

PRESS RELEASE

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Groupe RG acquires Cotral Lab and Comu Systems, strengthening its expertise and reaffirming its independence as a multi-brand distributor.

Actively supported by Ardian Expansion and Latour Capital, Groupe RG — leader in the distribution of Personal Protective Equipment (PPE) for over 35 years — announces the acquisition of Cotral Lab, the world's No.1 manufacturer of custom-molded hearing protection and a recognized player in prescription safety eyewear, as well as Comu Systems, a specialist in tactical and critical communications. This operation is part of a clear strategy: to continuously increase the added value delivered to its clients, enhance the Group's expertise, and firmly uphold its role as an independent, specialized, multi-brand distributor.

"This acquisition perfectly complements Groupe RG's range of customized PPE. We remain, first and foremost, a distributor, serving all our manufacturing partners and providing our clients with objective advice. Our position is clear: to ensure the quality of our recommendations and the diversity of our offer. Cotral Lab strengthens our technical product portfolio and service expertise in a highly specialized segment, aligned with the approach we have already taken with our private-label brands," says Pierre Manchini, President of Groupe RG.

Cotral Lab will remain an autonomous company. Its sales team will retain its independence and current structure, and its products will continue to be distributed primarily through direct channels to end-user companies.

"This acquisition aims to preserve a unique know-how that required structural support to ensure its continued development. Cotral Lab and Comu Systems are rare examples of expertise in the fields of PPE and tactical and critical communications. It is our responsibility to ensure their longevity and support their development. Both companies are fully aligned with our strategy as specialized PPE distributors, providing innovative and differentiating solutions to working men and women. They will remain strong brands in their respective markets and

will be integrated into the ecosystem of existing brands within our Group,” explains **Pierre Manchini**.

For Cotral Lab, the transaction represents continuity, sustainability, and growth. *“We are joining a group that shares our values of rigor, respect for end clients, and operational excellence, while preserving the autonomy that is essential to our business. A meaningful partnership design to support professionals operating in challenging environments. At the age of 23, in 1992, I decided to ‘change the lives of professionals exposed to noise’ so that no worker would ever become deaf because of their job. Today, we continue to innovate in prescription safety eyewear and critical communication accessories. I am confident that Groupe RG will honor our original mission and secure the future of our operations,”* says **Laurent Capellari**, President of Cotral Lab.

Groupe RG reaffirms its commitment to all stakeholders — clients and manufacturers alike — advise well to ensure better protection. Recognized for its high level expertise and independence, Groupe RG supports clients in choosing the best equipment from tens of thousands of product references across more than 100 global brands. Product selection remains guided by technical relevance to meet client needs, with a commitment to plurality, neutrality, and transparency. This philosophy will continue to guide our approach to the Cotral Lab and Comu Systems offerings, which will maintain dedicated commercial teams in their existing markets, just as we do for our ERGOS, Samuraï, and Pango product lines.

“This transaction strengthens our ability to build comprehensive technical offerings, integrating products from all our partners to deliver the level of safety our clients require. Our goal is to create more value for our partners, clients, and suppliers by providing every worker with the right PPE to protect them every day,” adds **Pierre Manchini**.

“We remain attentive to our manufacturing partners, committed to building a balanced, innovative, and respectful future together. Dialogue remains at the heart of our model,” concludes **Pierre Manchini**.

Groupe RG’s philosophy remains unchanged: to act as a unifier of expertise, capable of bringing together manufacturers, specialists, and end-users around a common goal — **protect better, innovation more, and build sustainably**.

About Groupe RG

With revenues of nearly €600 million, around 1,500 employees, and 70 branches and subsidiaries across France and Europe, Groupe RG is the leading specialized PPE distributor in France and a key player in Europe. Its strong organic growth, combined with a dynamic acquisition strategy, fuels its ambition to become the leading specialist in PPE distribution and associated services in Europe. Since 2019, the Group has completed 14 acquisitions across France, the Benelux, Spain, Italy, Tunisia, Slovakia, and Ireland. More information at www.groupe-rg.com

About Cotral Lab

With over 30 years of expertise, Cotral Lab has established itself as the world leader in the design, manufacturing, and distribution of custom-made hearing protection for professionals. The integration of Comu Systems has enabled Cotral Lab to stand out in tactical markets by offering communication systems adapted to critical environments. In addition, the company has expanded its expertise by launching a third business line focused on visual protection, offering prescription

safety glasses specially designed for exposed workers. With these three core activities, Cotral Lab has equipped nearly 2.5 million users in more than 30,000 companies across 4 continents. Enjoying annual growth exceeding 15%, the company currently employs around 350 people and generates revenues of €60 million, with 25% coming from exports. More information at www.cotral.fr

Involved parties and advisors

Groupe RG: Pierre Manchini, Franck Ramout, Aurélien Guilloux

Cotral Lab / Comu Systems: Laurent Capellari, Fabien Picquenot

Ardian Expansion: Arnaud Dufer, Maxime Séquier, Claire d'Esquerre

Latour Capital: Philippe Léoni, Nicholas Whitbeck, Antoine Bonnefous

Advisors to Groupe RG:

- Financial DD: Rodolphe Challand and Antoine Pascal, PwC
- Legal advisor: Alexandre Bideau, Camille Naline and Anaïs Fortin, Lamy Lexel
- Contracts / Intellectual Property DD: Aurélie Dantzian-Fraxon, Fanny Armand, Louis Mutz, Lamy Lexel
- Tax DD: Alexandra Delbarre, Denis Bousquet, Lamy Lexel
- Labor DD: Laure Mazon, Audrey Nigon, Aguera Avocats
- Investors' legal advisor : Grégoire Andrieux - McDermott Will & Emery DD

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