significant scientific, environmental, and socio-economic challenges.

Aware of these challenges, Lhyfe has adopted an approach based on:

- independent scientific research,
- rigorous assessment of environmental impacts,
- the principle of caution, before any operational application.



Sites designed with the environment in mind: avoiding, reducing, and offsetting

For its site developments, Lhyfe selects land capable of accommodating its green hydrogen production units while respecting their natural environment as much as possible.

At each stage (development, construction, operation), the group ensures that its projects are harmoniously integrated into their surrounding area and address local needs.

From the development phase onwards, a **comprehensive environmental impact study is carried out to identify the potential effects of the project on the ecosystem and the measures needed to prevent them.**

This study, submitted to the Regional Directorate for the Environment, Planning and Housing (DREAL), guarantees strict compliance with regulatory requirements and the integration of best environmental practices.

Production sites, which are generally located near renewable energy infrastructure, are designed to minimise their environmental footprint:

- Sustainable and preventative soil management,
- Protection of local species and implementation of ecological monitoring,
- landscape integration adapted to the specific characteristics of the area.

For exemple, a designated passageway was incorporated into the construction of the Bouin site (Northwest France) to preserve ecological continuity and facilitate the movement of animal species. Located within a Natura 2000 zone, the site was designed to respect the constraints and sensitivity of this natural environment as much as possible, integrating biodiversity considerations from the initial design phase.



© Lhyfe
Green hydrogen
production site in Le
Cheylas, France

Lhyfe



Rigorous waste management: A guarantee of sustainability

Producing truly sustainable hydrogen means going beyond simply reducing carbon emissions. It also means ensuring exemplary waste management, particularly for waste that poses a risk to the environment.

At our production sites, waste mainly comes from maintenance operations, the management of chemicals needed for water purification or electrolysis, as well as logistics and support activities.

In 2025, Lhyfe’s three production sites generated 237 tons of waste. By comparison, European data indicates that an industrial site generates on average several tens to a few hundred tons of waste per year, depending on its activity and size.

Most of this waste was connected with the construction of two new sites, in the context of industrial expansion and increased production capacity.

A small portion of the waste is classified as hazardous: oils from compression, acidic and basic solutions for cleaning the circuits, and contaminated packaging. These substances are subject to strict procedures. They are systematically collected, stored in dedicated areas and removed via approved service providers to be treated or recycled in specialised sectors.

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Our environmental actions

- RFNBO certification obtained (certifying our hydrogen as sustainable)
- Environmental impacts and benefits of green hydrogen being studied
- Steps being taken to obtain ISO 50001 certification
- Environmental awareness initiatives for employees

All of our actions can be found in our action plan on pages 31 to 33.

3.

People : Our team,
our driving force



© Lhyfe
Team spirit, a true driving
force at Lhyfe.

3. People : Our team, our driving force

At Lhyfe, energy transition begins with the people at the heart of it. Our teams are not simply our most valuable resource: they are the driving force behind our mission.

We champion a demanding vision of green hydrogen and uphold high environmental, social, and societal standards within a complex and highly competitive industrial landscape, characterised by the presence of established players and significant economic, technical, and regulatory constraints. In this environment, committing to a more sustainable model requires courage, consistency, and a strong capacity for collective action.

Based on this conviction, our corporate culture is built around three core values:

Courage - Optimism - Solidarity

These values guide our HR decisions, our way of working together, and how we welcome each new talent. They create an environment where everyone can thrive, contribute fully, and grow with the company, with strong commitments in the following areas:

- Health and safety: a top priority PAGE 24
- Training: forging the skills essential to our mission PAGE 25
- Team well-being at the center of our priorities PAGE 26

@ Lhyfe
team spirit, a true driving
force at Lhyfe.



192

Average Group workforce
in 2025



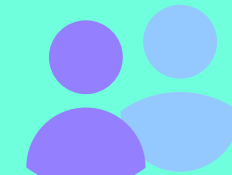
0.0%

Long-term accident frequency rate by
2025



3.040

Training hours in 2025
(at Group level)



39/40

Gender pay gap
(vs. 35/40 in 2024)

Health and safety: a top priority

An unequivocal result: no lost-time accidents were recorded within the Group.

Our lost-time accident frequency rate (LTIFR) of 0.0% illustrates the effectiveness of a demanding model, deeply rooted in Lhyfe’s culture and shared by all teams, partners, and subcontractors.

In a complex and rapidly growing industrial sector, achieving zero accidents is never a matter of chance: it is the direct result of daily vigilance, high standards, and a resolutely prevention-focused policy.

The Group’s HSE policy has a clear objective: to protect the women and men who work on our sites, preserve the integrity of our facilities, and guarantee minimal environmental impact.

It rests on three inseparable pillars:

- Safety of people, whether employees or subcontractors
- Industrial safety and process security
- Environmental protection and prevention of operating risks



© Lhyfe
Our plant managers take the time, during each operation, to guarantee the safety of their teams.



