

CHANTELLE

Non-Financial Performance Statement

2022



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The Chantelle group has appointed the accounting firm FINEXFI as an Independent Third-Party Body to draft a report relating to the presence and sincerity of the information in the management report relating to the NON-FINANCIAL PERFORMANCE STATEMENT required by article R.225-105-2 of the French commercial code.

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The year 2022 was a turbulent one on a global scale, as the 21st century is shaped by many of the biggest issues of our time: health risks, geopolitical confrontations between the US and China, Russia, climate change, the race for digital dominance and the attendant cyber criminality. Governments, businesses and societies often need crises to focus on important issues. 2022 has certainly brought its share: the Russian invasion of Ukraine, the passing of the health emergency, heatwaves and wildfires as symptoms of climate disruption, and most recently an inflationary spike, reminding us of the macroeconomic risks of the previous century. **We are now in a period of post-crisis(es) that is conducive to catalysing major changes in behaviour and practices, and which could lead to significant progress and innovation.**

The Chantelle group has experienced these crises to the full in 2022. We were affected by the effects of the health crisis in the first quarter, as well as by the disruption caused by a cyber attack in December 2021 by a Russian hacker group. This attack was one of the most significant events in our company's history, but thanks to the mobilisation of our teams, we managed to rebuild our information systems in record time. We also experienced supply-side tensions, many of our suppliers overwhelmed by the recovery of activity in the United States and Europe, while the effects of Covid persisted in Asia. **The company has emerged weakened financially, but transformed and strategically strengthened, ready to meet the challenges of tomorrow.**

Cyber security is now a key non-financial concern. According to a survey of 1,000 IT decision makers conducted by DELL in December 2022, 86% of companies have been affected by cyber attacks of various kinds in the past 12 months. We need to face up to these challenges: we have taken far-reaching measures to improve our security. These measures are built around three pillars: risk prevention, security enhancement and awareness, training. In terms of risk prevention, we have invested in solutions for vulnerability management to identify, prioritise and mitigate security risks related to potential software vulnerabilities. We have also implemented continuous monitoring to detect security incidents, abnormal events, in real time, and we have an incident recovery and response plan in place so that we can restart our business in a very short time should the need arise. In terms of security, we have segmented our network to limit the impact of possible security breaches. We have also strengthened our access and permissions management policy to ensure that only authorised people have access to sensitive data. In terms of awareness raising and training, we have strengthened email security and will be implementing multi-factor authentication for access to our networks.

WE ARE COMMITTED TO CONTINUING TO INVEST IN CYBERSECURITY TO ENSURE THAT OUR OWN AND OUR CUSTOMERS' DATA IS PROTECTED AND TO COMBAT THIS MAJOR THREAT TO OUR BUSINESSES AND OUR PUBLIC SERVICES.

Climate change is also a non-financial concern that has been a focus for Chantelle for a number of years. It is a threat to the world, and we have not yet succeeded collectively in managing it. It now seems difficult to keep global warming below 1.5 degrees, a threshold generally considered to be "safe". It is up to us collectively to commit to trying to stay below 2 degrees, to avoid the greater disasters that would otherwise ensue. Greenhouse gas emissions are now growing only slowly, and we are probably close to a peak in annual global emissions. Investments to enable our energy transition are increasing exponentially. These are going to be difficult times for the planet, and it is not yet certain that our actions will have an impact in time to save us from major harm, but recent progress is encouraging. It is therefore natural that our Non-Financial Performance Statement should focus heavily on projects to reduce our environmental impacts.

MORE THAN TWENTY HIGH PRIORITY PROJECTS HAVE BEEN VALIDATED AND LAUNCHED IN 2022, AS PART OF OUR CHANTELLE FOR CHANGE PROGRAMME.

Our first objective is to eco-design our clothing using recycled or renewable materials to reduce our environmental impact. We have upped our eco-design ambition by integrating reduced impact materials, aiming to achieve a minimum of 50% across 100% of our collections by 2030. We are also looking to develop sustainable fibres for lingerie by exploring innovative materials to replace current materials. We are developing recyclable materials to reduce environmental impact by creating fully circular products (Chantelle One). Finally, we are optimising stock management to limit waste by multiplying projects to reuse our inactive materials and products.

Editorial by Patrice and Guillaume Kretz

We are also aiming to progressively reduce the direct emissions of our business. In particular, we are investing in the installation and operation of photovoltaic panels on the roofs of our production sites in Tunisia. Our ambition is to produce more than 50% of our energy needs from solar energy as of 2023..

We also want to raise awareness among our consumers. Naturally, we encourage them to buy Chantelle products that are sustainable and of superior quality. We are also informing them. We now scientifically measure the environmental footprint of our products from production through to end of life, and we are gradually introducing environmental labelling under the aegis of the ADEME (French Environment and Energy Management Agency) in consortium with many other French and European brands.

From a macro-economic perspective, the 21st century was marked until recently by structurally low growth, requiring very low interest rates to maintain levels of consumption and achieve production potential. For different reasons, key inflation figures in the euro area and the US rose to around 8-9% at the end of 2022, before falling back at the beginning of this year. In the US, core inflation reflects strong expansionary monetary policy during the Covid crisis, rising costs in the supply chain and overheating in the labour market, all of which are creating a price spiral effect. In the euro zone, core inflation seems to be mainly related to the energy price shock resulting from the war in Ukraine. Additionally, the US economy has been very buoyant in 2022 and remains resilient in early 2023 despite strong pressure from rising interest rates, while demand in the euro area seems to be slowing on its own. These developments have led to an appreciation of the dollar, the effects of which we have contained by making moderate increases in our selling prices. We are preparing for likely mild recessions in 2023, which are a effect of keeping inflation in check.

ON THE OTHER HAND, OUR VIEW IS THAT THESE
MACRO-ECONOMIC DEVELOPMENTS ONLY
MARGINALLY IMPACT THE LINGERIE SECTOR
AND OUR BUSINESS MODEL.

We also believe that after this inflationary interlude, we will return to a world with secular stagnation caused by deep structural factors that have not been reversed by the Covid-19 pandemic or current inflation. With our extended life expectancy and the global risks evidenced by recent events, the preference for savings and safe investments seems likely and reinforces the likelihood of a world with low interest rates.

For our part, **Chantelle heads into 2023 ideally positioned strategically, around our three main activities:**

The Chantelle brand has global reach. We have successfully launched the exclusive Chantelle X segment and we will be rebranding the Femilet corsetry collection as Chantelle Easyfeel. These moves have been very well received and understood by our customers.

The Darjeeling network wishes to continue to expand in smaller French towns with accessible pricing and maintaining its online growth dynamic.

On a final note, our industrial activity is modernising and gradually opening up its know-how and infrastructure to collaborations with external brands, all of which have been attracted by our company's excellent reputation.

**CHANTELLE STARTS THE YEAR 2023
WITH GOOD STOCK LEVELS,** the procurement pressures with our suppliers having lifted.

**FINALLY, CHANTELLE ENTERS 2023
WITH STRONG COLLECTIONS, AND GOOD
COMMERCIAL PERFORMANCE. ALL THIS
WILL ENABLE US TO RECORD SIGNIFICANT
GROWTH IN TURNOVER IN THE FIRST QUARTER
OF 2023 AND A STRONG IMPROVEMENT
IN PROFITABILITY THIS YEAR.**

We will need to continue to run a tight ship to offset all the financial impact of the cyber attack, before returning to a fully restored situation.



The Chantelle group

OUR TARGETS

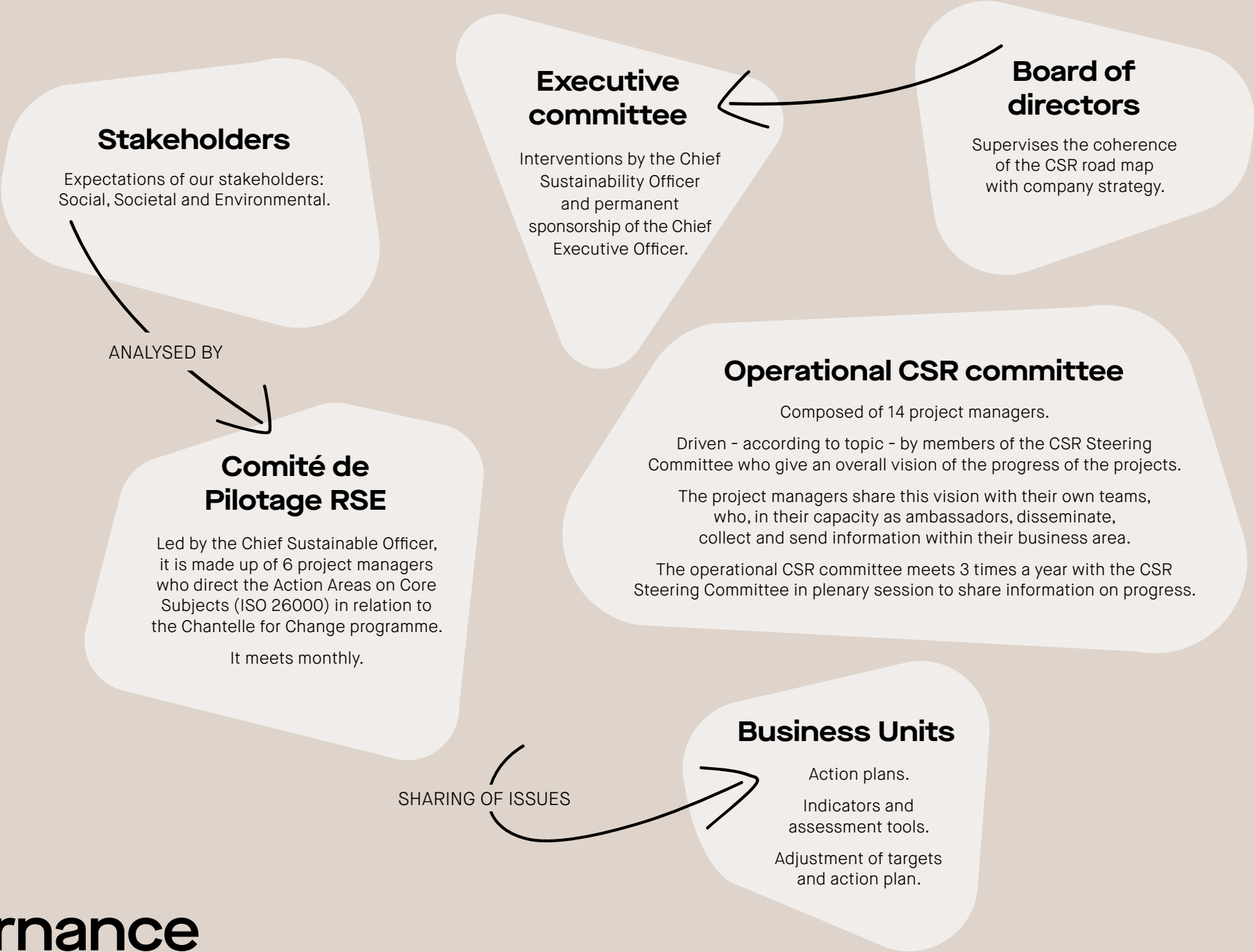
DESIGN QUALITY LINGERIE,
AND CONSTANTLY SEARCH FOR NEW
WAYS OF IMPROVING THE WELL-BEING
OF WOMEN AND SHOWING THEM
IN THEIR BEST LIGHT.

OUR MISSION

MAKE BUYING LINGERIE
A UNIQUE EXPERIENCE,
TOTALLY CENTRED ON WHAT
THE CUSTOMER WANTS.

OUR VALUES

INDEPENDENT AND RESPONSIBLE,
RADICALLY COLLABORATIVE,
TRANSPARENT, PASSIONATE
AND GUIDED BY OUR CUSTOMERS.



Our governance



Highlights



20

priority projects

To meet our missions and ambitions as set out in our Chantelle for Change programme have been validated and launched in 2022.



3000 m²

of photovoltaic panels

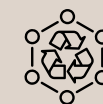
Reducing our greenhouse gas emissions from our direct activities (Scopes 1 & 2) notably involves us investing in the installation and operation of 3,000 m² of photovoltaic panels on the roofs of our production sites in Tunisia. Our goal is to use solar energy to produce more than 50% of our needs as of 2023.



75%

of our factories audited according to the SMETA methodology by SEDEX

6 factories out of 8 audited according to the SMETA framework by SEDEX in order to constantly challenge ourselves and improve in a continuous and transparent manner.



50%

a minimum of 50% reduced impact materials in all our collections before 2030

We have stepped up our eco-design ambitions by integrating reduced-impact materials: from 15% of total product weight to a minimum of 50% across 100% of our collections by 2030.

PROJECTS BACKED BY HIGH-LEVEL PARTNERSHIPS:

- Yoga bra with DECATHLON and lace maker NOYON
- factory of the future with LE SLIP FRANÇAIS
- environmental labelling under the aegis of ADEME (French Environment and Energy Management Agency) and the CGDD (French General Commission for Sustainable Development) in consortium with numerous French and European brands
- participation in the drafting of guidelines on Responsible Communication supported by the Fédération de la Maille et de la Lingerie (French knitwear and lingerie federation) and produced by the firm Bluequest

OUR MISSION

Make buying lingerie a unique experience, centred on what our customers want, with an expectation of responsible and sustainable consumption.

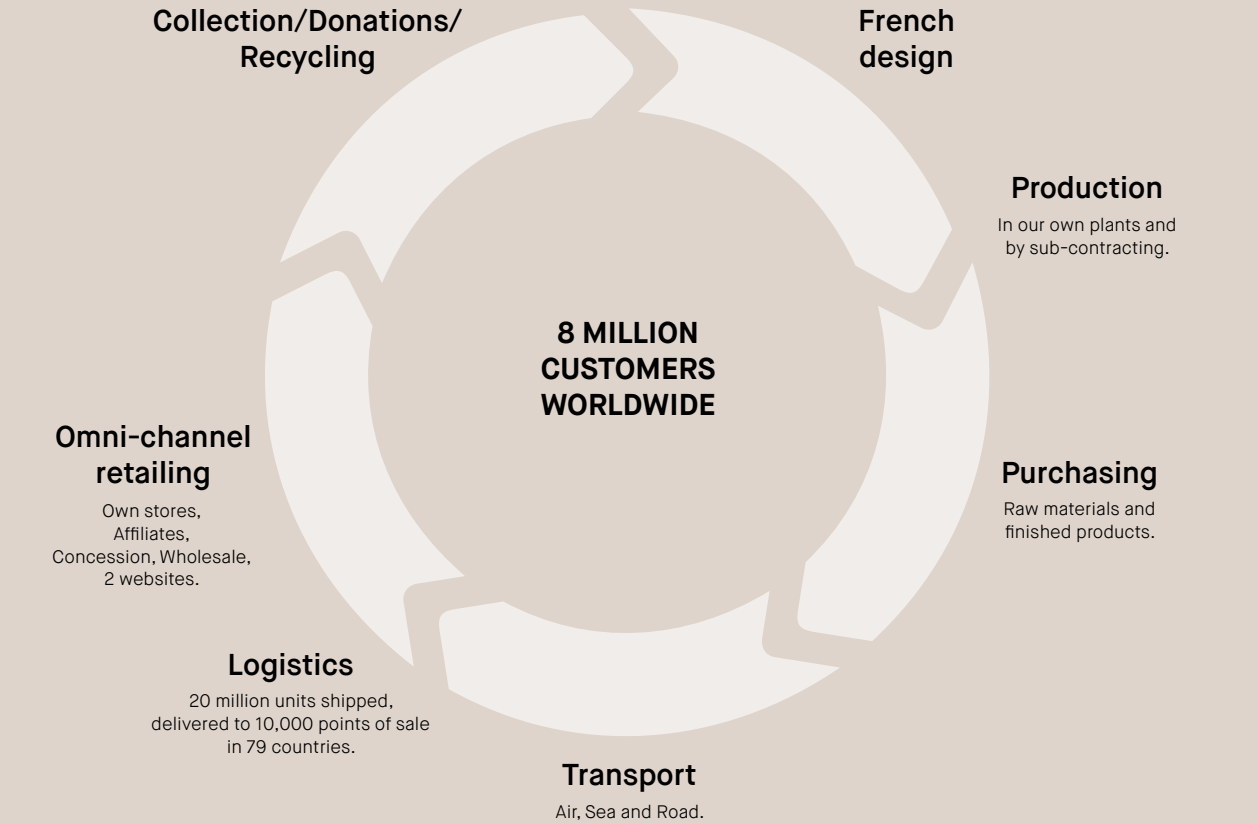
OUR VALUES

Independence and responsibility, transparency, collaboration, customer passion.

OUR COMMITMENTS TO ADDRESS ENVIRONMENTAL AND SOCIETAL CHALLENGES.

- 1INCLUSIVITY
- For a society which is careful to respect and empower all women.
- 2CIRCULARITY
- To reduce our environmental footprint.
- 3RESPONSIBILITY
- For the well-being of our employees and of our society.

