



**INTERNATIONAL
LEADER,
LOCAL PARTNER**



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THE LOXAM MODEL

**A resilient, independent
and responsible model**

EDITORIAL



Gérard DÉPREZ
President
of the Loxam Group

In a constantly evolving environment, 2025 confirmed the robustness of the Loxam model and the collective strength that drives our Group.

Despite ongoing economic headwinds, particularly in the construction sector and more specifically in housing, Loxam demonstrated its resilience. The recovery expected in the Nordic countries proved slower than anticipated, but we held our ground and even made inroads.

Our balanced geographical footprint and our efforts to diversify across sectors cushioned the effects of these economic conditions. Our operations in Southern Europe and Brazil helped offset the slowdown observed elsewhere. Increased capital expenditure (Capex) allowed us to upgrade our fleet to support new business.

In 2025, Loxam won key contracts serving new players, notably in the renewable energy sector. We also positioned ourselves on major international construction projects with new rental and equipment-sharing solutions. Finally, our involvement in major international events – such as COP30 in Brazil or the Winter Olympics in Milan – demonstrated, once again, our ability to support even the most demanding projects. These successes are part of a growth trajectory we have been building for decades. Through our performance in 2025, we were able to continue reducing our debt whilst resuming external growth.

Our continued pursuit of high operational standards has also resulted in further progress. Digitalisation reached a new milestone, particularly in France, with new tools for managing the customer interface. At the same time, our data and AI-driven transformation gathered pace.

The Group's ambition is also reflected in our commitments to safety and social responsibility, with a 50% reduction in accidents over three years, and, for example, new corporate patronage initiatives in support of built heritage.

In line with this same spirit of responsibility, we continue to support our clients on the path towards decarbonisation thanks to an expanded range of low-emission equipment, once again backed by significant investment.

These accomplishments are all down to the hard work of a community of several thousand employees. Loxamers have recognised the Group as a "Great Place to Work". This acknowledgement is a key asset for attracting and retaining talent in the future. It also serves as a mark of confidence for some of our international clients, who have consequently elevated us to the status of preferred partner. This is a source of great pride for us.

Loxam is therefore looking to the future with determination and ambition. The year ahead will be one of further progress and ever stronger leadership.

LOXAM, PARTNER OF YOUR PERFORMANCE

How can you combine economic performance, risk reduction, improved environmental impact and the imperative of self-reliance? In a world of ever greater challenges in terms of resources, safety and performance, equipment rental stands out as an effective solution. It optimises the use of equipment throughout its entire lifecycle.

In 2026, Loxam is reaffirming its status as a leading light in this sector. Our group continues to showcase its strength as an international player able to serve customers worldwide, innovate and embrace digitalisation, whilst retaining the agility of a local player, rooted in the communities it serves and attentive to the needs of every project, regardless of its size.

With complete autonomy over its industrial and strategic decisions, the Group can rely on its comprehensive control over its fleet and service offering. Our CSR commitment underpins a long-term vision that combines economic performance, environmental impact and social responsibility. With Loxam, our partners can count on a strong, innovative and responsible ally to build the future.



KEY FIGURES

N°1

in Europe

N°5

worldwide

28

countries on 4 continents

€2.5 bn

revenue

11,500+

employees

600,000+

items of equipment

-50%

accident rate in 3 years

HIGHLIGHT



Loxam has been certified as a Great Place to Work®, an accolade that recognises the quality of our working environment. Based on a survey conducted among our employees, this distinction reflects a powerful commitment. These results confirm that a caring and friendly atmosphere is deeply rooted in our corporate culture. Beyond internal recognition, this certification is a testament to the spirit of service we deliver to our clients every day.

83% response rate

71% satisfaction rate

22 countries certified

90% employees covered

“Great Place to Work® is a fitting tribute to Loxam’s professional, positive and dedicated teams, who personify a shared state of mind in their day-to-day work: serving our clients with a smile.”

Stéphane Hénon
Managing Director



MEETING YOUR MOST COMPLEX CHALLENGES

Through a wide range of projects, we demonstrate our ability to tackle complex challenges by combining the Group's global reach with the responsiveness of a local network. From productivity and safety to accessibility and zero-emission solutions, we provide tailored solutions to meet our partners' needs on each and every site.

BRAZIL - COP30

Held in Belém, in the heart of the Amazon, this global climate conference required an energy capacity equivalent to that of a city of over 300,000 inhabitants, which the local grid was unable to provide alone. In just a few weeks, Loxam A Geradora supplied all the power required for the smooth running of the event. This large-scale operation demonstrates **the Group's ability to deploy large-scale temporary power solutions in technically demanding environments.**



220+

items of equipment

300

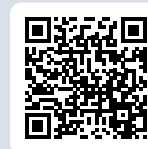
km of cables

30

days of uninterrupted power, 24/7

150

professionals from all over Brazil



FRANCE - GRAND PARIS EXPRESS

Grand Paris Express is the largest infrastructure project currently underway in France. It comprises the extension of metro line 14 (launched in June 2024) and the new lines 15, 16, 17 and 18, scheduled to come into service between 2026 and 2031. At present, construction work is in progress on all the lines and Loxam is involved in every one of them.