Training: forging the skills essential to our mission

At Lhyfe, training is not just an administrative obligation - it is a strategic investment for our teams and the future of the energy transition. We organise it around five essential pillars:

- strategic training aligned with our decarbonisation vision,
- health and safety (our top priority),
- technical skills to master our technologies,
- career management to promote internal mobility,
- e-learning for maximum flexibility.

In 2025, we provided 3,040 hours of training (including 2,131 in France), or an average of 15 hours per employee trained.

A significant portion of our budget has been dedicated to health, safety, and security, demonstrating our unwavering commitment to protecting our teams in the field.

We also train our employees on cybersecurity and the use of artificial intelligence.

Finally, every employee is encouraged to regularly share their knowledge and perspectives during our team seminars and learning sessions.



Team well-being at the centre of our priorities

In a demanding industrial environment, we are convinced that sustainable performance depends upon a diversity of profiles, career paths, and perspectives, as well as on each individual's ability to fully find their place within the company. Lhyfe is committed to promoting an inclusive work environment based on equal opportunities, the fight against all forms of discrimination, and respect for individual differences. Specifically, we continuously invest in:

- A pleasant working environment and a policy of remote working and flexible time management,
- Numerous team-building seminars and employee initiatives,
- A certified pro-cycling policy demonstrating our commitment to sustainable mobility and offering cycling workshops, visibility kits, and safety training.

Employee satisfaction is measured concretely, and on annual basis, through a satisfaction survey that gathers team members' views and concerns.

Our social actions

- Strengthening of social and occupational safety policy and training
- Formalisation of the policy on quality of life at work, diversity and inclusion
- Calculation of the professional equality index, analysis and integration of the results into the Group's social and wage policy
- Ongoing commitment to employee well-being

All of our actions can be found in our action plan on pages 31 to 33.

Switch to green



4.

Societal challenges: Mobilising our ecosystem around a shared vision



At Lhyfe, our social commitments extend our primary mission:

Beyond industrial decarbonisation, we create a concrete positive impact for society, driven by a CSR strategy that infuses all our decisions and our relationships with stakeholders.

Inclusion and professional integration: Supporting young people in career transition

We collaborate with the Second Chance School to offer young adults a second chance at a career. Personalised mentoring, open days at our plants, observation internships, and job simulations help them discover promising careers in green hydrogen and build their network.

A team-wide commitment: Supporting the “Avançons Ensemble” association

Lhyfe supports this local organisation working to integrate people with disabilities. Recently, at one of our Lhyfe Academy seminars, Lhyfe employees were trained in inclusion between able-bodied and disabled people through sports and recreational activities.

Cleans Walks

In 2025, our teams increased the number of collective litter collection events around the Lhyfe premises.

Responsible value chain: Our suppliers as partners that are aligned with our values

Our suppliers and subcontractors are strategic partners in our sustainable model. Our purchasing policy thus incorporates CSR criteria: legal compliance, respect for human rights, anti-corruption transparency, and environmental commitments. This approach aims in particular to address our indirect, purchasing-related emissions, which we have identified as a key lever for reducing our carbon footprint.

Corruption prevention

In 2025, we formalized our code of ethics and our anti-corruption policy, which applies to all employees and suppliers.

Switch to green



© Lhyfe
The intervention of Avançons Ensemble at a Lhyfe Academy in June 2025

Let's win the fight together!



© Pixabay



This impact report reflects who we are: a company in motion, with a clear sight of our progress as well as our areas for improvement. It is not intended to show a perfect picture, but rather to give an honest view.

It provides a transparent account of our concrete progress on environmental and social issues, as well as the areas where we can still improve. At Lhyfe, CSR is not a communication exercise – **it is essential part of our purpose.**

Our model is based on a strong conviction that **green hydrogen, produced from renewable energy sources, is a sustainable response to the climate emergency.** By limiting our impacts at the source, we actively contribute to the decarbonisation of our customers' and partners' energy uses.

We want to go even further, by supplementing the traditional carbon footprint assessment with the calculation of **avoided emissions**, in order to better measure the real positive contribution of green hydrogen to the energy transition.

This is a collective fight. It involves our employees, our clients, our investors, our communities, and, by extension, all players involved in the transition.

Thank you for reading.