Our business model



OUR RESOURCES

- FINANCIAL RESOURCES
- Family shareholders
- HISTORICAL KNOW-HOW
- Company founded in 1876
- EMPLOYEES
- 4253 employees worldwide
- SUPPLIERS
- 103 suppliers worldwide
- PARTNERS
- Franchisees and distributors

- TANGIBLE AND INTANGIBLE ASSETS
- Stores, Own plants, Logistics warehouses
- RAW MATERIALS
- Move towards more recycled or biological materials
- KNOWING AND LISTENING TO OUR CUSTOMERS
- Surveys, creation of communities
- INTELLECTUAL CAPITAL AND INNOVATION
- Co-creation with our partners

VALUE CREATED

- TURNOVER
- € 334 M
- OUR CLIENTS
- An inclusive vision of women. Quality lingerie for women from bonnet A to I cup.
- OUR EMPLOYEES
- Employment and development France: Cachan, Corbie, Villers, Peronne, Epernay, for products made in France. Europe, USA, Canada, Asia, Maghreb.
- FIGHT AGAINST SOCIAL ILLS
- Support for the associations Ruban Rose, Odyssea, Info Endométriose, En Avant Toutes, Dobra Fabryka, Wallah We Can, Bien à Porter.
- PARTNERS
- Decathlon, Noyon, Le Slip Français, Gapianne.
- INNOVATION
- Chantelle One, 1st 100% recyclable lingerie
- R&D
- Euveka, Ceti.

ETHICS	MAIN RISKS	OPPORTUNITIES	PLAN OF ACTION <small>(with means employed, including organization)</small>	MISSIONS	POLICIES	MEASUREMENT TOOL
HUMAN RIGHTS	Failure to respect basic human rights.	Good working conditions in the service of productivity and the quality of the articles manufactured.	Awareness-raising among our production partners, engagement through the validation of our code of conduct and our responsible purchasing charter, evaluation by third-party auditors according to recognised standards, identification of risks and support for improvement, with an an iterative process of continuous improvement.	ACT FOR THE WELL-BEING OF OUR SOCIETY	Updates in 2023.	Social Audits.
CORRUPTION	Acts of fraud, internal and external corruption.	Loyalty, integrity, trust in business relations.	Dissemination of internal code of conduct, awareness raising, training, non disclosure agreement, review (2023).	ACT FOR THE WELL-BEING OF OUR SOCIETY	Updates in 2023.	Recording, follow-up and annual review of alerts.

CONTINUATION OF THE TABLE AND OTHER NON-FINANCIAL RISKS EXPRESSED ON THE FOLLOWING PAGES (10 TO 12)

Our main non-financial risks

Categories mentioned in Article L.225-102-1 of the French Commercial Code
Effects of the activity in relation to observance of HUMAN RIGHTS
Effects of the activity in relation to fight against CORRUPTION
SOCIAL impacts of the activity
ENVIRONMENTAL impacts of the activity

ENVIRONMENT

MAIN RISKS

OPPORTUNITIES

PLAN OF ACTION (with means employed, including organization)

MISSIONS

POLICIES

MEASUREMENT TOOL

ENVIRONMENTAL MANAGEMENT OF PRODUCTION SITES

Lack of management of water, soil and air pollution, over-consumption of high-carbon energy.

Mapping its impacts, measuring them and identifying their origins makes it possible to reduce the use of non-renewable resources and limit the impact of humans on ecosystems.

Pilot implementation on our own sites and roll out to our suppliers.

ACT TO PROTECT OUR PLANET

Minimize our impact on the environment.

CITRON platform for energy, waste management procedure and at-source reduction objectives, traceability platform or questionnaire for our suppliers.

MULTI-FACTORIAL ENVIRONMENTAL IMPACTS OF THE ACTIVITY AND PRODUCTS

Greenhouse gas emissions, water consumption, eutrophication, toxicity, fine particle emissions...

Measure them, identify the main reasons, eco-design our products, share with our customers and stand out from the competition, be recognised for our actions.

Measure our impacts according to the European Product Environmental Footprint and Organization Environmental Footprint methodologies, product eco-design projects, raise consumer awareness, transparent communication.

ACT TO PROTECT OUR PLANET

Minimize our impact on the environment and develop eco-designed collections.

Glimpact platform, Environmental labelling.

CLIMATE CHANGE

Damage to the global eco-system.

Reduce our energy consumption, use low-carbon energy, question our model.

Extract our greenhouse gas emissions on scopes 1, 2 and 3 from our multi-factor impact calculation, design a reduction plan, submit it in the framework of the Science Based Target.

ACT TO PROTECT OUR PLANET

Minimize our impact on the environment.

Glimpact platform.

ENERGY CONSUMPTION

Prices subject to geopolitical contingencies and constantly rising, use of polluting non-renewable resources.

Control costs, reduce the impact of our activity.

Meet our legal obligations in France, audit our sites, monitor our consumption, invest to reduce our consumption, measure reductions.

ACT TO PROTECT OUR PLANET

Minimize our impact on the environment.

CITRON platform, Audit reports.

LINEAR (VS. CIRCULAR) BUSINESS MODEL

Depletion of natural resources, pollution, rising prices of materials and processes.

Reduce our impact by using recycled materials, train teams around federative projects, create channels and local employment.

Use the levers of our CHANTELLE ONE range to apply them to all the collections, work in sectoral networks to innovate.

ACT TO PROTECT OUR PLANET

Contribute to the circular economy.

Glimpact platform.

BIODIVERSITY

Irreversible loss of biodiversity, essential to life.

Valuing, preserving and respecting nature can confer a competitive advantage.

Identify the metrics that link our activity to biodiversity conservation, evaluate, and correlate with the eco-design of our products.

ACT TO PROTECT OUR PLANET

Minimize our impact on the environment, Develop eco-designed collections and Contribute to the circular economy.

Volume of natural organically produced Vs conventional materials, Volume of recycled Vs conventional materials, Negatively interacting factors, including those related to global warming assessed according to the European PEF methodology in the first instance.

SOCIAL

MAIN RISKS

OPPORTUNITIES

PLAN OF ACTION

(with means employed, including organization)

MISSIONS

POLICIES

MEASUREMENT TOOL

OCCUPATIONAL HEALTH AND SAFETY (EMPLOYEES)

Disability, death, loss of attractiveness, image risk.

Quality of life, engagement, attractiveness for applicants.

Social audits (industrial sites), PSR Steering Committee, employee satisfaction barometer, set up OHS on all foreign sites, maintain close relationship with Commissions on Health, Safety and Working Conditions (CSSCTs) (joint risk analysis), set up hybrid working, voluntary part-time work.

ACT FOR THE WELL-BEING OF OUR EMPLOYEES

Guarantee the safety and well-being of our employees.

Engagement rate, Monitoring of absenteeism, occupational accident/disease (in France AT/MP) rate

OCCUPATIONAL HEALTH AND SAFETY (EMPLOYEES OF OUR SUPPLIERS)

Disability, death, loss of attractiveness, image risk.

Quality of life, engagement, productivity, product quality.

Awareness-raising among our production partners, engagement through the validation of our code of conduct and our responsible purchasing charter, evaluation by third-party auditors according to recognised standards, identification of risks and support for improvement, with an iterative process of continuous improvement.

ACT FOR THE WELL-BEING OF OUR SOCIETY

Updates in 2023.

Social audits.

CUSTOMER HEALTH

Toxicity, disease, loss of attractiveness, image risk.

Guarantee safe products beyond regulations.

Oekotex standard 100 certification for all our collections.

ACT FOR THE WELL-BEING OF OUR SOCIETY

Guarantee safe products for our customers.

Renewal of Oekotex standard 100 certification.

JOBS AND SKILLS (EMPLOYEES)

Loss of value-adding talent, reduced employability, adaptability to future jobs, productivity, innovation.

Develop the employability and mobility of our employees.

Deploy My Chantelle School, recruit a Chantelle SA training manager, mentoring, communication on use of the personal training account (CPF), mobility committee.

ACT FOR THE EMPLOYABILITY OF OUR EMPLOYEES

Guarantee the safety and well-being of our employees.

Internal recruitment rate, training indicators, staff attrition rate.

LABOUR RELATIONS

Degradation of labour relations, strikes, reduced production, reduced supply.

Build peaceful and trusting employee-employer relations to maintain a healthy social climate, thus contributing to the achievement of the company's objectives.

Involve social partners in the running of the company (formal/informal meetings), set up of PSR Steering Committee, Business Continuity Plan.

ACT FOR THE WELL-BEING OF OUR SOCIETY AND OF OUR EMPLOYEES

Guarantee the safety and well-being of our employees.

Number of extraordinary CSE (internal Social and Economic Committee) / CSSCT (Health, Safety and Working Conditions Commission) meetings at the initiative of the employer, number of hours of downtime, number of agreements signed.

SOCIAL

MAIN RISKS

OPPORTUNITIES

PLAN OF ACTION

(with means employed, including organization)

MISSIONS

POLICIES

MEASUREMENT TOOL

DIVERSITY

Image, attractiveness.

Quality of life, engagement, attractiveness for applicants, image.

Diversity/inclusion project groups: Gender equality, disability, job insecurity, breadth of offer, POS welcome, brand image Training session on non-discrimination and disability, analysis of the gender equality index.

ACT FOR THE WELL-BEING OF OUR SOCIETY AND OF OUR EMPLOYEES

Promote and embody diversity inside and outside the company.

"Pénicaud" index, evolution of the rate of employment of disabled workers.

DISCRIMINATION

Image, attractiveness.

Quality of life, engagement, attractiveness for applicants, image.

Diversity/inclusion project groups: gender equality, disability, job insecurity: Training session on non-discrimination and disability, analysis of the gender equality index.

ACT FOR THE WELL-BEING OF OUR SOCIETY AND OF OUR EMPLOYEES

Promote and embody diversity.

"Pénicaud" index, evolution of the rate of employment of disabled workers.

PRODUCT QUALITY

Brand value and attractiveness, loss of revenue, environmental impact.

Loyalty, recognition, product distinction.

Ability to measure according to a recognised, standardised and comparable benchmark in France, then in Europe. Share our values, use as an eco-design tool.

ACT FOR THE WELL-BEING OF OUR SOCIETY AND PRESERVE OUR PLANET

Minimize our impact on the environment.

Durability as per NF EN (in progress) and impact on the P.E.F. score obtained.

CUSTOMER RELATIONS

Brand value and attractiveness, loss of revenue.

Loyalty building, differentiation.

Strengthen product information as forerunner from 2023 (voluntary environmental labelling), Definition and disclosure of our commitments in terms of eco-design.

ACT TO PROMOTE SUSTAINABLE CONSUMPTION AND GUIDE OUR INDUSTRY

Minimize our impact on the environment, Make our transparency robust.

Customer satisfaction questionnaire (Wizville tool).

LACK OF KNOWLEDGE ABOUT THE SUPPLY CHAIN

Reputation, supply disruption, cost control, unknown environmental impact.

Evaluate the risks.

Meet legal obligations in France, improve gathering of verifiable information, use of digital tools.

ACT TO PRESERVE THE PLANET AND FOR THE WELL-BEING OF OUR SOCIETY

Minimize our impact on the environment and address the measurement conditions for employees in our supply chain.

Suitable SaaS platform.



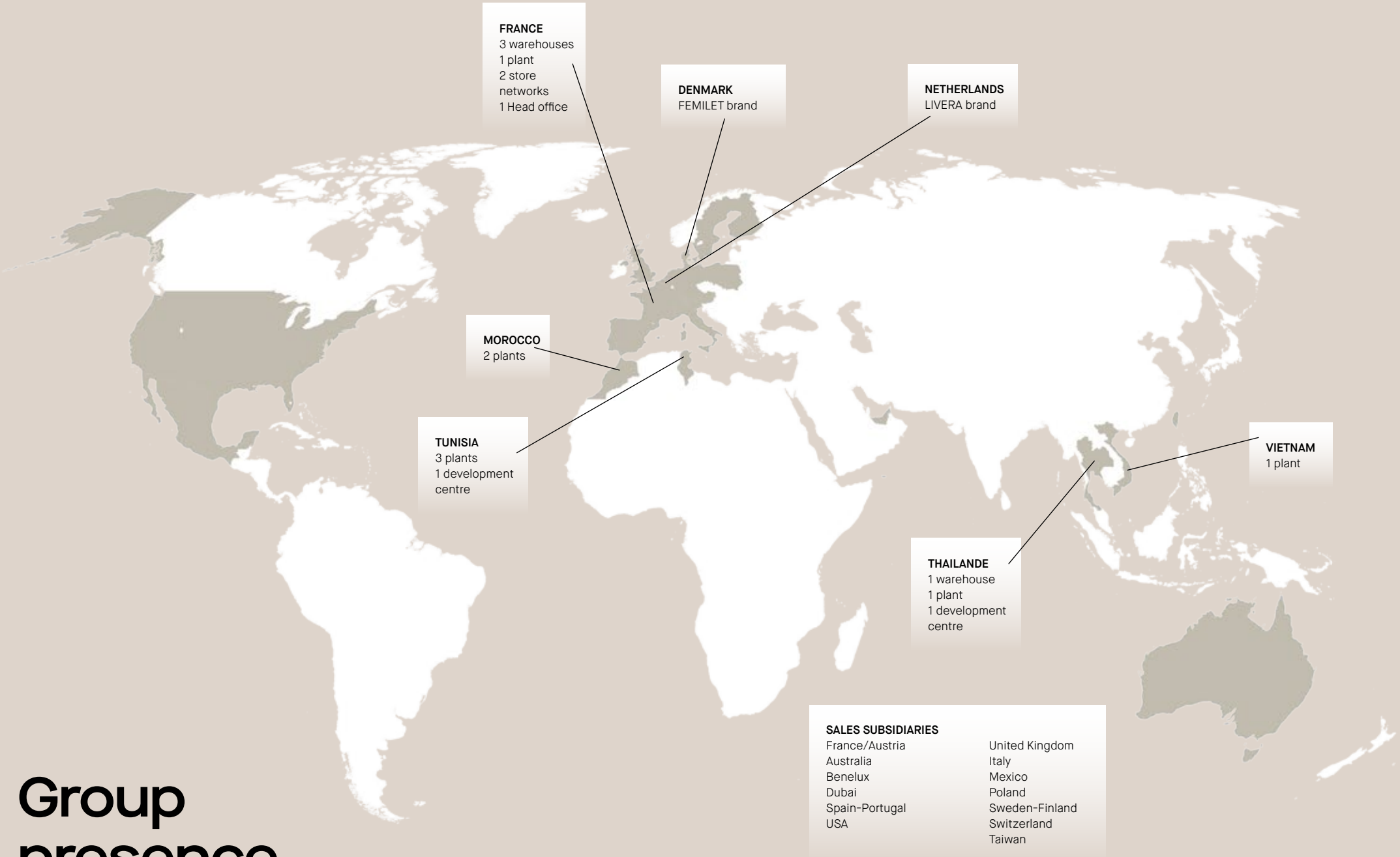
SUPPLIERS OF RAW MATERIALS & SUPPLIES

EUROPE		ASIA	
FRANCE	12	CHINA	28
ROMANIA	1	THAILANDE	22
ITALY	6	SRI LANKA	2
SWITZERLAND	2	TAIWAN	3
TURKEY	1	VIETNAM	3
SLOVENIA	1		
BELGIUM	1		
SPAIN	2		
GERMANY	2		

SUPPLIERS OF FINISHED PRODUCTS

EUROPE		ASIE	
FRANCE	2	CHINA	22
ITALY	2	CAMBODIA	2
PORTUGAL	1	VIETNAM	1
TURKEY	5	BANGLADESH	2
		INDIA	9

Our
suppliers



Group presence

Our objective is to assess the perception by our stakeholders of the directions taken by the Group, and in particular of those concerning environmental, societal and social targets, in order to take this into account in our decision-making and governance processes.

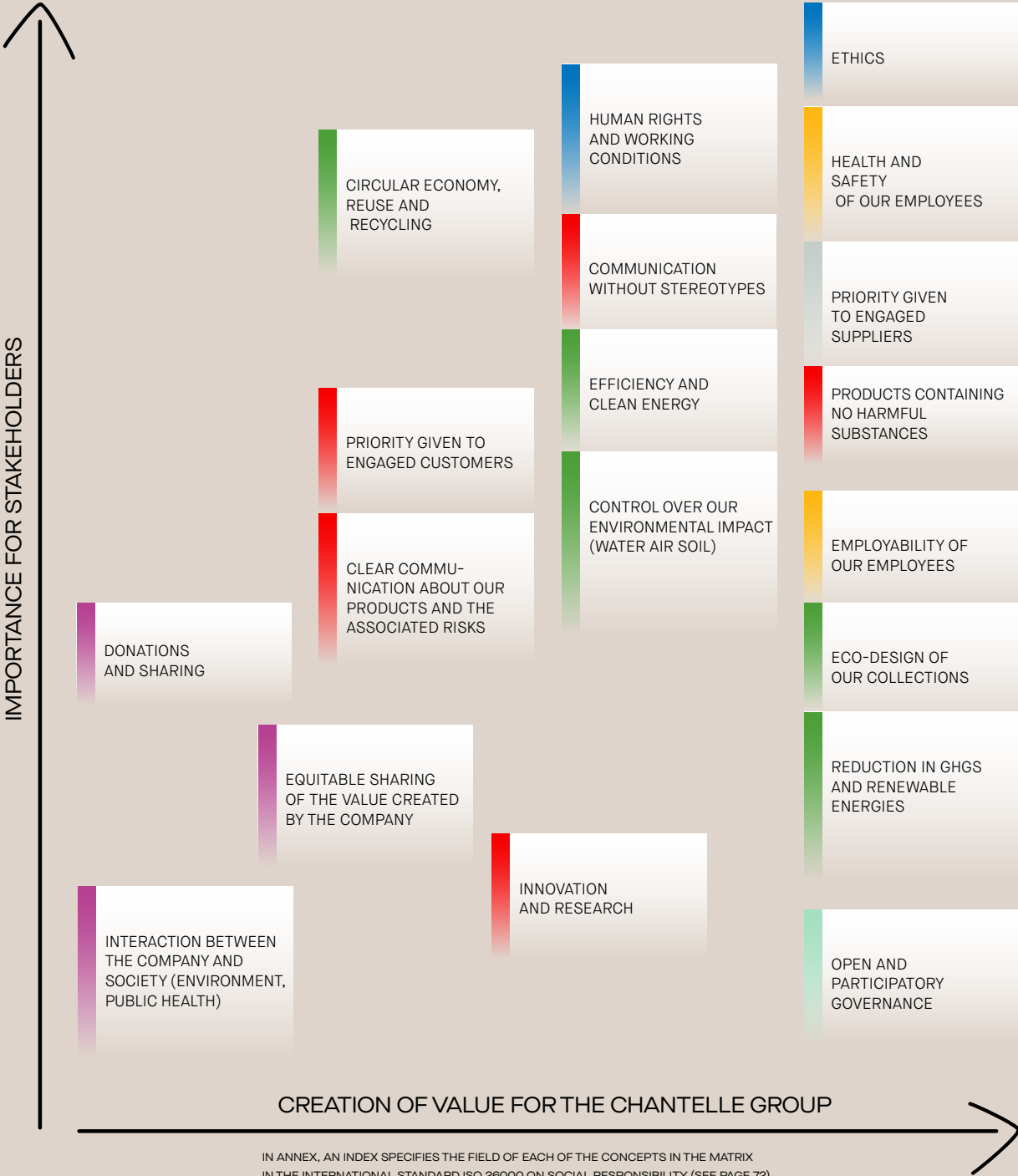
Our materiality matrix drawn up at the start of 2020 based on a questionnaire structured around 12 SDGs* which seemed to us to be relevant to the Chantelle group was reviewed and adjusted in 2021 by our sustainable development committee, based on experience and feedback from various entities of the group.