1,000+

machines

All equipment ranges represented

A multitude of innovations (LOXGREEN and LOXSAFE equipment: handlers with AI cameras, dumpers with an enhanced anti-collision system) designed to facilitate simultaneous operations and access to restricted or confined areas.





100,000 sqm

of scaffolding

15,000 sqm

of weather protection solutions

150+

boom lifts and work platforms

450+

modules and containers

FINLAND – MEYER TURKU SHIPYARD

Since 2003, Loxam Ramirent has been a partner of the Meyer Turku shipyard in Finland. A dedicated team provides turnkey solutions to ensure business continuity: scaffolding and access platforms, temporary power supply, lighting, heating, modules, etc.

A long-term partnership that has been contributing to the shipyard's performance for over 20 years.



Partnership, cooperation, timeframe compliance and a good understanding of our needs are the essence of our relationship. The flexibility offered by Loxam Ramirent, which is always on the lookout for new solutions, and the efficient and active management of the shipyard make for a truly high-quality service. We are particularly appreciative of the safety culture!

Raija Elo

Head of Ship Services Department
at Meyer Turku

Tomi Kivikoski

Team Leader at Meyer Turku

ITALY: MILANO- CORTINA 2026 WINTER GAMES

Over a four-month period, hundreds of modules and lifting and handling machines were deployed across 15 sites. Intended for use as media centres, ski waxing cabins, athlete lounges, accommodation for operational teams, ticketing, hospitality or technical zones, our modules were installed in a wide variety of configurations.

To bring these operations to fruition, we combined local expertise with the Group's event management know-how.



THE POWER OF AN INTERNATIONAL LEADER, THE AGILITY OF A LOCAL PARTNER

Thanks to its global footprint, Loxam can draw on expertise, resources and logistics capabilities on a large scale. This reach allows us to support major projects, share best practices and provide consistent solutions to our clients' challenges.



France

 **4,500+**
employees

 **480+**
branches

Nordic countries (Denmark, Norway, Sweden, Finland)

 **2,300+**
employees

 **250+**
branches

Rest of world

 **4,720+**
employees

 **420+**
branches



PROXIMITY, AT THE VERY HEART OF OUR MODEL

Proximity is key to successful rental services. With a network of branches firmly established in their local communities, Loxam guarantees responsiveness, in-depth knowledge of local situations and the ability to respond quickly – in the very places where projects come to life.

1. DECENTRALISED BRANCH ORGANISATION

Our model is founded on a decentralised network of branches, which are at the heart of how we operate. Each branch serves its local clients and supports key accounts on large-scale projects, backed by central support teams.

2. DIRECT RELATIONS WITH OUR CLIENTS, WHATEVER THEIR SECTOR AND SIZE

Our business model relies on close relationships with our clients, primarily through short-term rental contracts. Our branches are responsible for customer relations and manage a fleet of equipment, which they maintain themselves.

3. CORNER SECTIONS IN DIY STORES TO INCREASE PROXIMITY

Our branded corner sections in partner DIY stores offer a limited range of equipment (drills, wallpaper strippers, etc.). They provide a simple, quick and efficient local solution for all projects, catering to retail customers, small businesses and tradespeople.