Switch to green

Lhyfe

Appendix: Details of our actions and commitments

	Actions identified		Status
Environmental actions	Obtaining RFNBO certification – the highest environmental standard in the sector – for all our production sites	✓	Action carried out in 2025: Lhyfe’s first four installed sites (21 MW) are now RFNBO certified, making the company the first RFNBO hydrogen producer in Europe using water electrolysis. This certifies that Lhyfe’s production at the Bouin, Buléon, Bessières and Schwäbisch Gmünd sites is 100% renewable and complies with the environmental and traceability criteria required by the European Green Taxonomy to contribute to the European Union’s objectives of integrating renewable energy and reducing greenhouse gas emissions.
	Environmental study of the impacts and benefits of renewable hydrogen throughout its entire life cycle	✓	Action continued in 2025 with: - The completion of full Life Cycle Assessments (LCAs) for our two production plants in Buléon and Bessières (5 MW production units). These life cycle assessments evaluate the environmental impacts of renewable hydrogen throughout its entire lifecycle, from construction to delivery; - The continuation of the environmental analysis work initiated in 2024, including the assessment of impacts on biodiversity and the Group’s water and energy consumption. During 2025: - A full impact study of the GreenHorizon project was completed, - Weekly monitoring of water consumption at our production sites has been implemented.
	Steps taken to obtain ISO 50001 certification (energy management and energy performance)	🔄	Action currently being carried out: At its German site, Lhyfe is actively working towards ISO 50001 certification. This certification, focused on the continuous improvement of energy efficiency, is a strategic lever for optimising environmental performance. Once obtained, this certification will serve as a model and inspiration for other sites, promoting the adoption of best energy practices.
	Environmental awareness initiatives for employees	✓	This action was carried out continuously in 2025 with increased employee awareness of carbon footprint assessments and avoided emissions. Concrete initiatives were deployed, such as litter collection operations and reforestation projects.

Appendix: Our actions and commitments in detail

	Actions identified		Status
Social actions	Strengthening the "People and Safety at Work" policy.	✔	Action carried out in 2025: Lhyfe has strengthened its social and occupational safety policy through a series of actions designed to protect teams and sustainably structure its HSE culture. The quality system, certified ISO9001, supports the reliability of this approach.
	Strengthening the Training Policy	✔	Action carried out in 2025: Lhyfe has structured its skills development approach around a "Learning & Development" policy that guarantees a clear and equitable framework for all employees. This policy, integrated into the HR process and referenced in the DMS, ensures everyone has regular access to training—at least once every three years—while ensuring that team skills are aligned with the company's current and future needs. The approach is based on identifying key skills, regularly evaluating employees, and implementing targeted training plans.
	Formalisation of the policy on quality of life at work, diversity and inclusion	✔	Action currently being carried out: Lhyfe has formalised its commitments to quality of life at work, diversity and inclusion, particularly regarding disability, through the implementation of policies. In 2025, the company also launched "Beyond Together," an internal event dedicated to diversity and inclusion, designed to raise awareness among teams and share best practices on professional equality, the fight against discrimination, disability and sexism in the workplace.
	Calculation of the professional equality index, analysis and integration of the results into the Group's social and wage policy	🔄	Action carried out annually since 2024: Actions and training on the topic of professional equality enabled Lhyfe to obtain a score of 74/100.
	Ongoing commitment to employee well-being	✔	Actions carried out continuously: The Group fosters a healthy and inclusive work environment through a variety of initiatives (flexible work arrangements including remote work and adapted hours, sports activities and challenges, and team-building seminars) and welcoming workspaces. Lhyfe also encourages personal and professional development through training and participatory management. Finally, the Group's commitment to making a positive impact is reflected in its corporate culture, which values mutual support, active listening, and a healthy work-life balance.

Appendix: Our actions and commitments in details

	Actions identified		Status
Societal actions	Developing trusting relationships with associations and integration organisations	✔	Actions carried out continuously: Partnerships with the Second Chance School, La Cravate Solidaire and Avancons Ensemble.
	Developing relationships of trust with local populations through the organisation of information meetings, open days, or visits of our production sites.	✔	Actions carried out continuously: They are part of a transparent Group approach towards local populations and must be implemented for each of the Group's current or future production sites.
Governance	Obtaining quality certifications (ISO 9001)	✔	Action currently being carried out: Lhyfe has obtained ISO 9001:2015 certification, which is currently being renewed. This certification, whiwh is valid for the head office in Nantes and the production sites in Bouin, Buléon and Bessières, guarantees that Lhyfe has implemented a quality management system enabling it to provide its products and services in accordance with customer requirements and applicable legal and regulatory requirements.
	Prioritising the key non-financial impacts of the Group's activities and considering the implementation of mitigation policies	🔄	Action currently being carried out: Discussions were held and working groups established to assess and mitigate the impact of Lhyfe's activities on various material issues, through the development of a dual materiality matrix (financial and impact materiality). The results have been published, and workshops and stakeholder consultations will be implemented progressively.
	Implementation of an organisation and internal architecture dedicated to addressing CSR issues	✔	Action carried out: CSR initiatives are coordinated by Nolwenn Belléguic, Human Resources and Communications Director, and implemented and rolled out by internal representatives within each business unit. A dedicated team was recruited in 2024 to manage these initiatives.
	Succession plan review	✔	Action carried out: The succession plan is subject to regular review in accordance with Recommendation No. 17 of the Middenext Code.