Our stakeholders attached increased importance to donations and sharing, and to the protection of our planet, paying particular attention to the reduction of greenhouse gas emissions and the necessity to subscribe to a more circular economy.

Furthermore, our group's initiatives in favour of more inclusive fashion, and more frugal approaches in terms of energy consumption have been welcomed by our employees, our customers, and some of our partners and are being strongly encouraged pour for the years to come.

* HEALTH, EDUCATION, GENDER EQUALITY, WATER, RENEWABLE ENERGY, DECENT EMPLOYMENT, REDUCTION OF INEQUALITY, SUSTAINABLE CITIES AND COMMUNITIES, RESPONSIBLE PRODUCTION AND CONSUMPTION, CLIMATE ACTION, PROTECTION OF THE PLANET, PEACE AND JUSTICE)

Our materiality matrix



IN ANNEX, AN INDEX SPECIFIES THE FIELD OF EACH OF THE CONCEPTS IN THE MATRIX IN THE INTERNATIONAL STANDARD ISO 26000 ON SOCIAL RESPONSIBILITY (SEE PAGE 72)

We are Chantelle – an international creative studio located in Paris and a family-owned company designing lingerie since 1876. Through our brands, built on the principles of collaboration and innovation, our group challenges conventional ways of designing, portraying and thinking about lingerie.

Respect is what we stand for. Creativity is what we foster. Honesty is what we value. And quality is what drives us.

For 145 years, we have made a point of managing our growth responsibly, while actively contributing to the well-being of our employees, partners and customers. Known for our expertise, our high standards and our historic commitment to serving all women, we seek to build lasting, trusting relationships with our partners.

We are fully aware of our ecological and social responsibilities and are driven by a long-term vision of a more equal, inclusive and respectful society.

We aim to meet the great challenges of our times, related to climate change, biodiversity and social justice, in order to positively contribute to the world of tomorrow.

Beauty, in all its forms, is what we care to protect: whether it be human-beings and their diversity, nature and its riches, or our know-how and its history.

We are Chantelle and we believe we can make a difference. And if you are reading this, then you can be part of the journey.

Chantelle for Change

Change is a collective
adventure.

01

Inclusivity

ACT FOR A SOCIETY WHICH IS CAREFUL IN PARTICULAR TO REPRESENT AND EMPOWER ALL WOMEN.

#1

REPRESENT
ALL WOMEN

#2

EMPOWER
ALL WOMEN

02

Circularity

ACT TO PROTECT
OUR PLANET.

#3

MINIMIZE OUR IMPACT
ON THE ENVIRONMENT

#4

DEVELOP ECO-DESIGNED
COLLECTIONS

#5

CONTRIBUTE TO THE
CIRCULAR ECONOMY

03

Responsibility

ACT FOR THE WELL-BEING
OF OUR EMPLOYEES
AND OF OUR SOCIETY.

#6

GUARANTEE SAFE PRODUCTS
FOR OUR CUSTOMERS

#7

PLACE OUR EMPLOYEES AT THE
HEART OF OUR COMMITMENT

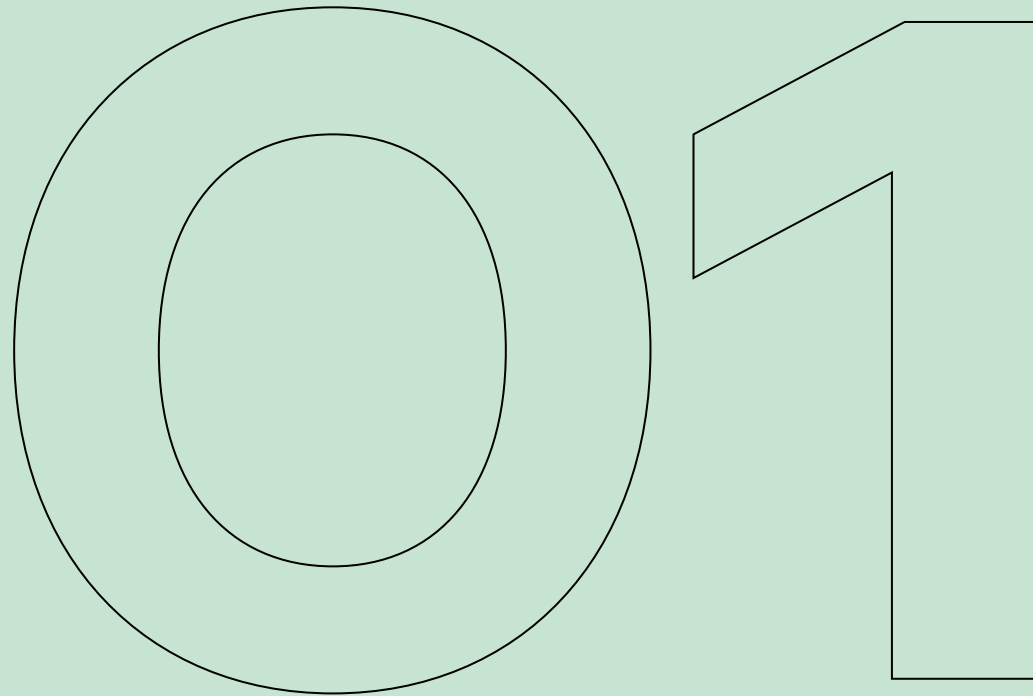
#8

DEVELOP OUR SOCIETAL
ENGAGEMENT

Chantelle for Change

Putting our know-how to work for all identities means reinventing the conventions of lingerie to offer high quality garments adapted to all sizes, morphologies and skin tones.

It is also about representing the body in its diversity to reveal a plurality of beauty, creating inspiring brand experiences.



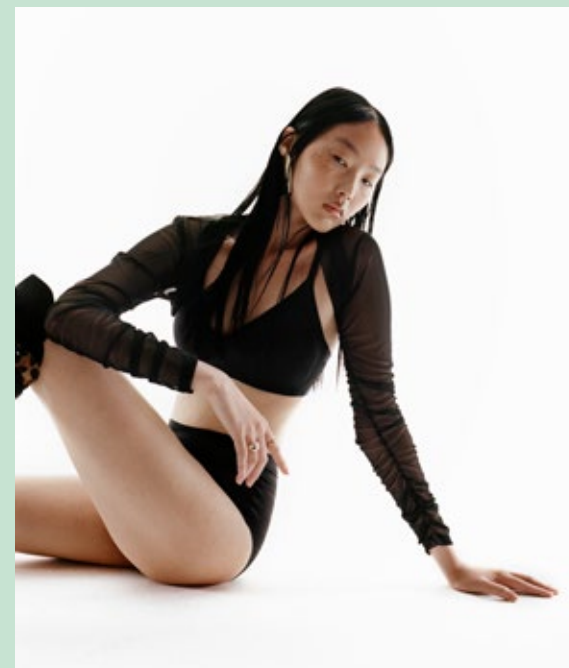
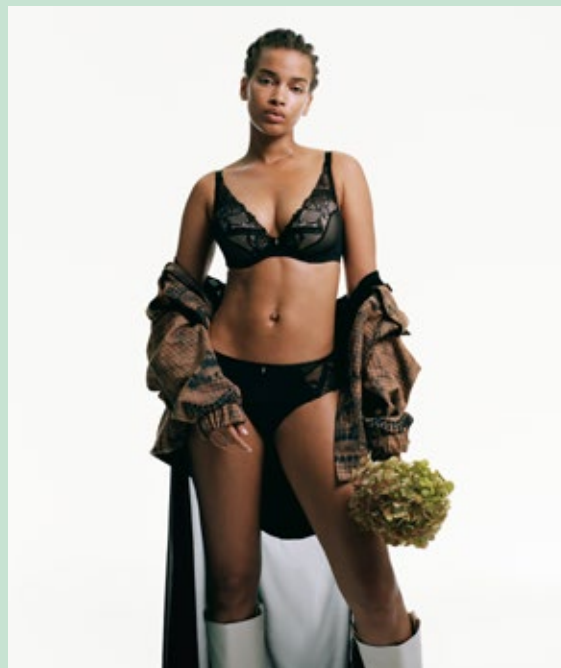
Inclusivity

Act for a society which is careful in particular to represent and empower all bodies.

#commitment 1:

Represent all women

As a lingerie company, the Chantelle group wants to promote an inclusive vision of women and fight against stereotypes by embodying femininity in all its forms. We refuse all forms of injunctions and seek, through our images, to celebrate beauty in all its richness and diversity.





#commitment 2:

Empower all women

Empowering all women means continuing to make our know-how increasingly available to all, by offering collections from A to I cup, and from size 38 to 54, through constant innovation, thanks to our Chantelle Lab, to meet the daily needs of all (with SoftStretch, Pure Maternity, menstrual panty lines).

ACCESSIBILITY INITIATIVE

Empowering all women also means making great lingerie accessible to all, with short series of low-price collections, manufactured from our "dormant" stock.

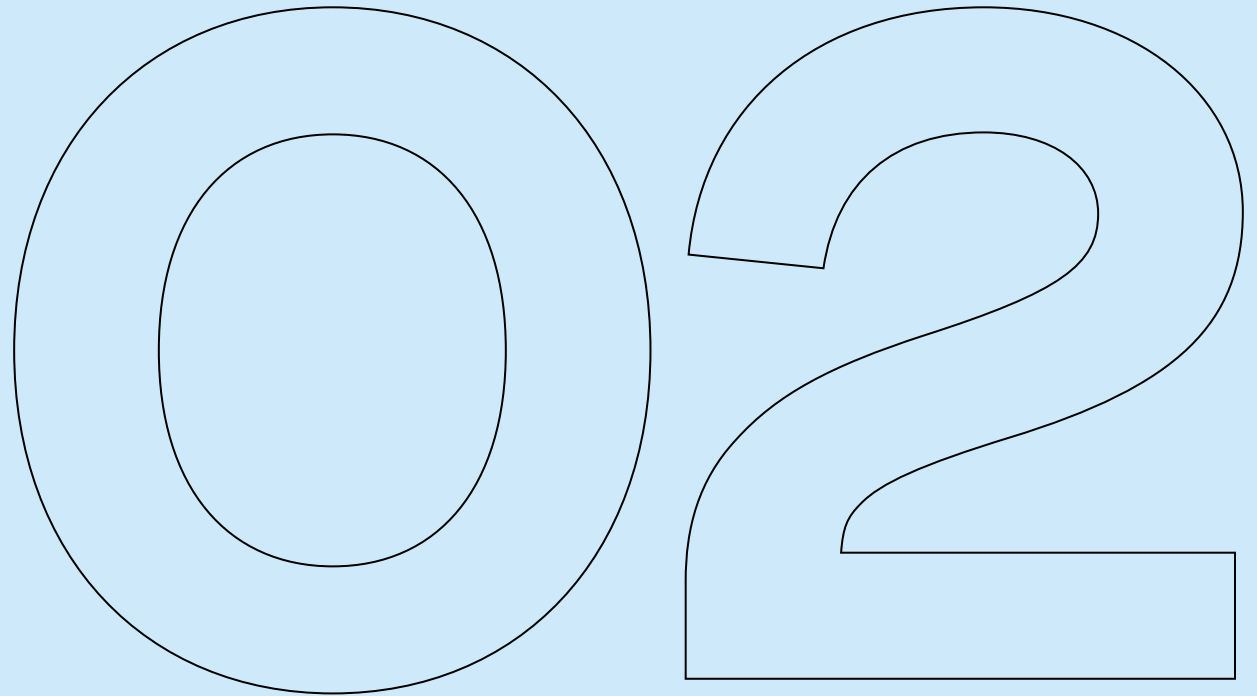
EHLERS-DANLOS SYNDROME

"Thank you so much for taking this initiative. I often find it difficult to think about lingerie as I'm scared of buying products that aren't right. I would like to thank you not just for focussing your attention on this issue but also for giving me the opportunity to take part in such a project and to find out more about your brand and your know-how".

Anne-Sophie P.

Preserving all the world's beauty also means taking care of our planet. Our ambition is to significantly decrease our impacts on the environment and preserve biodiversity by gradually making all the actions we take fit into the circular economy.

The act of buying is a societal act, so product environmental impact and product traceability are essential to give ourselves the chance to confront the crucial issues of our time.



Circularity



Act to protect our planet.

#commitment 3:

Minimize our impact on the environment

In 2022, total global CO2 emissions were expected to reach 40.6 Gt according to the latest assessment by the Global Carbon Project published on 11 November 2022.

In France, the Ministry for Ecological Transition published a report in November 2022 showing some improvements that are encouraging, but insufficient to meet the Paris Agreements.

According to the world's biodiversity and climate experts, the impact of climate change is expected to outweigh the other main threats to biodiversity in the 21st century, both through its direct effects and through the intensification of its interactions with other stress factors.

According to Camille Parmesan, director at the French National Centre for Scientific Research (CNRS) and author of the June 2021 joint report by the IPCC and IPBES, climate change is causing the extinction of the populations of more than a thousand plant and animal species.

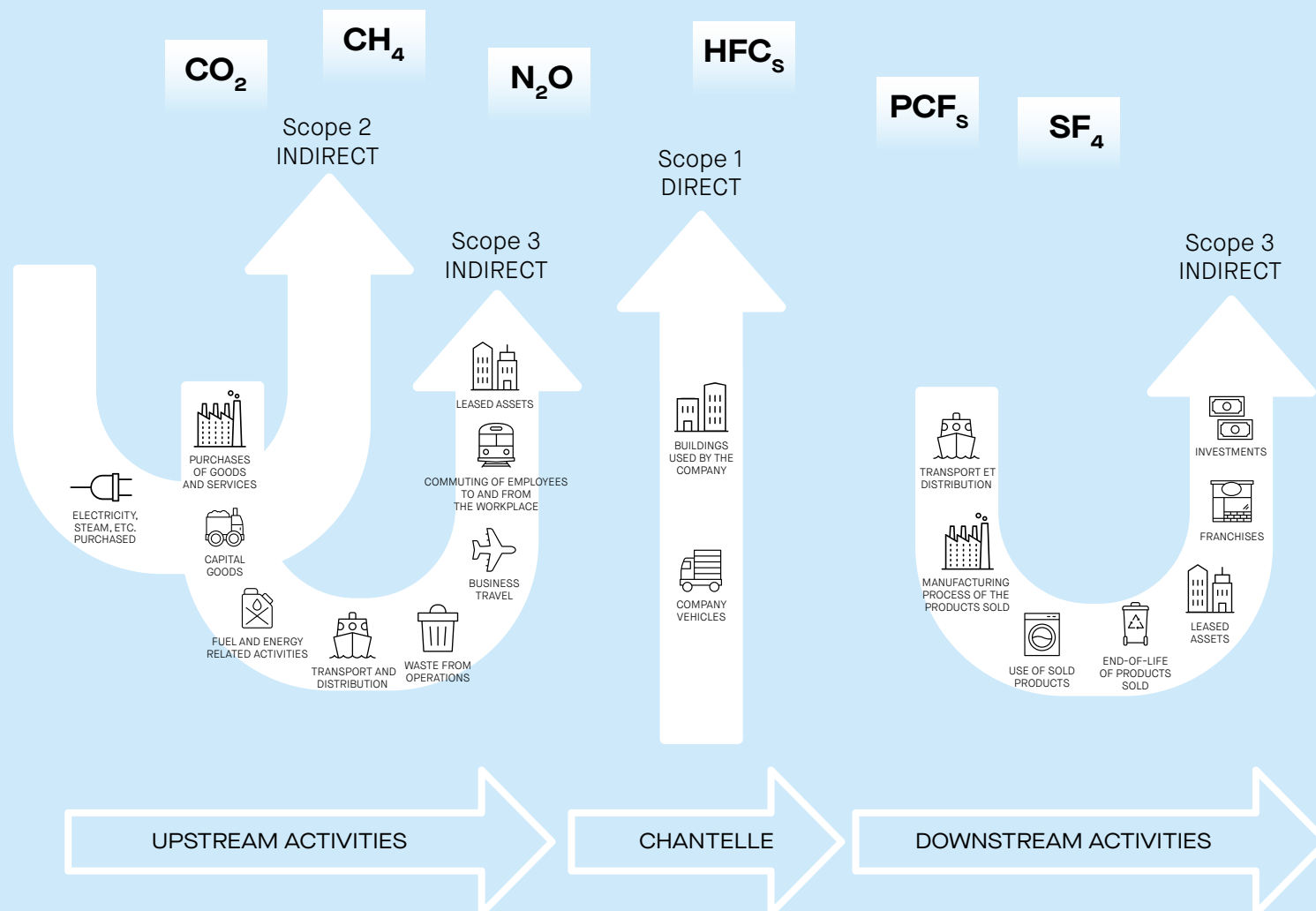
These alarming observations only reinforce our determination to do everything possible to minimize our environmental footprint in all our activities.