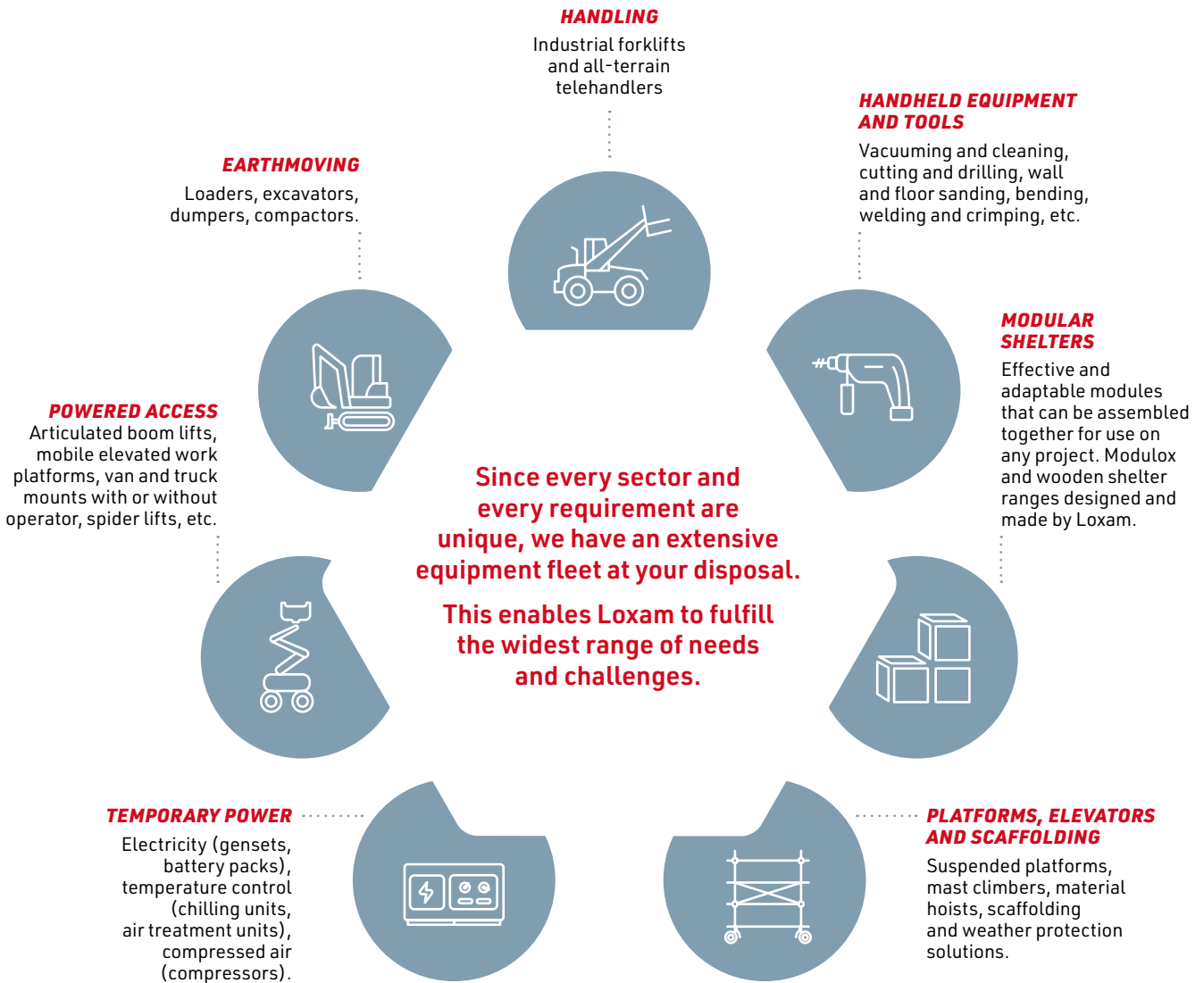
FOCUS ON A BRANCH AND ITS OPERATIONS

A Loxam branch is organised around the roles described below.

- **Branch manager:** responsible for the smooth operation of the branch, they are provided with the human and material resources required to develop the branch's business.
- **Technical team:** in charge of ensuring the equipment fleet is in good condition and working order. The team is responsible for equipment maintenance, delivery, and handover to customers.
- **Sales team:** tasked with the branch's commercial activities: both business development and day-to-day organisation and management.



EQUIPMENT TO SERVE YOUR PROJECTS



AN INNOVATIVE LOW EMISSION RANGE

Electric, hybrid, gas and hydrogen-powered equipment as an alternative to all-diesel models.



PERFORMANCE

- Equivalent to 100% diesel
- More energy-efficient
- Versatile equipment for indoor and outdoor work



ENVIRONMENT

- Cleaner equipment
- Quieter equipment



HEALTH

- Reduced vibrations
- Less dust and fine particles



SOLUTIONS TO SUPPORT OUR PARTNERS AND ADDRESS ALL THEIR CHALLENGES

Public works / Civil engineering

RAPIDLY BUILD RESILIENT INFRASTRUCTURE

We offer the widest range of equipment and a specific organisation to support our clients at every stage of their construction projects, all the while optimising their logistics.



Building

BUILD THE CITIES OF THE FUTURE

We offer increasingly 'green' equipment to help facilitate the acceptability of construction sites in urban areas.



Industry

GUARANTEE BUSINESS CONTINUITY

Services, equipment and accessories specifically designed to meet the operational challenges of production and maintenance and ensure business continuity.



Events

MAKE OPERATIONAL SUCCESSES OUT OF EXCEPTIONAL EVENTS

We make it easier to organise events of any size by offering an all-in-one service that takes care of all the logistical details.



Living environment

MAINTAIN GREENERY

We offer a wide range of equipment designed for the design and upkeep of public greenery, prioritising alternative energy sources.



Fitting out and finishing works

PAY ATTENTION TO EVERY DETAIL

We supply professionals and retail customers with small machines and equipment for fitting out, finishing or refurbishment projects.