What is the actual overall footprint of our activity as a group?

We decided to evaluate it at two different times: the last pre-COVID year of operations, 2019, and the year just ended, 2022.

We needed to have a scientific view of our environmental footprint, to confirm or highlight the main reasons for our impact and to be able to compare our results year on year.

We approached the GLIMPACT consultancy, which recommended that we carry out an analysis of the global footprint of our activity through the strict application of the O.E.F. (Organisation Environmental Footprint) method adopted by the European Commission in its official recommendation dated 16 December 2021 (Database 2.0). We have therefore considered all the direct and indirect activities of the Chantelle group, namely those of our factories, our offices, our warehouses, our outlets... but also the products that we sell and make or develop with our partners.



Our actual overall footprint

DETAILS OF EMISSION ITEMS


Application of the emission items to the Chantelle group

EMISSIONS CATEGORIES	N°	ITEMS	APPLICATION TO CHANTELLE
SCOPE 1	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	THERMAL ENERGY CONSUMPTION IN CHANTELLE ENTITIES
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	EMISSIONS FROM CHANTELLE VEHICLES
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	WATER CONSUMPTION IN CHANTELLE ENTITIES
	4	DIRECT FUGITIVE EMISSIONS	EMISSIONS OF COOLANTS IN CHANTELLE ENTITIES
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	NOT INCLUDED
SCOPE 2	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	ELECTRICITY CONSUMPTION IN CHANTELLE ENTITIES
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	CONSUMPTION OF STEAM, HEAT AND COOLING IN CHANTELLE ENTITIES
SCOPE 3	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE OF ENERGY" CATEGORIES	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN SCOPES 1 AND 2: E.G.: GAS PRODUCTION
	9	PURCHASES OF GOODS AND SERVICES	FINISHED PRODUCTS (impact of raw materials and manufacturing). OTHER PURCHASES.
	10	CAPITAL GOODS	NOT INCLUDED
	11	WASTE	WASTE AND SEWAGE
	12	UPSTREAM TRANSPORTATION OF GOODS	TRANSPORT OF GOODS WHOSE COST IS BORNE BY CHANTELLE (not included in direct and indirect energy emissions)
	13	BUSINESS TRAVEL	BUSINESS TRAVEL
	14	UPSTREAM LEASED ASSETS	NOT INCLUDED
	15	INVESTMENTS	NOT INCLUDED
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	NOT INCLUDED
	17	DOWNSTREAM TRANSPORTATION OF GOODS	TRANSPORT OF GOODS WHOSE COST IS NOT BORNE BY CHANTELLE
	18	USE OF SOLD PRODUCTS	USE PHASE FOR FINISHED CHANTELLE PRODUCTS
	19	END-OF-LIFE OF PRODUCTS SOLD	END-OF-LIFE OF FINISHED CHANTELLE PRODUCTS
	20	DOWNSTREAM FRANCHISES	DOWNSTREAM FRANCHISES
	21	DOWNSTREAM LEASING	NOT INCLUDED
	22	EMPLOYEE COMMUTING	TRAVEL BY EMPLOYEES OF CHANTELLE ENTITIES
	23	OTHER INDIRECT EMISSIONS	SUPPORT ACTIVITIES AND COOLANT LEAKS

The O.E.F. is used to assess the environmental impact of an organization through 16 criteria.


The environmental footprint, expressed in points (Pt), considers all these defined impact categories. It is the result of the formula for normalising and weighting the different results by impact category.

CLIMATE




CLIMATE CHANGE


NATURAL SOURCES



LAND USE




MINERAL DEPLETION




DEPLETION OF NON-RENEWABLE ENERGY SOURCES

WATER




WATER RESOURCES


ECOSYSTEMS




ACIDIFICATION




TERRESTRIAL EUTROPHICATION



FRESHWATER TOXICITY




MARINE EUTROPHICATION




FRESHWATER EUTROPHICATION


HUMAN HEALTH




OZONE LAYER DEPLETION




IONISING RADIATION




OZONE FORMATION



FINE PARTICLES



HUMAN TOXICITY



HUMAN TOXICITY CANCER

Environmental impact criteria

25

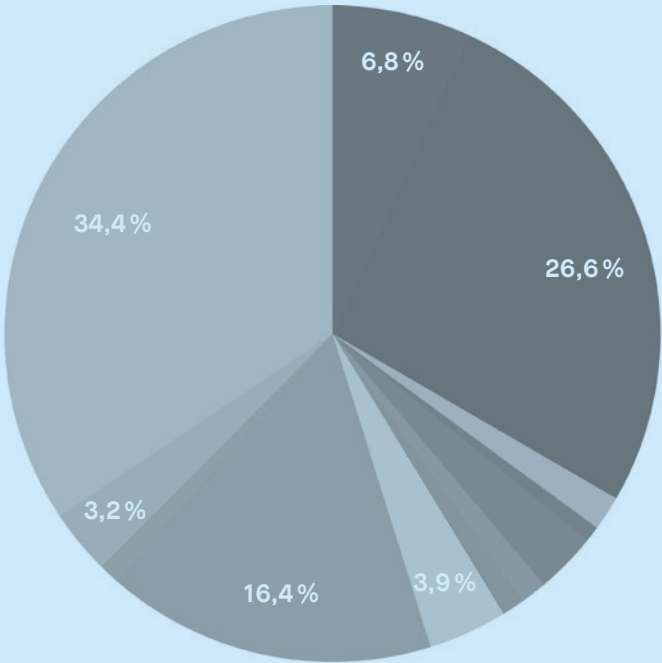
12 009 Pt

Environmental footprint, expressed in points, which considers all 16 impact categories defined according to the O.E.F. and is the result of the formula for normalising and weighting the different results by impact category.

FOR YEAR 2019

The 3 impact categories representing almost 80% of the Chantelle group’s environmental footprint are:

- Fine particle emissions which contribute 34,4 %,
- Greenhouse gas emissions, for 26,6 %
- Fossil fuel depletion, for 16,4 %.



IMPACT CATEGORIES	SCORE	%
ACIDIFICATION	811 875 296 μPt	6,8 %
CLIMATE CHANGE	3 189 945 704 μPt	26,6 %
MARINE EUTROPHICATION	209 234 521 μPt	1,7 %
FRESHWATER EUTROPHICATION	90 515 761 μPt	0,8 %
TERRESTRIAL EUTROPHICATION	359 176 426 μPt	3,0 %
IONISING RADIATION	148 546 372 μPt	1,2 %
LAND USE	134 212 451 μPt	1,1 %
OZONE LAYER DEPLETION	7 391 832 μPt	0,2 %
OZONE FORMATION	470 516 389 μPt	3,9 %
USE OF FOSSIL RESOURCES	1 965 660 945 μPt	16,4 %
MINERAL DEPLETION	103 700 462 μPt	0,9 %
WATER USE	382 519 344 μPt	3,2 %
FINE PARTICLES	4 136 594 489 μPt	34,4 %
ENVIRONMENTAL FOOTPRINT	12 009 889 992 μPt	

Environmental performance in 2019

SCOPE CONSIDERED

Total headcount (including commercial subsidiaries).

Items produced/purchased (and delivered) as well as those sold by all brands of the Chantelle group including Livera and Femilet.

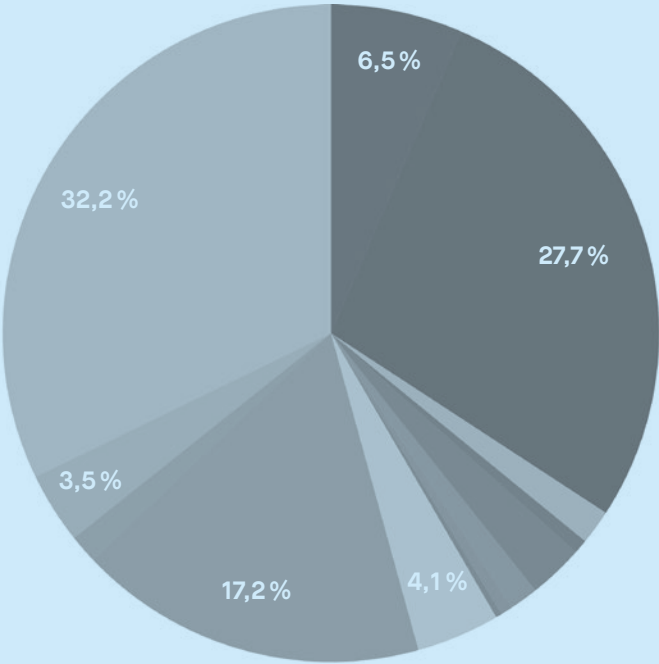
6531 Pt

Environmental footprint, expressed in points, which considers all 16 impact categories defined according to the O.E.F. and is the result of the formula for normalising and weighting the different results by impact category.

FOR YEAR 2022

The 3 impact categories representing almost 80% of the Chantelle group’s environmental footprint are:

- Fine particle emissions which contribute 32,2 %,
- Greenhouse gas emissions, for 27,7 %
- Fossil fuel depletion, for 17,2 %.



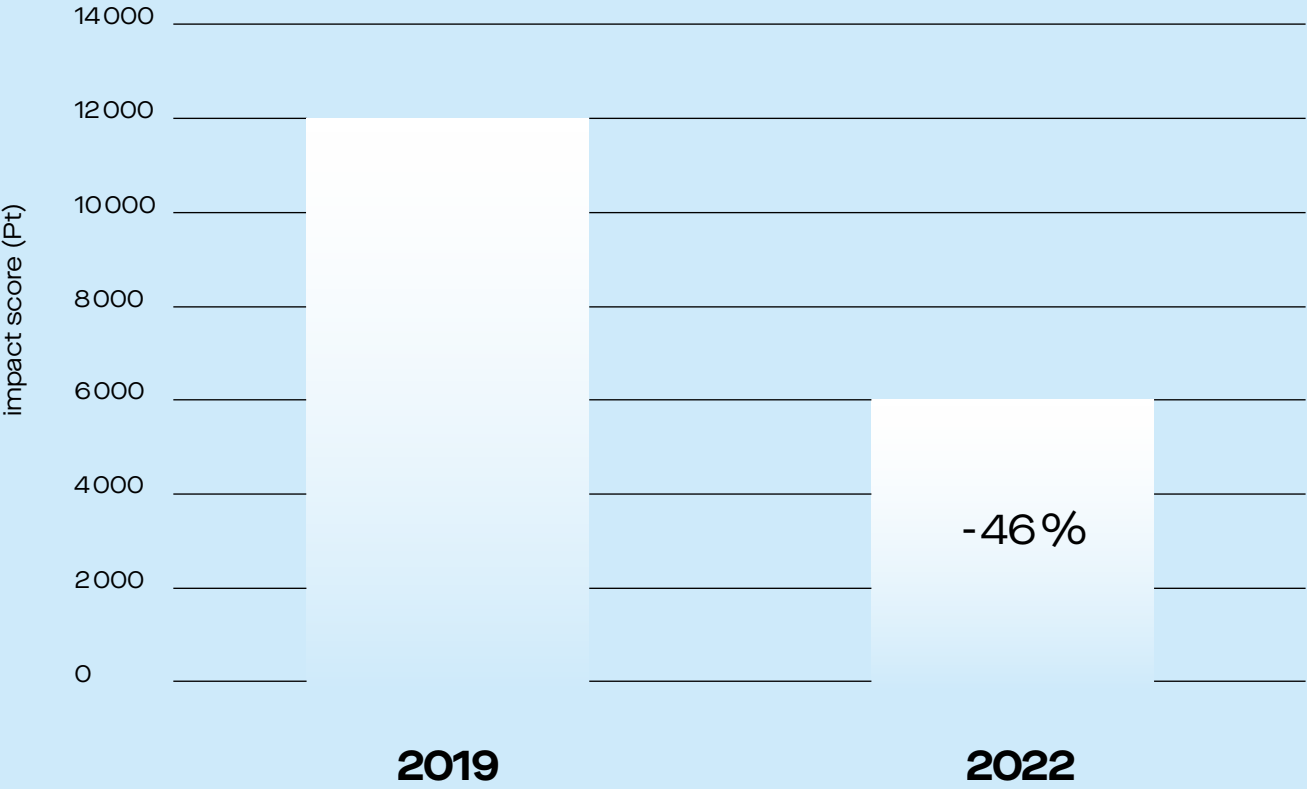
IMPACT CATEGORIES	SCORE	%
ACIDIFICATION	426 219 288 μPt	6,5 %
CLIMATE CHANGE	1 806 868 156 μPt	27,7 %
MARINE EUTROPHICATION	112 590 525 μPt	1,7 %
FRESHWATER EUTROPHICATION	47 262 338 μPt	0,7 %
TERRESTRIAL EUTROPHICATION	177 928 913 μPt	2,7 %
IONISING RADIATION	89 111 836 μPt	1,4 %
LAND USE	38 984 582 μPt	0,6 %
OZONE LAYER DEPLETION	17 949 511 μPt	0,3 %
OZONE FORMATION	265 682 506 μPt	4,1 %
USE OF FOSSIL RESOURCES	1 123 886 358 μPt	17,2 %
MINERAL DEPLETION	92 310 911 μPt	1,4 %
WATER USE	229 903 297 μPt	3,5 %
FINE PARTICLES	2 102 795 878 μPt	32,2 %
ENVIRONMENTAL FOOTPRINT	6 531 494 099 μPt	

SCOPE CONSIDERED

Total headcount (including commercial subsidiaries).

Items produced/purchased (and delivered) as well as those sold by all brands of the Chantelle group including Livera and Femilet.

Environmental performance in 2022



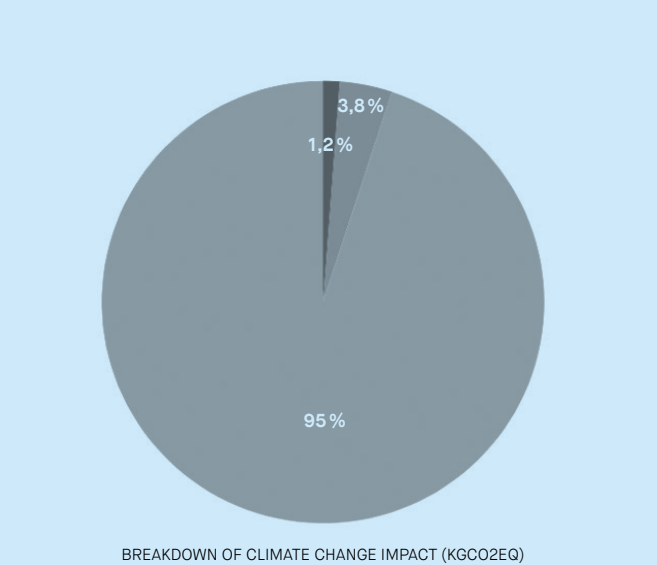
Overall impact score comparison 2019 / 2022

	N°	EMISSIONS ITEMS	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	0,43 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	0,19 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0 %
	4	DIRECT FUGITIVE EMISSIONS	0,01 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	-
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	4,42 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	-
SCOPE 3 Other indirect GHG emissions	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE OF ENERGY" CATEGORIES	1,26 %
	9	PURCHASES OF GOODS AND SERVICES	76,29 %
	10	CAPITAL GOODS	-
	11	WASTE	-0,01 %
	12	UPSTREAM TRANSPORTATION OF GOODS	8,76 %
	13	BUSINESS TRAVEL	0,05 %
	14	UPSTREAM LEASED ASSETS	-
	15	INVESTMENTS	-
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	-
	17	DOWNSTREAM TRANSPORTATION OF GOODS	1,09 %
	18	USE OF SOLD PRODUCTS	5,54 %
	19	END-OF-LIFE OF PRODUCTS SOLD	-0,29 %
	20	DOWNSTREAM FRANCHISES	0,17 %
	21	DOWNSTREAM LEASING	-
	22	EMPLOYEE COMMUTING	2,10 %
	23	OTHER INDIRECT EMISSIONS	0 %

Breakdown by emission item in 2019

	N°	EMISSIONS ITEMS	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	0,58 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	0,32 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0 %
	4	DIRECT FUGITIVE EMISSIONS	0,40 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	-
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	6,28 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	-
SCOPE 3 Other indirect GHG emissions	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE OF ENERGY" CATEGORIES	1,73 %
	9	PURCHASES OF GOODS AND SERVICES	72,59 %
	10	CAPITAL GOODS	-
	11	WASTE	-0,23 %
	12	UPSTREAM TRANSPORTATION OF GOODS	7,77 %
	13	BUSINESS TRAVEL	0,27 %
	14	UPSTREAM LEASED ASSETS	-
	15	INVESTMENTS	-
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	-
	17	DOWNSTREAM TRANSPORTATION OF GOODS	0,98 %
	18	USE OF SOLD PRODUCTS	5,77 %
	19	END-OF-LIFE OF PRODUCTS SOLD	-0,26 %
	20	DOWNSTREAM FRANCHISES	0,55 %
	21	DOWNSTREAM LEASING	-
	22	EMPLOYEE COMMUTING	3,26 %
	23	OTHER INDIRECT EMISSIONS	0,00000001 %

Breakdown by emission item in 2022



SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1348	1,2 %
2	4281	3,8 %
3	105926	95 %
TOTAL	111555	100 %

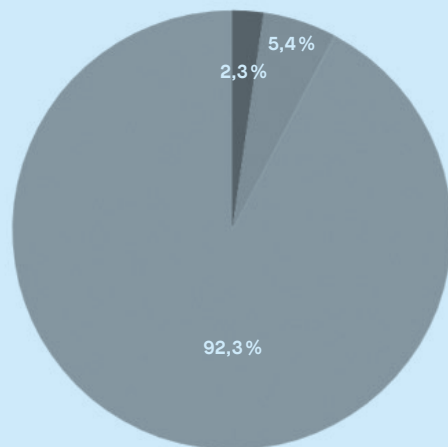
The carbon impact is **111 555 ton.CO²_{eq}**

The carbon impact corresponds to **28,4%** of the Chantelle group's overall footprint.

	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	942	0,84 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	370	0,33 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	-	-
	4	DIRECT FUGITIVE EMISSIONS	36	0,03 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	-	-
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	4281	3,84 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	-	-
SCOPE 3 Other indirect GHG emissions	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE OF ENERGY" CATEGORIES	1317	1,18 %
	9	PURCHASES OF GOODS AND SERVICES	76856	68,90 %
	10	CAPITAL GOODS	-	-
	11	WASTE	434	0,39 %
	12	UPSTREAM TRANSPORTATION OF GOODS	14616	13,10 %
	13	BUSINESS TRAVEL	90	0,08 %
	14	UPSTREAM LEASED ASSETS	-	-
	15	INVESTMENTS	-	-
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	-	-
	17	DOWNSTREAM TRANSPORTATION OF GOODS	844	0,76 %
	18	USE OF SOLD PRODUCTS	6316	5,66 %
	19	END-OF-LIFE OF PRODUCTS SOLD	1326	1,19 %
	20	DOWNSTREAM FRANCHISES	268	0,24 %
	21	DOWNSTREAM LEASING	-	-
	22	EMPLOYEE COMMUTING	3858	3,46 %
	23	OTHER INDIRECT EMISSIONS	0,	0 %

Greenhouse gas emissions in 2019

FOR SCOPES 1 TO 3



BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)

SCOPES	IMPACT IN TONNES CO2EQ	BREAKDOWN OF CLIMATE CHANGE IMPACT (KGCO2EQ)
1	1450	2,3 %
2	3429	5,4 %
3	58309	92,3 %
TOTAL	111555	100 %

The carbon impact is **63 187 ton.CO²_{eq}**

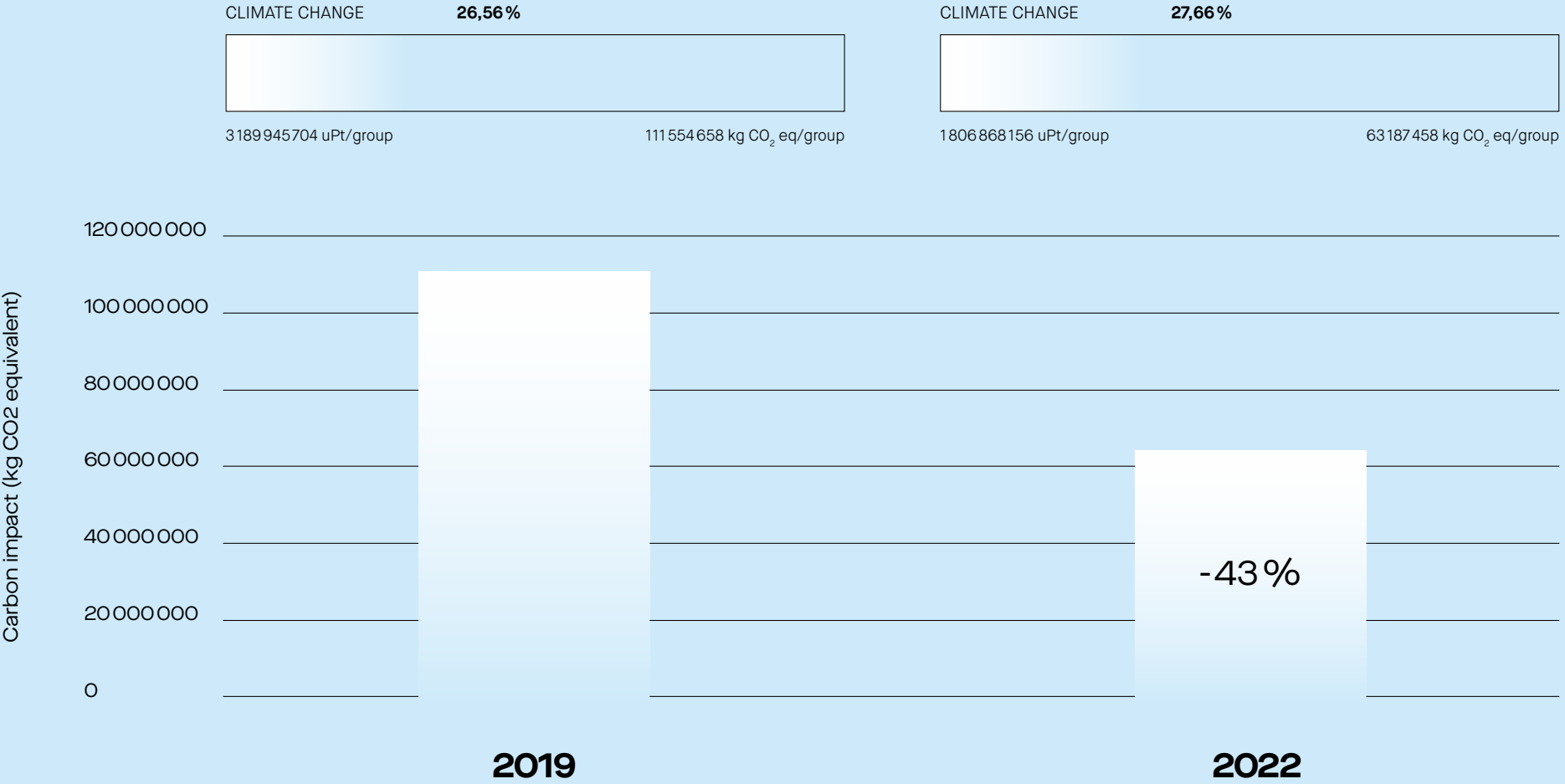
The carbon impact corresponds to **27,7%** of the Chantelle group's overall footprint.

	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	691	1,09 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	336	0,53 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	-	-
	4	DIRECT FUGITIVE EMISSIONS	423	0,67 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	-	-
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	3429	5,43 % *
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	-	-
SCOPE 3 Other indirect GHG emissions	8	EMISSIONS RELATED TO ENERGY NOT INCLUDED IN THE "DIRECT GHG EMISSIONS" AND "INDIRECT GHG EMISSIONS RELATED TO THE PURCHASE OF ENERGY" CATEGORIES	1016	1,61 %
	9	PURCHASES OF GOODS AND SERVICES	40 880	64,70 %
	10	CAPITAL GOODS	-	-
	11	WASTE	67	0,11 %
	12	UPSTREAM TRANSPORTATION OF GOODS	6 988	11,06 %
	13	BUSINESS TRAVEL	234	0,37 %
	14	UPSTREAM LEASED ASSETS	-	-
	15	INVESTMENTS	-	-
	16	TRANSPORTATION OF VISITORS AND CUSTOMERS	-	-
	17	DOWNSTREAM TRANSPORTATION OF GOODS	425	0,67 %
	18	USE OF SOLD PRODUCTS	3 791	6 %
	19	END-OF-LIFE OF PRODUCTS SOLD	1174	1,86 %
	20	DOWNSTREAM FRANCHISES	481	0,76 %
	21	DOWNSTREAM LEASING	-	-
	22	EMPLOYEE COMMUTING	3 253	5,15 %
	23	OTHER INDIRECT EMISSIONS	0,00001	0,00000002 %

Greenhouse gas emissions in 2022

FOR SCOPES 1 TO 3

* Our 3 production sites in Tunisia should produce in 2023 the equivalent of 50% of their electricity needs over 1 year. We have invested for the future by installing close to 1,200 photovoltaic panels, i.e. an area of almost 3,000 m².



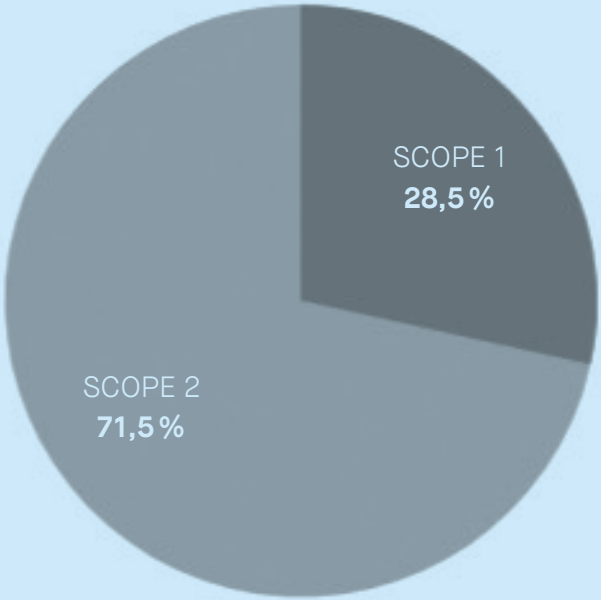
Carbon impact comparison 2019 / 2022

In 2023, based on this analysis of two years of data, we will correlate the categories of predominant impacts and sources of emissions in order to be able to consider targets for reducing our environmental footprint by 2030, particularly in terms of greenhouse gas emissions. The latter are in fact integral parts of our major impacts and closely linked to the two categories, fine particle emissions and production/use of fossil resources.

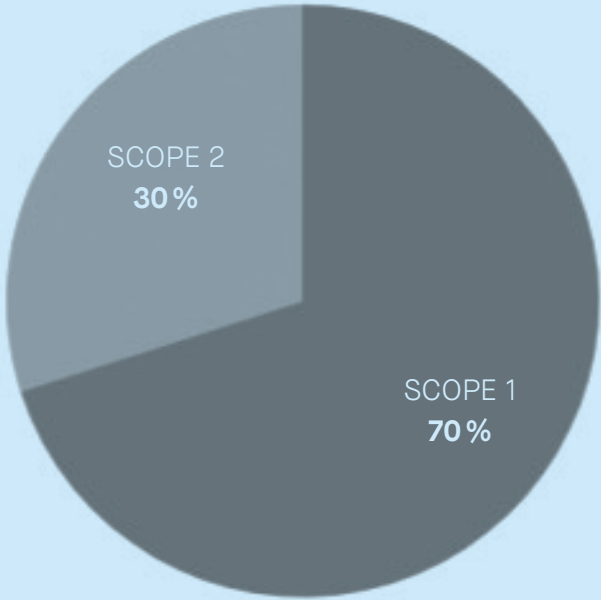
For this category (Greenhouse gas emissions), we are considering submitting to join the SBT (Science Based Target) initiative. The SBTi is a partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), the World Resources Institute (WRI) and the World Wildlife Fund (WWF). Our reduction ambitions as validated by the SBTi will enable us to get confirmation that our plan is scientifically effective, and in line with the latest reports issued by the IPCC (Intergovernmental Panel on Climate Change).

This validated reduction plan should enable us to do our part in endeavouring to limit global warming to + 1.5°C compared to the pre-industrial era.

Ambition to reduce our GHG emissions



BREAKDOWN OF OVERALL ENVIRONMENTAL PERFORMANCE (PT)



BREAKDOWN OF CLIMATE CHANGE IMPACT (KG CO₂ EQ)

Environmental performance results

ON THE FRANCE PERIMETER IN 2019

MULTI-FACTOR ENVIRONMENTAL FOOTPRINT

	N°	EMISSIONS ITEMS	SCORE (Pts)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	51,3	21,95 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	14,8	6,31 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0
	4	DIRECT FUGITIVE EMISSIONS	0,4	0,19 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	167,2	71,55 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0

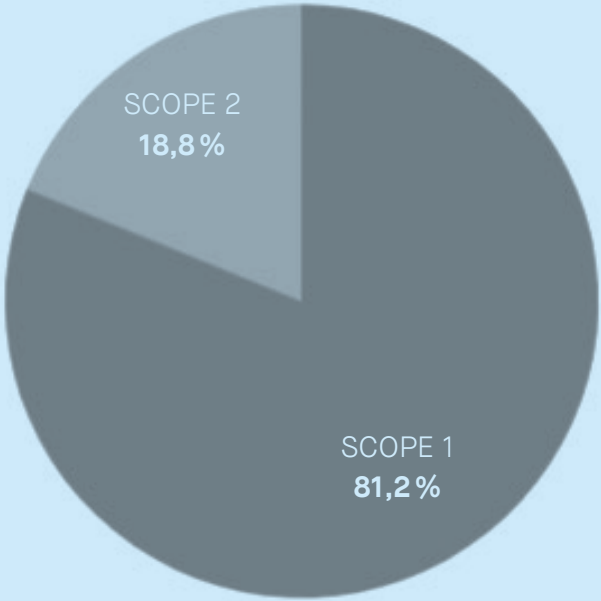
The largest impact category is depletion of fossil resources, which contributes 45% of the environmental footprint. The impact of ionising radiation (nuclear power generation) amounts to 26%. The third category of impact is related to greenhouse gas emissions, accounting for 21%. These three impact categories alone account for over 90% of the overall footprint.

CARBON FOOTPRINT

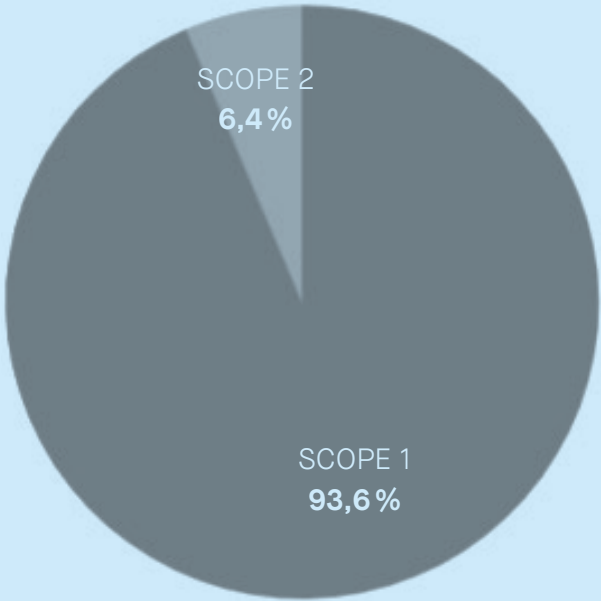
	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	942	55,27 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	236	13,86 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0
	4	DIRECT FUGITIVE EMISSIONS	15	0,90 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	511	29,97 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0

Environmental performance results

ON THE FRANCE PERIMETER IN 2019



BREAKDOWN OF OVERALL ENVIRONMENTAL PERFORMANCE (PT)



BREAKDOWN OF CLIMATE CHANGE IMPACT (KG CO₂ EQ)

Environmental performance results

ON THE FRANCE PERIMETER IN 2022

MULTI-FACTOR ENVIRONMENTAL FOOTPRINT

	N°	EMISSIONS ITEMS	SCORE (Pts)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	37,6	58,30 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	13,8	21,40 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0
	4	DIRECT FUGITIVE EMISSIONS	0,9	1,46 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	12,2	18,85 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0

The largest impact category is depletion of fossil resources, which contributes 45% of the environmental footprint. The impact of ionising radiation (nuclear power generation) amounts to 26%. The third category of impact is related to greenhouse gas emissions, accounting for 21%. These three impact categories alone account for over 90% of the overall footprint.

CARBON FOOTPRINT

	N°	EMISSIONS ITEMS	SCORE (tons CO2 Eq)	OVERALL CONTRIBUTION SCORE
SCOPE 1 Direct emissions of greenhouse gases	1	DIRECT EMISSIONS FROM STATIONARY COMBUSTION SOURCES	691	68,42 %
	2	DIRECT EMISSIONS FROM MOBILE (ICE) COMBUSTION SOURCES	221	21,90 %
	3	DIRECT PROCESS EMISSIONS EXCLUDING ENERGY	0	0
	4	DIRECT FUGITIVE EMISSIONS	33	3,26 %
	5	EMISSIONS FROM BIOMASS (SOIL AND FORESTS)	0	0
SCOPE 2 Indirect energy emissions	6	INDIRECT EMISSIONS RELATING TO ELECTRICITY CONSUMPTION	65	6,42 %
	7	INDIRECT EMISSIONS RELATING TO STEAM, HEAT OR COOLING CONSUMPTION	0	0

Environmental performance results

ON THE FRANCE PERIMETER IN 2022

WHAT WE HAVE ALREADY ACHIEVED:

- 95.5% of the total volume of electrical energy consumed in our offices, warehouses and outlets is produced from renewable sources.
- Energy optimisation of renovated outlets (air conditioning, LED lighting, etc.)
- Renewal of the company vehicle fleet

The scope has also changed with the sale of the ORCANTA outlets between 2019 and 2022.