SAFE, STRAIGHTFORWARD AND EFFICIENT EQUIPMENT RENTAL

At Loxam, equipment rental is about more than just providing equipment. It is supported by a range of solutions, innovations and services designed to address the practical challenges faced on construction sites and in projects. The bottom line is simplicity and greater efficiency.

YOUR SAFETY, OUR PRIORITY

- **Compliance** with maintenance procedures for our equipment. Across all our business units, our equipment is systematically inspected by our authorised technicians upon departure and return.
- **Training**: we raise awareness among our partners through communication initiatives. We offer training courses and organise safety meetings.
- **Innovation**: every year, in collaboration with our clients and suppliers, we work to improve the safety of our equipment: by testing new models, stipulating a number of requirements and providing feedback based on practical experience.

TECHNICAL INNOVATIONS FOR IMPROVED SAFETY



XSTEP inspection riser



Smart harnessing system



Anti-collision system



Crush protection system



Access control kit

REACTIVE AND EXPERT CUSTOMER SERVICE

AT EACH STEP OF YOUR PROJECTS

- **BEFORE**: in-depth analysis of requirements, engineering, recommendation of solutions and bespoke technical support. Our teams, who receive continuous training in our equipment and processes, ensure the smooth execution of even the most complex projects.
- **DURING**: real-time delivery tracking via our app, dedicated technical support and a 24/7 on-call service. Our extensive network ensures rapid response times to minimise any disruption to your operations.
- **AFTER**: contract follow-up and consolidated invoicing to streamline and simplify administrative procedures.

A SINGLE POINT OF CONTACT

A dedicated contact person who manages the entire project from start to finish, whatever its scope or duration.

An agile organisation that adapts to the scale of projects, from the smallest to the largest operations. Where necessary, we deploy dedicated teams for the design, installation, commissioning and dismantling of our solutions.



ISO 9001 CERTIFICATION
Quality, customer satisfaction.

Loxam has held ISO 9001 certification for over 20 years. This standard evaluates the implementation of a quality management system designed to ensure customer satisfaction by delivering high-quality products and services



LOXAM, VOTED CUSTOMER SERVICE OF THE YEAR

in France, for 9 years in a row.

Equipment rental category - Ipsos BVA survey



DIGITAL TECH TO SIMPLIFY JOURNEYS AND DRIVE EFFICIENCY

Digital, data and AI are transforming everyday usage: faster decision-making, more reliable services and a simpler experience for our customers and our teams alike.

Support at every stage of the customer journey:

- **Order, track and manage contracts online**, notably via our new website, electronic signatures and our MyLoxam portal.
- **Monitor equipment productivity**: location, usage and consumption (online or via API), and perform remote troubleshooting.
- **Optimise asset management**, particularly through the sharing of equipment on site.



LOW CARBON PERFORMANCE: ALL-ROUND SUPPORT

- **BEFORE**: assistance in scaling according to your specific needs, staff training, and assessment of the project's added value (carbon footprint, noise, etc.). Using the data currently available, we can propose the most relevant use cases for each sector (construction, industry, events, etc.).
- **DURING**: 24/7 support, on-site charging and refuelling service (battery packs, hydrogen, biofuel, etc.).
- **AFTER**: experience feedback and calculation of the project's carbon footprint (CO₂ calculator available to our clients).



Example of a low-carbon construction site

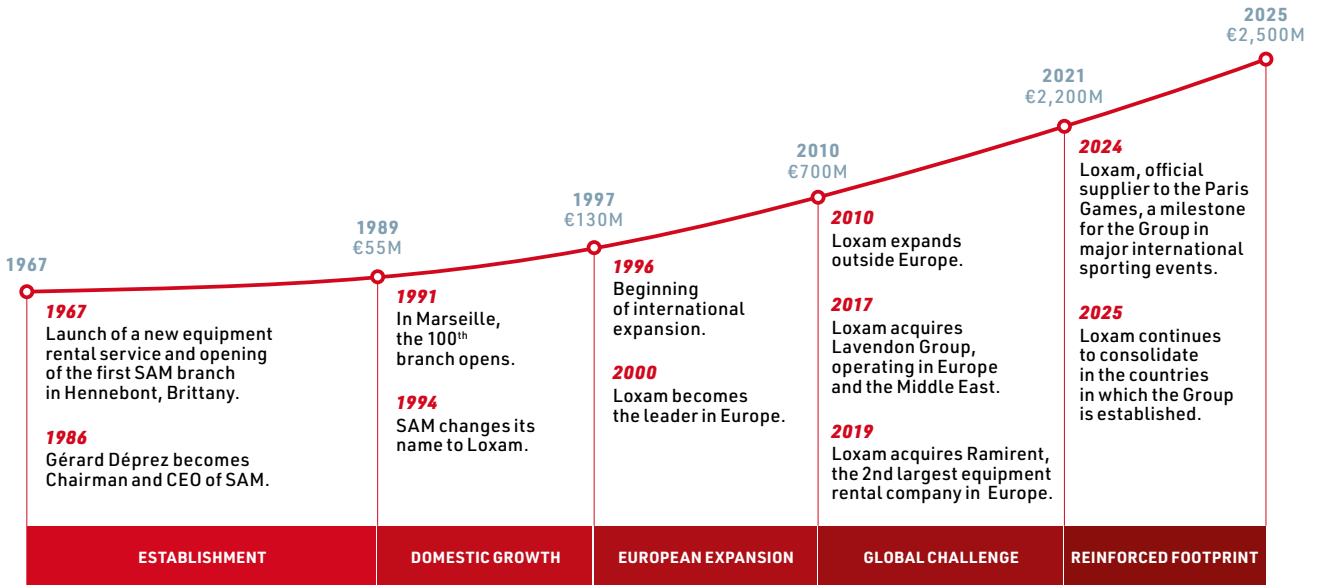
“ *Our employees live and breathe the values of respect, expertise and drive which form the core of our corporate culture. As such, they provide our clients with a truly exceptional quality of service. By innovating, digitising our processes and promoting sustainable solutions without ever compromising on safety, we go the extra mile to make equipment rental the natural choice.* ”



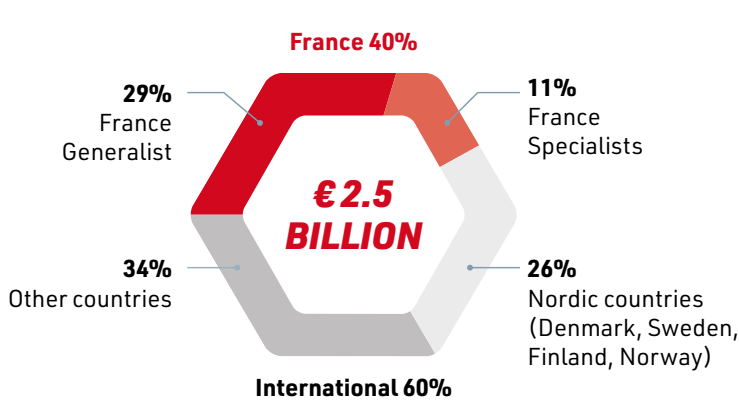
Alice Henault
Corporate Strategy
& Development Director

A RESILIENT, INDEPENDENT AND RESPONSIBLE MODEL

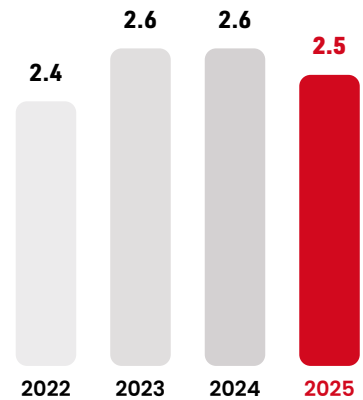
Loxam is a French company founded in Brittany that has become a leader in equipment hire in Europe and a major player in the sector in Brazil and the Middle East. The company is now wholly owned by a controlling shareholder, alongside the company’s senior management and employees. This ownership structure guarantees its independence and resilience, with a view to long-term development.



AN ESTABLISHED PERFORMANCE



BREAKDOWN OF TOTAL TURNOVER 2025
by geography



TURNOVER
(in € billion)