This means that we have achieved a reduction of more than 40% in our emissions between 2022 and the base year of 2019.

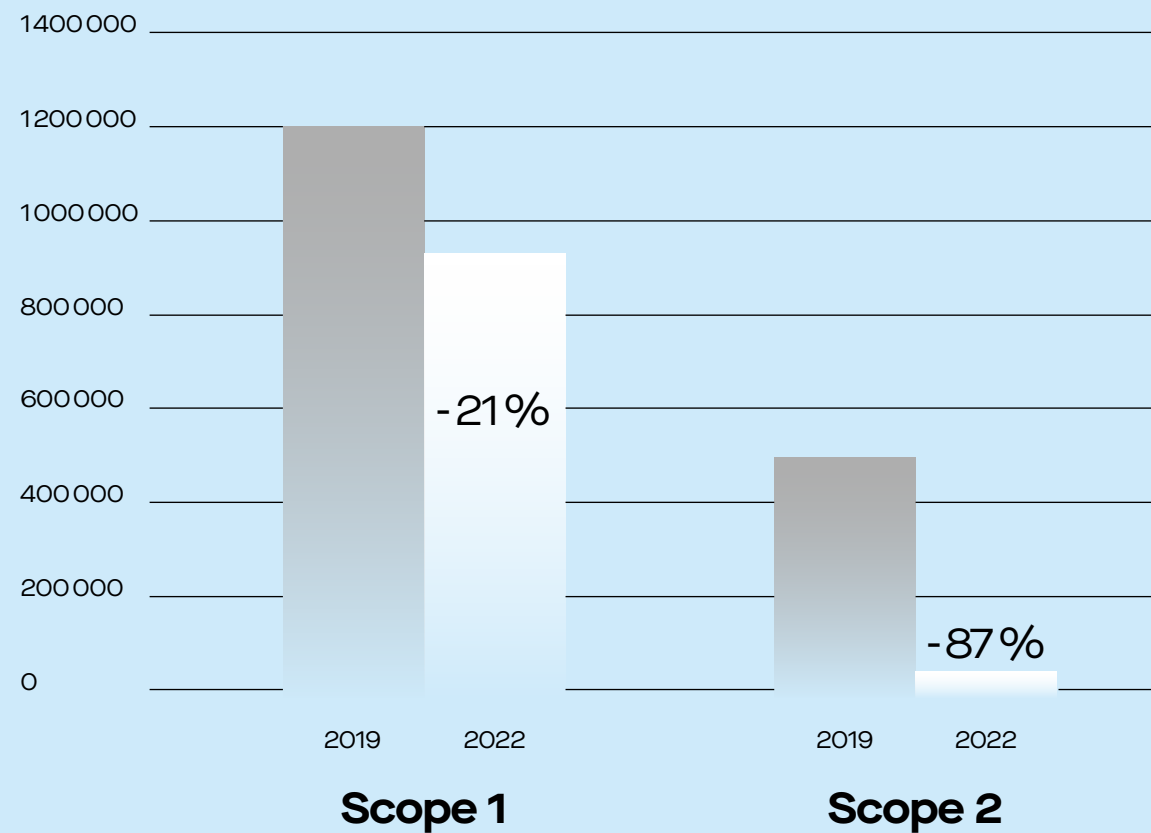
For the period 2023-2026, our ambition is to implement energy saving and efficiency actions that will enable us to reduce our energy consumption by at least 40% by 2030.

We are continuing to renew our fleet of vehicles with the aim of using exclusively low-carbon energy by 2030. We are also looking for the best alternatives for electricity produced by renewable energy sources for the outlets in Metz, Grenoble, Strasbourg and the warehouse in Péronne in Picardy.

Our 2030 reduction ambition will need to be validated by the SBTi for publication between 2023 and 2024.

Nevertheless, it seems realistic to expect at least a 55% reduction by 2030 compared to 2019.

CARBON IMPACT COMPARISON 2019 AND 2022



Carbon impact in 2019 and 2022

ON SCOPES 1 AND 2 IN FRANCE



REDUCE OUR ENERGY CONSUMPTION

Against the backdrop of the geopolitical situation with the war in Ukraine and surging inflation post-COVID, the rise in energy prices is a major concern for consumers and businesses alike.

Chantelle group's environmental impact is tied to the sobriety of our activities and the efficiency of our materials. We must continue to use these essential drivers for reductions.

In 2022, we acquired a tool for monitoring our energy consumption developed by CITRON/GADS. This platform allows us to collect consumption data in France, in order to meet our reporting obligations, but also to integrate the consumption of our industrial units outside France.

To help us reduce our energy consumption in France by at least 40% by 2030, we are conducting energy audits at several of our sites in the first half of 2023 to identify solutions to reduce or optimise our energy consumption. We will apply this methodology to our sites outside France from 2024.

SITE		2019	2020	2021	2022	2022 DETAIL	2022 VS 2019	2022 VS 2021
DELTA LINGERIE	DARJEELING store network	3 312 139	2 701 626	2 410 564	2 867 868	2 867 868	86,59 %	118,97 %
CHANTELLE RETAIL	CHANTELLE store network	0	0	497 185	542 720	542 720	N.A	109,16 %
ROUAFI	ORCANTA store network	2 484 138	1 605 392	0	0	0	N.A	
CACHAN	Head office	3 454 506	2 707 772	2 898 965	2 852 374	1 274 431	82,57 %	105,34 %
CORBIE	Logistics warehouse					1 032 542		
VILLIERS	Logistics warehouse					161 620		
PERONNE	Logistics warehouse					135 191		
ÉPERNAY	Garment factory					248 590		
SOTUFAM	Garment factory	2 610 822	1 930 449	1 864 327	2 156 022	1 071 926	82,58 %	115,65 %
SOFAM	Garment factory					285 124		
CHANTUNI	Garment factory					202 352		
FAMACO	Garment factory					361 643		
ATMA	Garment factory					234 977		
SIGMA	Garment factory	3 630 714	2 611 727	2 400 501	2 911 568	1 280 772	80,19 %	121,29 %
CHANTNAM	Garment factory					1 329 100		
CHANTASIA	Logistics warehouse					207 096		
ASC	Product development office					94 600		
		15 492 319	11 556 966	10 071 542	11 330 552	11 330 552	73,14 %	114,68 %

Electricity consumption

IN KWh

SHARE OF RENEWABLE ENERGY
IN FRANCE IN 2022: **5,981,129 KWH**
OR 95.5% OF CONSUMPTION

SITE		2019	2020	2021	2022	2022 VS 2019	2022 VS 2021
DELTA LINGERIE	DARJEELING store network				0	0	0
CHANTELLE RETAIL	CHANTELLE store network				0	0	0
ROUAFI	ORCANTA store network						
CACHAN	Head office				0	0	0
CORBIE	Logistics warehouse	2 524 277	1 459 011	1 957 249	1 715 221	67,95 %	87,63 %
VILLIERS	Logistics warehouse	1 030 507	896 471	1 313 183	679 582	65,95 %	51,75 %
PERONNE	Logistics warehouse	822 000	125 828	559 742	825 466	100,42 %	147,47 %
ÉPERNAY	Garment factory	525 287	336 302	534 014	373 967	71,19 %	70,03 %
SOTUFAM	Garment factory				0	0	0
SOFAM	Garment factory				0	0	0
CHANTUNI	Garment factory				0	0	0
FAMACO	Garment factory				0	0	0
ATMA	Garment factory				0	0	0
SIGMA	Garment factory				0	0	0
CHANTNAM	Garment factory				0	0	0
CHANTASIA	Logistics warehouse				0	0	0
ASC	Product development office				0	0	0
		4 902 071	2 817 612	4 364 188	3 594 236	73,32 %	82,36 %

Gas consumption

IN KWh (GCV)

OPTIMISING THE LIFE CYCLE OF OUR MATERIALS

Reduce, Reuse, Resell and Donate are the levers we use to act on our residual stocks of materials (fabrics and consumables) in our warehouse in Thailand. We have naturally decided to include these inactive materials in the calculation of our environmental impact.

As a manufacturer, we have been running our garment factories for many years and know that residual stock has a significant financial cost and we now have confirmation that it has a significant environmental cost as well.

In 2022, we set our targets taking into account the complexity of administration in Thailand. The project team developed and then trained the teams to use IT tools to manage, reserve and allocate these stocks.

In 2022, more than 7 tonnes of material were reused, over-dyed, donated or prepared for use in 2023.



WOMEN AND FAMILY DEVELOPMENT LEARNING CENTER IN HONOR OF HRH PRINCESS MAHA CHAKRI SIRINDHORN'S 36TH BIRTHDAY ANNIVERSARY

Donation of over 15,000 metres of cotton jersey (overstock originally intended for the manufacture of COVID-19 protective masks) worth over €13,000.



PHRA PRADAENG PROTECTION AND DEVELOPMENT CENTER FOR PERSONS WITH DISABILITIES SAMUT PRAKAN PROVINCE

Donation of over 15,000 metres of cotton jersey (overstock originally intended for the manufacture of COVID-19 protective masks) worth over €13,000.

NON HAZARDOUS INDUSTRIAL WASTE, TEXTILE WASTE, PAPER AND CARDBOARD WASTE

IN TONNES	2022	SHARE OF QUANTITIES PRODUCED	2021	SHARE OF QUANTITIES PRODUCED	2020	SHARE OF QUANTITIES PRODUCED
QUANTITIES PRODUCED	831,76		562,92		686,95	
QUANTITIES RECOVERED (donated, resold, recycled)	346,24	41,63 %	286,28	50,86 %	459,15	66,84 %
QUANTITIES DISPOSED OF	485,51	58,37 %	275,77	48,99 %	230,8	33,60 %

Our paper and cardboard waste is 100% recycled in France, in Europe, and at all of our industrial sites.

Our textile waste results from the cutting of materials before they are made up or from the end-of-life of inactivated materials in collections. The optimisation of the consumption of our materials is included in our eco-design goals for the products in our collections.

Finally, non-hazardous waste (or ordinary industrial waste - OIW), accounts for almost 25% of the volume of all types of waste. Most of this stems from activities at our head office in France* and in particular from the company restaurant managed by an external service provider. Our ambition is to recover the bio-waste mixed with the OIW, starting in 2023.

These three types of waste represent almost 90% of all waste produced within the reporting scope of this N.F.P.S. for the year 2022. Their volume is up, reflecting the upturn in activity post-COVID.

*OIW CAN ONLY BE ACCOUNTED FOR IN FRANCE BECAUSE ABROAD THEY ARE EXCLUSIVELY REMOVED BY PUBLIC STRUCTURES SUCH AS MUNICIPALITIES, WHICH ARE NOT ABLE TO KEEP INDIVIDUAL ACCOUNTS PER SITE.

Water is not used in the industrial processes in our plants. Consumption is limited to water used for sanitary purposes and drinking fountains. There are no specific difficulties with water supply as the sites are located in industrial areas. However, water consumption is carefully monitored.

ANNUAL WATER CONSUMPTION IN M ³	2021	2022
Total for Darjeeling stores	NS	NS
Total for Chantelle Retail stores	NS	NS
Sites in Tunisia	5 583	5 776
Sites in Morocco	4 134	4 024
Sites in Thailand: Chantasia and ASC	1 612	1 970
Site in Thailand: Sigma	5 023*	5 544
Site in Vietnam	5 487	6 599
Chantelle SA: Head office	1 816	2 038
Chantelle SA: Epernay	607	675
Chantelle SA: Corbie	1 997	1 504
Chantelle SA: Villers	463	595
Chantelle SA: Peronne	808	887
TOTAL	27 530	29 608

Water consumption

* Data not reported in the 2021 NFPS due to the cyber-attack we experienced in late 2021.



#commitment 4:

Develop eco-designed collections

As of summer 2021, environmental labelling of textile products for clothing has been made compulsory and is a priority for the French market exclusively under the climate & resilience law. This is information that should allow the consumer to make an environmentally informed choice when making a purchase.

ADEME (the French Environment and Energy Management Agency) approached brands, professional federations and associations to propose a methodology to evaluate the impact of textile products and to transcribe it into a score easily understandable by the consumer.

In 2022, the CHANTELLE group therefore took part in conducting work in consortium with the Glimpact research firm and in work initiated by the DEFI Mode & Luxe platform (created in 1984 to boost the transformation of France's 3,500 fashion and apparel companies).

Submissions were made in the autumn and the public authorities should give their opinion in 2023. These participations have enabled us to strengthen our work with major players in the textile and clothing sector, such as Decathlon and Lacoste, for example.

In order to allow consumers to familiarise themselves with what environmental labelling could be and to work towards greater transparency, we have chosen to test the European Apparel & Footwear PEFCR method, which is integrated into the Glimpact consortium's proposal, on 392 permanent product references in the Autumn/Winter 2022 and Spring/Summer 2023 collections.

This evaluation should be published in the first half of 2023.

This evaluation will enable us in 2023 to consolidate the eco-design choices we have been implementing since 2020 and which we stepped up in 2022, and even identify new ones.

It is important to remember that “eco-design is a methodical approach that considers environmental aspects of the design and development process with the aim of reducing negative environmental impacts throughout the life cycle of a product” (ISO Standard 14006).

The approach is multi-stage (those of the life cycle), multi-component (the product and its packaging, for example) and multi-criteria (greenhouse gas emissions, but not only).

Nevertheless, there is ample room for innovation and creativity in this approach.



Eco-design: Materials

Eco-design involves using materials - recycled fibres, organic fibres and fibres bearing the European ecolabel, to replace conventional fibres. Growing or manufacturing these fibres notably requires fewer natural resources and less energy.

The minimum proportion of low environmental impact fibres has been set at 15% of the total weight of the garment. This is a ratio calculated over the sum of the weights of the main materials, linings, elastics, and accessories.

For the Autumn/Winter 2022 collection, the Chantelle brand's corsetry offer brought the ratio of eco-designed references/colours to 16%. For Passionata and Femilet, this ratio was increased to 35% and 36% respectively. And for Darjeeling, 27%.

Having started to simulate the reduction in impact that these changes would generate, particularly in terms of greenhouse gas emissions, the CHANTELLE group of brands decided to be even more ambitious and to increase **the minimum percentage of low-impact fibres to 50% of the total weight of the product** as of the 2023 collections.

The products developed for the 2023 collections will meet this demanding specification for:

**14 to 16% of the corsetry offer for the Passionata brand,
14 to 15% of the corsetry offer for the Femilet brand (Easy Feel),
6 to 17% of the corsetry offer for the Chantelle brand,
14% of the corsetry offer for the Darjeeling brand, and
26 to 31% of the Chantelle group's underwear offer**

Our intent: deliver an offer that meets 100% of our eco-design targets by 2030.

Eco-design: durability

Eco-design also means acting on the lifespan of our products.

An item made to last should be able to be kept longer by the consumer.

In order to account for this parameter in the environmental score, an assessment of durability (the life span of a product) is included in the Apparel & Footwear PEFCR method. However, this method is time-consuming and costly and its application does not take into account the development cycles in fashion.

Therefore, the French textile and clothing industries standardization bureau (BNITH), with the support of DEFI Mode & Luxe, several professional federations, including the Fédération de la Maille et de la Lingerie (French knitwear and lingerie federation), the COSE 361 consultancy and more than 30 brands, including the CHANTELLE group, have proposed to draw up a French standard aiming for Europe-wide adoption by 2023.

The ambition of this standard is to offer a method that can be duplicated in laboratories around the world, enabling the assessment of the life cycle of textile products intended for clothing, as well as the integration of the impact calculation in order to reduce or increase the impact of a product..

This standardised parameter should lend itself to being displayed in a simple way to the consumer. Work has been in progress since the beginning of 2022 and test protocols are being drawn up and evaluated in the laboratories of the French textile and clothing institute (IFTH).

Eco-design: cutting and weight

Other eco-design issues such as the weight of our articles or the losses generated during the cutting of materials for the garment were also identified.

These projects, launched in the second half of 2022, call for multiple skills. Ambitious targets are being developed and should be shared in 2023.

The parts of the fabric that are not consumed become waste, impacting the overall environmental footprint of the cut garment.

LEco-design within the group involves helping our suppliers to reduce their impact: reducing water consumption through innovative processes or materials, reducing energy consumption for dyeing, decarbonising energy consumption, re-use, etc.

To do this, we need to determine the supply chain, be able to interact with each link, raise awareness, allow suppliers to share their commitments (audit reports, certifications, etc.) and monitor their improvements in terms of both environmental and social impact.

THE SECTOR'S STRATEGY COMMITTEE (CSF) FOR THE FASHION AND LUXURY INDUSTRIES, WHICH BRINGS TOGETHER PROFESSIONALS FROM THE SECTOR, PUBLIC AUTHORITIES AND TRADE UNIONS REPRESENTING THE SECTOR'S EMPLOYEES, HAS LAUNCHED A PROJECT, SUPPORTED BY ADEME (THE FRENCH ENVIRONMENT AND ENERGY MANAGEMENT AGENCY),

to identify and test digital tools for gathering the necessary evidence, interacting with known suppliers and identifying missing links.