GOVERNANCE: A GUARANTEE OF TRUST AND CONTINUITY



GÉRARD DÉPREZ

President



STÉPHANE HÉNON

Managing Director



ALICE HÉNAULT

Corporate Strategy & Development Director



PATRICK BOURMAUD

Chief Financial Officer



OLIVIER GRISEZ

Managing Director, Rental France



PHILIPPE SIMONNET

Deputy Managing Director, France - Specialist Subsidiaries



OLIVIER BRUNET

Chief Operating Officer, International BUs



OLIVIER MOUMINOUX

Chief Operating Officer, International BUs

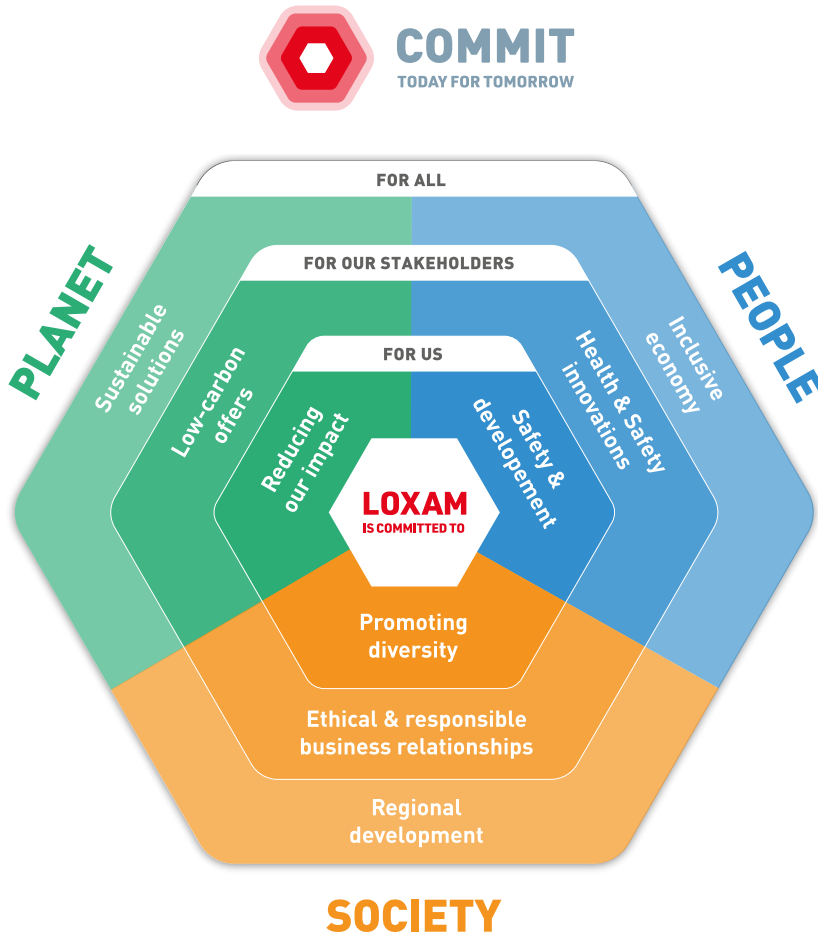


JOSÉ-MANUEL RUBIAS

Chief Operating Officer, International BUs

STRUCTURED AND MONITORED SUSTAINABLE COMMITMENTS

Our sustainability commitments, defined at Group level, are implemented across all our business units. We encourage the sharing of experience and build on everyone’s strengths to support all our partners in moving towards a more sustainable future.



WHY WORK WITH A RESPONSIBILITY-DRIVEN COMPANY?

By working with a certified company such as Loxam, our partners demonstrate their commitment to responsible procurement. They are assured of access to effective, safe, sustainable and responsible solutions, enabling them to meet their own objectives and stand out from the crowd.

OUR CERTIFICATIONS

Loxam ranks in the top 1% of companies assessed by Ecovadis

Score: 90/100 (Platinum)

The Group is the **first equipment rental company** to have its greenhouse gas (GHG) reduction trajectory approved by the Science Based Targets initiative (SBTi).

The Group confirmed its position among the highest-ranked companies assessed by the non-financial ratings agency Sustainalytics.

Score: 14.26/20 – Low risk



Commitment



Associated SDGs¹



Actions

PEOPLE

Contribute objectively to the development of every person, while guaranteeing safety anytime and anywhere.



Exemplary safety culture.

Promotion of diversity and inclusion: disability policy, partnerships with schools, etc.

Training our employees: dedicated programmes, internal training centres, the target of providing training to each employee once a year, etc.

PLANET

Work to achieve shared success based on trust, collaboration and innovation in favour of more sustainable equipment.



Investment channelled into low-emission equipment.

Deployment of low carbon projects to test new technologies with our clients.

Action plan established throughout the Group for all categories of our carbon footprint assessment.

SOCIETY

Encourage people to hire equipment and capitalise on our presence in local communities to promote their development.



Actions within trade federations to drive change in industry practices.

Development of local partnerships in all the geographies in which we operate.

Actions towards institutional stakeholders to promote rental and the service economy.

1 – SDG: Sustainable Development Goals defined by the United Nations. Loxam contributes to 12 out of the 17 in total.



PEOPLE, AT THE HEART OF EVERYTHING WE DO

Guaranteeing safety, supporting professional development, ensuring quality of life in the workplace: since our people are the cornerstone of our business, they are our top priority!

SAFETY

- **Culture and exemplarity:** a safety culture that everyone understands and embraces. Everyone is responsible for their own safety and that of their colleagues. In 2025, in France, we continued to develop our 'Safety Culture' initiative, notably by training all our branch managers.
- **Training:** we provide all forms of safety training for our staff and, upon request, for our clients as well – ranging from mandatory certifications to safety management.
- **Innovation:** we are constantly improving our processes and equipment. Every identified risk becomes an opportunity to update our specifications.

DEVELOPMENT

Equipment rental is a service profession based on expertise, soft skills and trust. Growing together means nurturing the development of our employees' skills. We roll out programmes across the Group. For example, in 2025, we trained our sales teams in sales techniques. Over 1,500 people received training across our business units.

Tangible outcomes:

- **Qualified talent:** specialist teams dedicated to serving our customers.
- **Impact on the local economy:** local jobs and an active contribution to the economic vitality of communities.
- **Inclusion:** diversity in profiles, varied career paths, improved innovation.

QUALITY OF LIFE AT WORK

Our employees' performance is inherently dependent on the environment in which they work. Loxam is a Great Place to Work: a source of great pride for us.



The Great Place to Work® certification, awarded by an independent body, is based on the Trust Index, a globally recognised indicator. It measures the key aspects of life in the workplace: credibility, respect, fairness, pride and camaraderie. These criteria are used to assess the quality of life at work.



7.3*

2025 accident rate

*frequency rate: workplace accidents leading to lost time / hours worked x 1,000,000

-50%

over 3 years

100%

of employees receive induction training

89%

of employees received training in 2025



ISO 45001 CERTIFICATION

Safety, risk assessment, working conditions.

Loxam is the first company in the sector to receive Group-wide certification. This accolade fully reflects the priority that the Group places on safety.

Qualiopi
processus certifié

FR RÉPUBLIQUE FRANÇAISE

All our training centres in France, including our training college in Bagneux, hold Qualiopi certification in recognition of the quality of our programmes delivered to our employees and clients.





PROMOTING ETHICS AND LOCAL ENGAGEMENT

Loxam operates through a dense network of locally based branches open to all our stakeholders.

LOCAL PRESENCE & PROXIMITY

of independently managed branches, to respond directly to local needs and support local growth.

COMMUNITY INVOLVEMENT

through corporate patronage initiatives and charity contributions serving to the public interest.

OUTREACH & APPRENTICESHIPS

through initiatives to get people into work, promote local jobs and pass on know-how.

AN OVERVIEW OF OUR CORPORATE PHILANTHROPY INITIATIVES

LOXAM RENEWS ITS SUPPORT FOR ABRINQ FOUNDATION



Our Brazilian teams support child protection projects and run apprenticeship initiatives.

HELPING PEOPLE WITH DISABILITIES INTO EMPLOYMENT

Our Middle East teams regularly donate powered access equipment to their training centers to provide educational programs to people with disabilities and help them (back) into employment.

LOXAM COMES TO THE COMEDIE FRANÇAISE

In late 2025, a 36-unit, 6-floor building site base was installed on Place Colette as part of a corporate patronage initiative to support the refurbishment of this historic theatre. This temporary solution will allow work to continue nonstop through to completion by providing premises for project management and part of the administrative and technical teams.

SUPPORTING TALENT ACQUISITION

Loxam supported the 48th edition of the WorldSkills competition, which was held in France. By supplying the equipment required for the smooth running of the different events, the Group continues to show its dedication to vocational training and professional excellence.

3 YEARS ALONGSIDE THE FONDATION DU PATRIMOINE

For the past three years, Loxam has been a corporate patron of the Fondation du Patrimoine. Through this partnership, we have already supported 15 projects selected by our teams across the French regions.

A tangible initiative to continue preserving French architectural heritage and the appeal of our regions.



PARTENAIRE OR



FONDATION



DU PATRIMOINE

A WHISTLEBLOWING PLATFORM OPEN TO EVERYONE

Loxam is committed to guaranteeing ethical and responsible relationships through the provision of a whistleblowing platform. Anyone can use this anonymous and secure service to report an alleged breach of transparency or integrity.



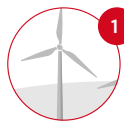


PROMOTING SUSTAINABLE TRANSITIONS

Equipment rental lies at the heart of the sharing economy, making it an environmentally friendly choice. As a socially responsible partner, Loxam contributes to reducing its environmental impact by tackling all aspects of its carbon footprint.

REDUCING OUR OWN ENVIRONMENTAL IMPACT

Our environmental approach is founded on an internal action plan adapted and implemented in each of our business units.



1 Supplying our branches with gas and renewable electricity.

59%

of electricity consumed is from renewable sources.

100%

in France



2 Deploying solar farms on our buildings' roofs



3 Converting our truck fleet and supporting our subcontractors in their own transition

10%

of trucks run on gas (in France)

2

electric trucks (in the UK)