From late 2021 and throughout 2022, the CHANTELLE group has collaborated on this initiative with many players in the French fashion industry, including:

LES GALERIES LAFAYETTE,
ISABEL MARANT, KIABI, IDKIDS,...

supervised by the COSE 361 team.

Although a solution that meets the needs of our industry has not been clearly identified, the needs, challenges and associated developments are now recognised. In 2023, we will continue to test internal solutions with the aim of meeting our needs for traceability, reporting and evidence. The latter is an essential notion for accelerating the reduction of our environmental impact through eco-design and the management of our non-financial risks and contributing to meet our duty of care commitments.

#commitment 5:

Promote and develop circular economy

In 2021, we harnessed the group's resources to launch Chantelle One, the first 100% recyclable bra.

In 2023, our fabric offcuts, as well as Chantelle One products returned by our customers, will be recycled into accessories for our future bras (hooks, straps, underwires, etc.)

At the same time, we are actively working on the development of a new yarn from the recycling of our products, in order to be able to manufacture over and over again.

Our aim with these innovations is to initiate a true circular and responsible mode of consumption.

The Chantelle One line is expanding while maintaining its initial credo: 100% recyclable products.

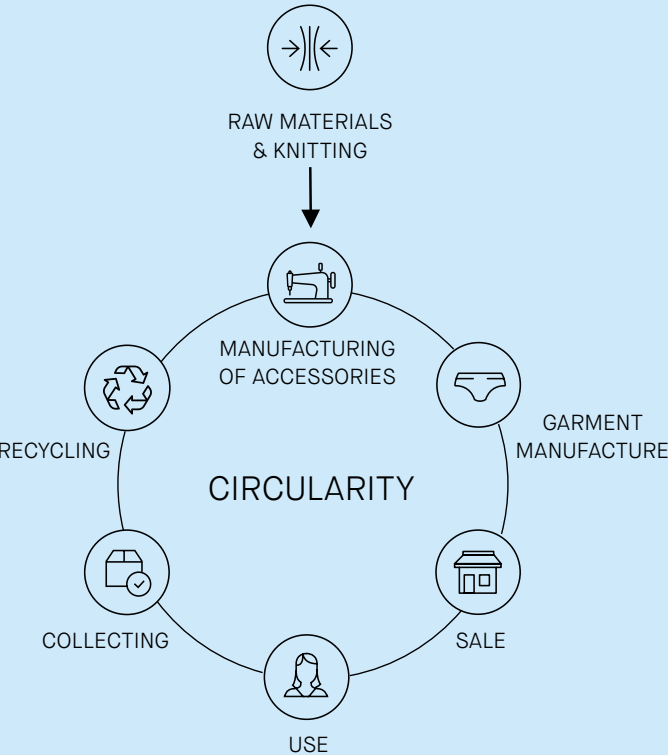
In 2022, the Chantelle One concept was developed in our retail network. Its first pop-up was presented at Le Bon Marché (wholesale partner).

1730 new customers joined the adventure, subscribing to the newsletter after their purchase, in order to receive reminders to return their articles and contribute to the circularity of the project.

In 2023, we are launching our Chantelle One offer across the Atlantic in the US market.

In 2024, our ambition is to deploy Chantelle One on a larger scale, by developing the concept through our network of wholesale partners.

TECHNOLOGICAL INNOVATION

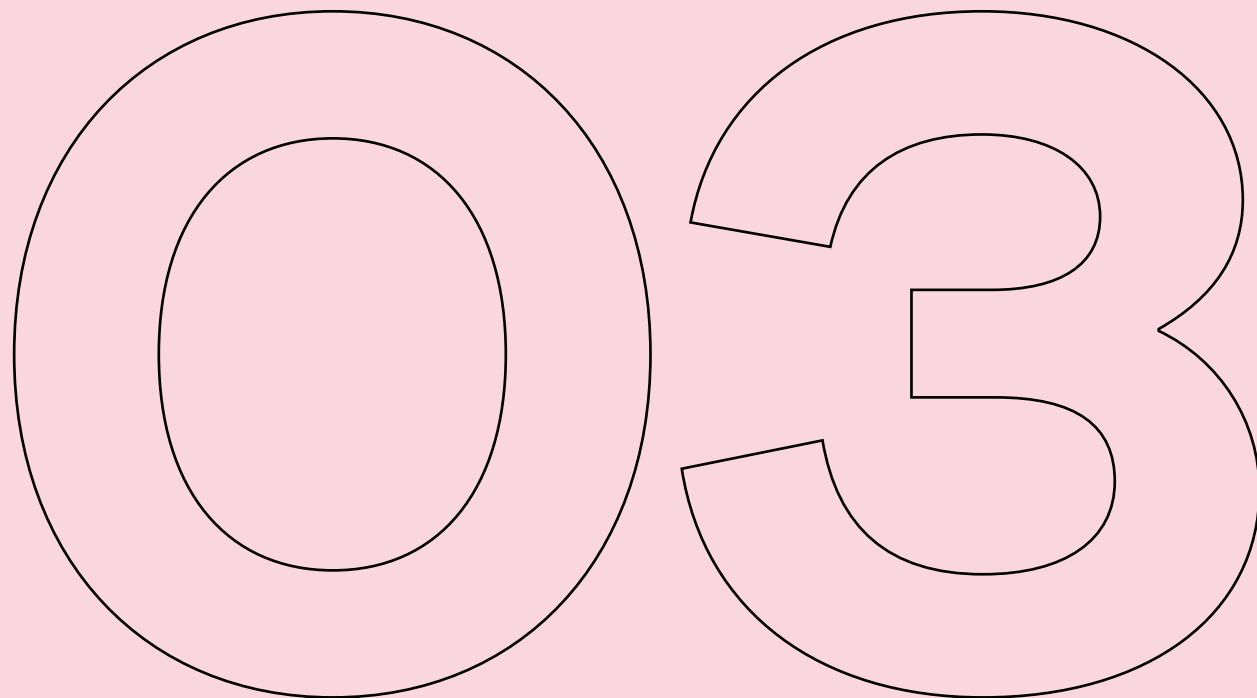


Virtuous model



Chantelle One

**Participating in the beauty of
the world means acting for the safety
and well-being of all, our customers,
our employees, our partners
and future generations.**



Responsibility



More than a strategy, Made in France is a given for the Chantelle group. We have been passionately involved in the history of the French textile industry for nearly 150 years.

We have been sharing our know-how and expertise in corsetry since 2021 by collaborating with up-and-coming brands established in France, major players in the Made-in-France movement, as well as international groups and major players in mass distribution. Almost 60,000 garments have been designed and manufactured with passion by our teams for Leclerc, Le Slip Français, Maison Flora, Dessous Paris, Decathlon, and many others.

In addition to corsetry, our teams also participate in the design of innovative products, combining Decathlon's knowledge of sports, for example, with Chantelle's expertise in corsetry.

We also work with specialist brands in the development of products that cater to the needs of women affected by breast cancer, a battle we have long supported.

In order to meet the demands of the French market, we have strengthened our team with the recruitment of Production Operators, a position that has not been hired for 24 years.

The importance of know-how and gestures in the making of a piece of lingerie requires dedicated sewing training. In keeping with our social responsibility commitments, we have recruited local job seekers while working with local partners. We have carried out two Operational Preparation for Employment actions for Garment Manufacturing Operator positions (400 hours of training) in partnership with the French employment agency Pôle Emploi, the Grand Est Region, the GRETA training organization in Epernay and the Institut de Formation aux Textiles du Monde in Reims. We subsequently created a dedicated trainer position, assisting the training organisations and taking over for the induction of new recruits.

7 trainees joined the company in mid-2022, 5 are currently in training and received a promise of employment in January 2023.

We accepted the call from Le Slip Français, along with many other French textile manufacturers, to take part in the Made in France exhibition in November 2022 and to help imagine the factory of the future. This project allows us to work together to promote and develop French know-how.

We are also active alongside DEFI and CSF Mode et Luxe, our professional federations including the Fédération de la Maille et de la Lingerie, in partnership with the teams of firms such as Bluequest, Cose 361 and Ecoeff lab, as well as many other French brands.

Our teams work across the industry through workshops, working groups, commissions, etc. to pass on or acquire knowledge, and to demonstrate our engagement up to the highest levels of the state, making Chantelle a major player in the corsetry industry in France and internationally.

Bra from the Kalenji X
Chantelle X Noyon
capsule collection.

Act for the well-being of our society.

#commitment 6:

Guarantee safe products for our customers

Guaranteeing safe products for our customers means controlling our entire value chain, using technology to ensure the traceability and transparency of our supply chain.

To guarantee the compliance of our supply chain in terms of working conditions, business practices and respect for the environment, the CHANTELLE group has long made the strategic choice to produce most of our lingerie, corsetry and swimwear collections in our own facilities, and to work with a limited number of subcontractors in order to build strong and trusting long-term relationships.

As a result, we make over 50% of the garments delivered to our warehouses in our 7 factories, spread over 4 countries, so as to ensure complete control of our production system.

By certifying our products Standard 100 by Oekotex, we can guarantee a traceability process and a high level of commitment from our suppliers, and go beyond even the most stringent regulations.

In 2022, across our NFPS reporting perimeter, 100% of our corsetry collections and 97% of our nightwear, swimwear and accessories collections sold are certified and labeled accordingly.

We are committed to being honest and transparent and empowering our customers to make their own decisions about our products and services.

#commitment 7:

Place our employees at the heart of our commitment

At 31 December 2022, the group's workforce (excluding commercial subsidiaries outside France) amounted to 3,615 employees compared to 3,519 in 2021.

COUNTRY	NUMBER OF WOMEN 2022	NUMBER OF MEN 2022
Tunisia	741	129
Morocco	399	70
Thailand Sigma	322	44
Thailande Chantasia ASC	74	22
Vietnam	444	36
Chantelle SA	611	129
Delta	489	0
Chantelle Retail	105	0
TOTAL	3 185	430
Gender distribution	88,11 %	11,89 %
Change 2021/2022	+ 2,30 %	+ 6,20 %

WORKFORCE AT 31/12/2022, INCLUDING FIXED-TERM CONTRACTS



Guarantee the safety and well-being of our employees.

We are uncompromising about the safety of our employees. Through prevention, the vigilance to ensure a safe and healthy working environment is paramount.

Each establishment is responsible for managing the health and safety of its employees in accordance with the level of risk specific to its activity and local regulations.

In order to ensure compliance with health and safety standards in the workplace, as well as our legal obligations, we have undertaken a social audit of all our international industrial sites in accordance with the SEDEX Smeta guideline.

Accordingly, Tunisia, Thailand (Sigma, Chantasia/ASC) and Vietnam were audited at the end of 2022. Our factories in Morocco will be audited in 2023.

These audits, carried out by an external company, should enable us to initiate and then develop a genuine policy of continuous improvement in terms of health and safety at work, and to include all of our employees.

KEY FIGURES	FRANCE		ÉTRANGER	
	2022	2021	2022	2021
Occupational accidents	21	14	28	22
Occupational illnesses	5	1	26	21

Cultivate quality of life at work and “working together”

Employees who enjoy their work make a lasting contribution to the Group's performance. This is why the quality of life at work is at the heart of the group's concerns.

Each new employee is invited on arrival to a “Welcome Day”, a two and a half hour group session led monthly by the Training Director in tandem with the Group's Corporate Communication Officer. This onboarding session gives an overview of the history of our group, the different brands that make it up and their individual identities, our objectives and HR challenges for the current year, significant figures on the group's activity, our commitments and our day-to-day professional tools.

To monitor the well-being of our employees in the workplace, we measure a set of criteria related to commitment and motivational factors each year using the Zest tool.

This tool, which was initially available to employees equipped with work computers only, was opened in 2022 to our colleagues in Northern Europe.

For reasons of practicality, the tool will be opened to employees “on the ground” at our French sites in 2024. However, these groups will benefit from the same questions on commitment and motivational factors from 2023, via the Google Forms tool.

THE LATEST RESULTS SHOW AN ENGAGEMENT SCORE OF 7.9/10; UP 0.2 POINTS COMPARED WITH 2021.

THE NUMBER ONE MOTIVATIONAL FACTOR IN 2021 WAS THE WORK ATMOSPHERE, SCORING 8/10 AND 7.7/10 IN 2022.

Among the most highly rated factors, we note an increase in the quality of management score over the year, as well as autonomy at work. Based on these results, we are committed to developing action plans with each department of the company, including in the Executive Committee. We wish to extend this barometer to our industrial sites outside France, whilst paying close attention to the cultural context of each country.

Quality of life at work has to be cultivated every day and collectively. It is for this reason that we have set up steering committees, initially referred to as “PSR” (Psycho-Social Risks), and now called “QLW” (Quality of Life at Work) steering committees within each establishment in France.

These committees bring together multi-disciplinary teams to work together with managers, teams and staff representatives on continuous improvement in areas such as work organisation, work relations, etc.

THESE COMMITTEES ARE ONE OF THE MANY MEASURES INCLUDED IN OUR AGREEMENT ON QUALITY OF LIFE AND WORKING CONDITIONS, WHICH SHOULD BE SIGNED IN EARLY 2023.

Teleworking, which was practised on an exceptional basis before the health crisis, has gradually become standard practice. The experience of 2020 made it possible to test out this new organisational mode on a large scale and to affirm the ambition to make it a genuine driver of performance for the company, which, in addition to the objectives detailed above, strengthens attractiveness for talents, as well as staff loyalty and motivation.

An agreement on hybrid working was signed in September 2022 for the teams working at the Cachan headquarters (France), in order to establish the precise framework for this new organisational mode and to meet the following objectives:

- Achieve a better work/life balance: The elimination of commuting time saves time in the working day and eliminates stress due to the risk of being late. The calmer working environment is a factor for better concentration and more efficient work.
- Reduce the risk of accidents during the journey to and from work
- Preserve the environment: by limiting travel we reduce the associated greenhouse gas emissions.

NEGOTIATIONS ARE UNDERWAY FOR STAFF WHO ARE ABLE TO TELEWORK WITHIN THE REST OF THE ESTABLISHMENTS IN FRANCE AND ABROAD.



Diversity and inclusion: promoting equal opportunity

As an international group, we aim to promote an inclusive and open working environment for all.

To this end, we have identified several spheres of action that we want to work on in the project mode, because the action needs to be sustained over time.

Equal opportunity

THE CHANTELLE GROUP DOES NOT
TOLERATE ANY FORM OF DISCRIMINATION.

To raise awareness among all our staff about diversity challenges, a number of training initiatives are being implemented via our “Chantelle School” platform, on topics including hiring without discrimination, welcoming people with disabilities and raising awareness about disability. Among the most popular training pathways, we note the prevention of psycho-social risks, followed by 498 employees, and disability awareness, followed by 358 people. Note that these tracks are still open.

Recognising that being in the field helps us to better understand disability situations, some of our HR managers (at each Chantelle SA establishment) are assigned the role of disability advisor and are therefore able to guide employees in their approach, in conjunction with the Occupational Health Department.

KEY FIGURES AT 31/12/2022

In France, 9%
of employees
are recognised as
having a disability.

Diversity and inclusion: promoting equal opportunity

Gender Equality

GENDER EQUALITY INDEX 2022

For Delta and Chantelle Retail, the index cannot be calculated because the workforce is exclusively female. For Chantelle SA, the overall score is 80/100; an improvement on 2021.

OUR MOST SIGNIFICANT GAP IS ON THE 'PAY GAP' INDICATOR. OUR IMPROVEMENT OBJECTIVE IS TO NARROW THIS GAP BETWEEN WOMEN AND MEN FROM 10.06% TO 8% BY WORKING, IN PARTICULAR, ON SELECTED SOCIO-PROFESSIONAL CATEGORIES OVER A TWO-YEAR PERIOD.

As regards the "10 highest earners" indicator, we did not get the maximum score but this subject will be dealt with accordingly alongside the pay gap indicator.

Concerning the other indicators, which are: "pay increase gap", "promotion gap", "pay increase of employees returning from maternity leave", we reach the maximum score.

GENDER EQUALITY AGREEMENT

The first few months of this project have seen the performance of a diagnostic in order to put an action plan in place, which also aims to support our "gender equality and parenthood agreement" signed on 18 January 2022 for Chantelle SA.

Over and above our agreement, we have identified several types of gaps by targeting all the processes in the life of the employee and by prioritising our actions for 2023; for instance, career development is one of the areas considered as a priority in terms of our commitment.

Skills and Development

Our focus in terms of training is to support business activity and to foster a positive mindset and strong team commitment. The aim is to enable everyone to live their mission to the full.

To support this ambition, we have chosen to strengthen our training team by recruiting a Training Project Manager. Our vision of training and skills development is founded on a major guiding principle: skills acquisition must be accessible everywhere, in different forms.

For example, we are continuing to roll out our digital training platform in the Northern and Southern European sales regions.

In 2021, we devoted 3% of the Chantelle SA payroll to training, both digital and face-to-face, the latter particularly for our “field” employees (working in our logistics warehouses and garment production facilities in France, which represent nearly a quarter of our workforce in France) who do not have digital access. The budget for 2022 was approximately the same as for 2021.

KEY FIGURES

78 training courses available on the MyChantelle School platform

Top 5 most played courses: prevention of psycho-social risks, in-store safety, disability awareness, history of the Group, using the Google tools.