4 Adapting the electrical infrastructure of our branches

350+

charging stations



5 Replacing our service vehicles by electric and hybrid models

20%+

of our vehicles are hybrid or electric



6 Investing in low-carbon equipment

20%

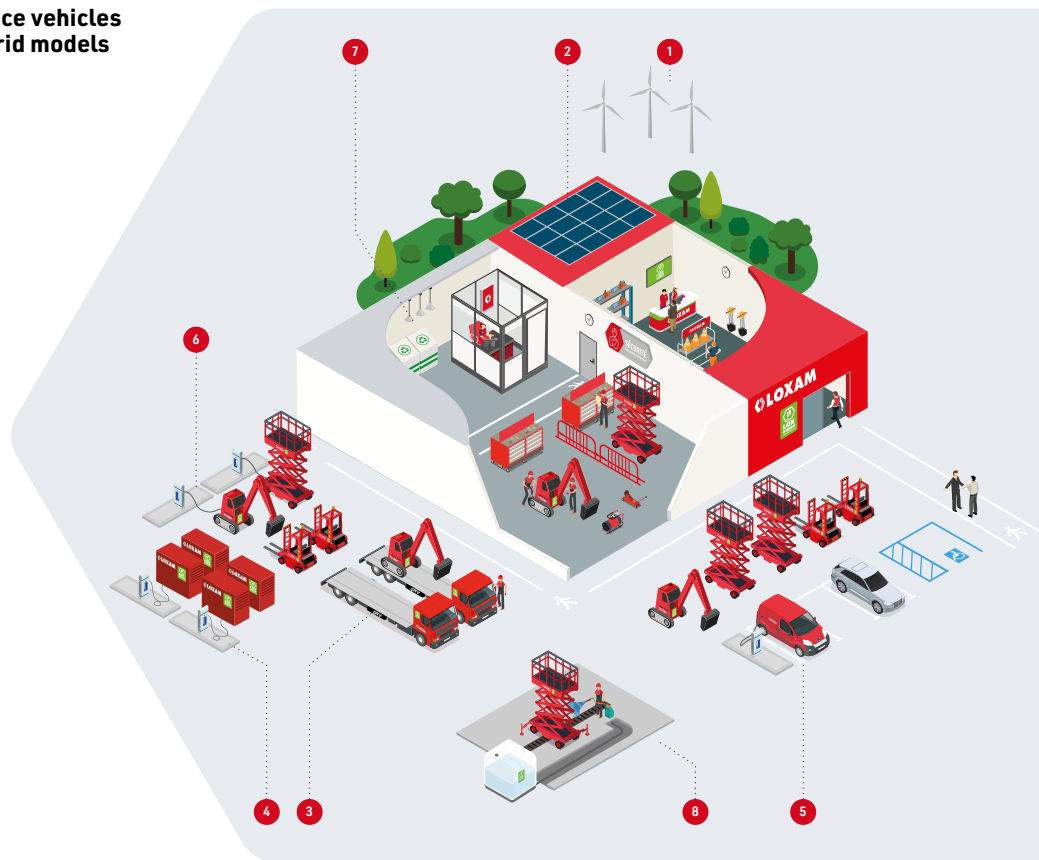
of 2025 CAPEX was spent on electric and hybrid equipment



7 Improving our buildings' energy efficiency



8 Controlling water consumption in our wash bays



ISO 14001 CERTIFICATION

In 2010 Loxam was the first equipment rental company to display its commitment to an approach aimed at reducing its environmental impact.

OFFERING LOW-CARBON OPTIONS

Our indirect (scope 3) emissions account for 94% of our total carbon footprint. These emissions are thus generated by our partners, clients and suppliers. We work with our entire supply chain to help reduce emissions.

FOCUS ON OUR SUPPORT FOR OUR SUPPLY CHAIN



Clients

We accompany our customers through a wide range of innovative equipment, dedicated branches located in large cities, and the implementation of low-carbon projects.



Suppliers

We have a responsible purchasing charter to govern our long-term relationships with our suppliers. We provide support through user feedback and a co-innovation approach.



Sector

Through our trade federations, we support our sector in driving change in industry practices and promoting the benefits of rental, at the heart of the service economy.

A LOW-CARBON INNOVATION TESTED IN REAL-LIFE CONDITIONS



Loxam is assisting Equans as it tests Manitou Group’s new all-electric 18m telehandler, deployed for the first time in the north of France.

Used in real working conditions, this zero-emission machine delivers performance on a par with its diesel alternative, with more accuracy, better user conditions and enhanced operating data tracking.

It was easy to incorporate this electric telehandler into the work site. Our teams quickly got used to the machine and appreciated its ease of use. It is a very interesting solution from an operational perspective.

*Farid Hmami
Works unit manager, Equans*



SAFETY AND ENVIRONMENT MEETINGS 2025

At this 7th edition in June 2025, Loxam convened more than 200 public decision makers, experts and professionals to explore the tangible environmental benefits provided by equipment hire. It was emphasised that renting equipment rather than buying it reduces its carbon footprint by 20 to 50%*. This edition also provided an opportunity to showcase the role of AI in our professions and in the innovations that lie ahead.

*Source: European Rental Association

BREAKDOWN OF LOXAM'S CARBON FOOTPRINT

Total emissions:	Scopes 1+2 (6%)	Scope 3 (94%)	Results:
1M tCO₂e	Branches 2%	Use of equipment by our clients 60%	-14% scopes 1 and 2 between 2019 and 2025 (in € million of sales)
	Vehicles 4%	Production of equipment by our suppliers 15%	-10% scope 3 between 2019 and 2025 (in € million of sales)



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