In order to support managers in their role of guiding their staff towards ambitious but realistic goals, we provide dedicated training pathways, such as the “managers with vision” course, which has been followed by 139 managers since 2021 (out of 149 managers identified). This course will be progressively rolled out to international managers in 2023, initially in a French-language version.

Convinced that individualised support allows each person to be proactive in their own career journey, in 2022 we launched a “digital coaching” pilot. This approach will be actioned whenever a need for support is identified for one of our managers in France or abroad in 2023.

THE RESULTS OF THIS PILOT HAVE BEEN VERY POSITIVE: IN QUANTITATIVE TERMS, 12 MANAGERS PARTICIPATED, OVER 3 MONTHS OF COACHING. ON AVERAGE 7.5 COACHING SESSIONS WERE ATTENDED BY EACH OF THEM WITH VERY GOOD FEEDBACK IN ALL CASES.



Acting for the well-being of
our employees and of society.

#commitment 8:

Develop our societal engagement

CHANTELLE IS COMMITTED TO THE FIGHT AGAINST ILLNESSES AFFECTING WOMEN

Chantelle continues to support breast cancer research by partnering with the association Ruban rose. We launched a fundraising campaign for the Octobre Rose operation in all our Darjeeling and Chantelle stores in France and with our retail partners. We have renewed our participation in the Odyssey run, with 80 employees taking part this year.

IN TOTAL, NEARLY 31,000 EUROS WERE DONATED TO BREAST
CANCER RESEARCH THROUGH THESE TWO OPERATIONS.

A pop-up sale was organised in partnership with the platform LES BIENFAITEURS in November. We chose to donate 10% of the sale to the association INFO ENDOMETRIOSE in order to support their action around 3 main objectives:

- change mentalities by informing the general public and educating the younger generation,
- improve patient care and reduce delays in diagnosis by referring and guiding patients,
- empower a community of action and mutual aid by providing resources for volunteers.

CHANTELLE IS COMMITTED TO FIGHTING DEPRIVATION AND INSECURITY AND PROMOTING INCLUSION

Since this year, 2022, we have established a partnership with the association EN AVANT TOUTES, which is combating violence against women. Collection of donations was organised among customers of our Chantelle stores in France, and awareness and prevention actions were carried out among our employees.

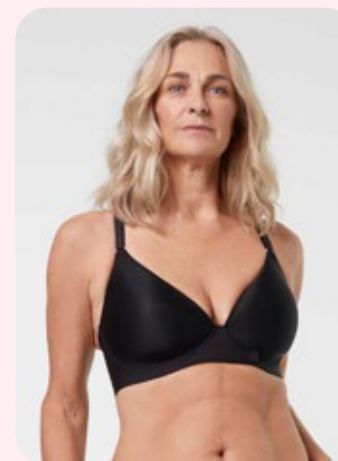
MORE THAN 10,000 EUROS WERE DONATED TO THE ASSOCIATION THIS YEAR.

Reacting to emergencies through motivated teams:

EN MARCH, THANKS TO THE PARTNERSHIP ESTABLISHED BY OUR SUBSIDIARY IN POLAND WITH THE ASSOCIATION DOBRA FABRYKA, WE SENT 11,300 ITEMS (SOFT STRETCH BRAS, PANTIES, ETC. FROM OUR FRENCH BRANDS AND OUR DUTCH BRAND LIVERA) TO UKRAINIAN REFUGEES AT THE POLISH BORDER.

To fight against period poverty in Tunisia, where we are present with our three manufacturing workshops,

WE DONATED 1,200 PAIRS OF MENSTRUAL PANTIES TO THE WALLAH WE CAN ASSOCIATION, WHOSE MISSION IS TO RAISE AWARENESS AND INFORM SCHOOLGIRLS IN RURAL AREAS AND HELP PREVENT THEM FROM MISSING OUT ON SCHOOLING EVERY MONTH.



DARJEELING X BIEN À PORTER

Darjeeling has co-developed a bra for women with reduced mobility with the association BIEN À PORTER (formerly Cover Dressing) of which we have been partnering for several years. A financial donation of 10,000 euros was also made to help the association in its mission, which echoes our own: to dress all women without exclusion, particularly in cases of disability.

REPORTING PERIOD

The data collected covers the fiscal year ending December 31, 2022. Data is reported annually with a mid-year update.

SCOPE OF REPORTING

The scope of reporting of this non-financial performance statement is intended to be representative of the non-financial impacts of the group's activities. The scope is determined according to the following rules:

— Inclusion of activities in France: head office activity and all commercial and industrial activities related to the cutting and making of women's lingerie, as well as the logistics activities operated in France.

— Inclusion of industrial activities related to the cutting and making of women's lingerie overseas, with the possible distinction of activities located in Asia/outside Asia, as well as a logistics activity in Thailand.

— Exclusion of commercial activities abroad which represent approximately 17% of the workforce. Commercial activities in France, which represent approximately 44% of the workforce in France, are included.

— The environmental footprint of the group in 2022 has been calculated including all the employees of the group with the exception of the commercial subsidiary in Canada opened in November 22 (for a total of 4 people, i.e. less than 1/1000). The products manufactured or purchased for all business units of the group as well as the quantities sold by all brands of the group have also been taken into account.

THE ENTITIES INCLUDED IN THE REPORTING SCOPE

Company name	Address	Country	% Stake	Commercial/industrial activity
CHANTELLE SA	8/10 rue de Provigny 94230 CACHAN	France	Parent	Commercial and industrial
DELTA LINGERIE	8/10 rue de Provigny 94230 CACHAN	France	99,9	Commercial
CHANTELLE RETAIL	8/10 rue de Provigny 94230 CACHAN	France	100	Commercial
CHANTUNI	BENI HASSEN Gouvernorat de MONASTIR	Tunisia	99,9	Industrial
CHANTELLE VIETNAM	Thuan An District, Binh Duong Province	Vietnam	100	Industrial
SOFAM	B.P.17 5080 TEBOULBA	Tunisia	99,9	Industrial
SOTUFAM	BENI HASSEN Gouvernorat de Monastir	Tunisia	99,9	Industrial
CHANTMA	Lot 122 – Z.I du Sahel HADS OUALEM	Morocco	100	Industrial
FAMACO	HadSouale 26400 BERRECHID	Morocco	99,9	Industrial
CHANTASIA Co, LTD	Chachoengsao, 24180 Thailand	Thailand	100	Industrial (logistics)
ATMA LINGERIE	Z.I. Takadoun Lot N°26 RABAT	Morocco	99,9	Industrial
SIGMA Lingerie Co, LTD	Samutsakhon, 74130 Thailand	Thailand	49	Industrial

Methodological notes

For the sake of clarity, the following sub-perimeters are disclosed in case relevant in the report.

"France" refers to all activities in France.

"Retail" refers to all the activities of Delta Lingerie stores under the "Darjeeling" banner and "Chantelle" stores selling the Chantelle, Passionata and Femilet brands. Rouafi, which was sold in September 2021, has been removed from the scope of the 2021 non-financial performance statement and the 2020 historical data.

"Overseas" refers to all logistics and industrial activities abroad. The commercial subsidiaries located abroad, which together account for approximately 17% of the group's workforce, are not included in the reporting.

"Group scope" including France and Overseas, representing as per the rules explained above about 83% of the Chantelle group's workforce.

"Cachan" for the head office of the companies included in the France perimeter, covering, in particular, creation and development activities and the administrative headquarters located in Cachan (France) in the Paris suburbs (Dept 94).

CONSOLIDATION AND INTERNAL CONTROL

Data is collected centrally or from each entity included in the NON-FINANCIAL PERFORMANCE STATEMENT reporting from the following sources: Quality Department, Human Resources Managers, Industrial and Supply Chain Department, Communication Department.

The Chantelle group has appointed the accounting firm FINEXFI as an Independent Third-Party body to draft a report relating to the presence and sincerity of the information in the management report relating to the NON-FINANCIAL PERFORMANCE STATEMENT required by article R.225-105-2 of the French commercial code.

REPORTING ORGANIZATION AND INFORMATION COLLECTION PROCESS

Data is collected centrally or from each entity included in the NON-FINANCIAL PERFORMANCE STATEMENT reporting from the following sources: Quality Department, Human Resources Managers, Industrial and Supply Chain Department, Communication Department.

The Chantelle group has appointed the accounting firm FINEXFI as an Independent Third-Party body to draft a report relating to the presence and sincerity of the information in the management report relating to the NON-FINANCIAL PERFORMANCE STATEMENT required by article R.225-105-2 of the French commercial code.

INDICATORS	DESCRIPTION	INDICATORS	DESCRIPTION
TOTAL WORKFORCE	<p>The total workforce is the total number of employees and work-study trainees of Chantelle and all its subsidiaries, including foreign sales subsidiaries, as reported in the consolidated financial statements.</p>	TRAINING HOURS	<p>Number of hours of training attended by employees (permanent and fixed-term contracts) and incidentally by interns. These training hours can take place in the form of e-learning for which the hours reported are the theoretical hours and in the form of physical training with material and a sign-in sheet. Training hours are recorded in the year in which the training is delivered (except in exceptional cases justifying a restatement over two years).</p>
BREAKDOWN OF WORKFORCE BY GENDER, AGE AND GEOGRAPHIC AREA	<p>The breakdown by gender and age (<25; 25/35; 35/45; 45 and over), physically registered on the payroll as at December 31 of the fiscal year, on permanent or fixed-term contracts, including parental or maternal leave, people on secondment, suspended contracts, and people on extended sick leave, is specified at the Group level.</p> <p>The workforce includes work-study students (apprentices and professionalization contracts) but does not include temporary staff or interns.</p>	SUMMARY OF COLLECTIVE AGREEMENTS	<p>The scope of disclosure of information relating to collective agreements is that of France, for which we have exhaustive reporting data and a uniform definition (the notion of collective agreement in many foreign countries does not correspond to that defined in France). The impact of these agreements on the company's economic performance and on employees' working conditions is specified.</p>
HIRINGS AND DISMISSALS	<p>Total number of new hires on permanent and fixed-term contracts and dismissals on permanent contracts within the Group during the year.</p>	OCCUPATIONAL DISEASES IN FRANCE	<p>Number of occupational diseases recognized in the year of the non-financial performance statement, by the authorities (e.g. the French social security system) or failing that by the company. The filing date may be earlier than the year of the non-financial performance statement.</p>
COMPENSATION AND CHANGES	<p>Total amount of compensations mentioned in the consolidated accounts of the fiscal year with reminder of the fiscal year N-1. This information, taken from the consolidated financial statements, therefore also covers the foreign sales subsidiaries.</p>	OCCUPATIONAL DISEASES IN TUNISIA	<p>Number of illnesses reported by the employee and the employer to the Tunisian social security system, in the year of the non-financial performance statement, without recognition expressed in return by social security to the employer.</p>

Indicateurs de performance sociaux

INDICATORS	DESCRIPTION
WATER CONSUMPTION	Refers to the measured water consumption of the sites in the Overseas and France scopes, with the exception of Retail, for which an estimate is made, taken over the year and based on invoices adjusted pro rata to the reporting period.
ENERGY CONSUMPTION	Refers, on the basis of invoices prorated for the reporting period, to electricity and gas consumption measured on sites in the France and Overseas scopes.
WASTE	Refers to all waste measured for France scope, with the exception of Retail. Waste produced by the sites in the Overseas scope is not measured systematically, but is monitored by type of waste.

CONSOLIDATION AND INTERNAL CONTROL

The environmental information provided in this report has been updated by the Company using the methodology adopted by the 4 sens firm in 2015 when carrying out the study on an organizational perimeter consisting in 2015 of (i) the head office activity of the Cachan sites and the logistics activity of the Corbie site, and (ii) a representative sample in accordance with the decree of November 24, 2014, of Delta Lingerie's Darjeeling stores and ROUAFI's Orcanta stores.

In accordance with the provisions of article 173 of the Grenelle II Law, the Chantelle Group has undertaken a process to identify the significant greenhouse gas emissions generated by its activity and the use of the goods and services it produces (scope 3) and has also extended its study to the Group scope.

Environmental information indicators

WORKFORCE

ITEMS PRODUCED/
PURCHASED

ITEMS SOLD

CHANGE 2022 / 2019

- 10,9 %

- 17,2 %

- 13 %

LEVEL OF ACCURACY OF DATA
SPECIFIC TO ITEMS PRODUCED
IN 2022 APPLICABLE TO SCOPE 3

— The weight of items manufactured in our factories is the sum of the weight of the components used,

— The quantity of items produced was addressed proportionally to its place of manufacture (as opposed to for the country in which production was most significant for the 2019 OEF),

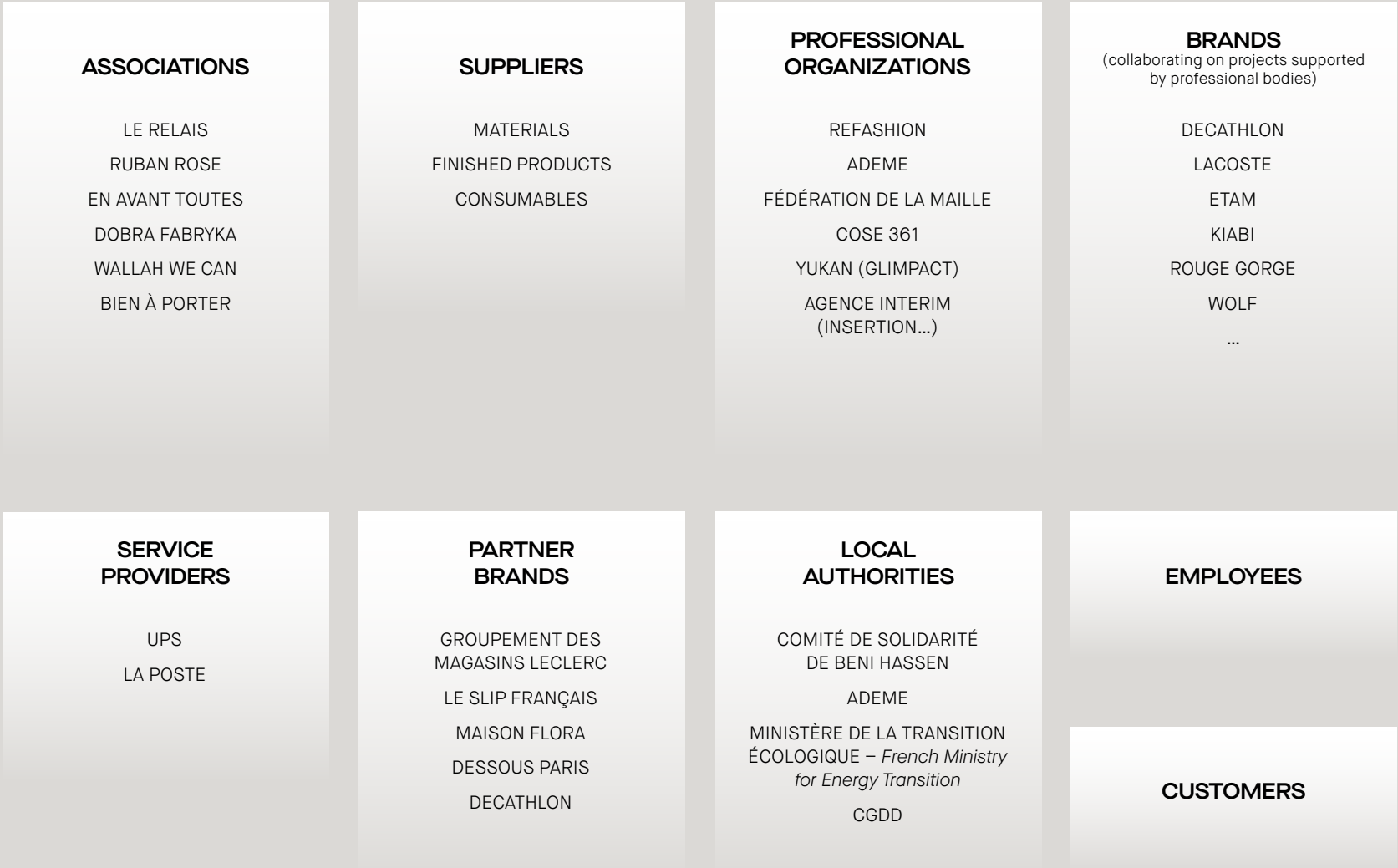
— The manufacturing processes of each component produced were detailed

— 392 references corresponding to 20.7% of the items produced in 2022 were evaluated according to the methodology recommended by the Apparel & Footwear PEFCR (Database 2.0)

The production of electricity from renewable sources and integrated into the French grid has been taken into account for the year 2022.

O.E.F: Developments and refinement of data in 2022 vs 2019

APPENDICES



Our stakeholders

Each theme (each colour) corresponds to a core issue of the ISO 26000 international standard on corporate social responsibility.

HUMAN RIGHTS ETHICS HUMAN RIGHTS AND WORKING CONDITIONS	CONSUMERS COMMUNICATION WITHOUT STEREOTYPES PRODUCTS CONTAINING NO HARMFUL SUBSTANCES PRIORITY GIVEN TO ENGAGED CUSTOMERS CLEAR COMMUNICATION ABOUT OUR PRODUCTS AND THE ASSOCIATED RISKS INNOVATION AND RESEARCH	ENVIRONMENT CIRCULAR ECONOMY, REUSE, RECYCLING EFFICIENCY AND CLEAN ENERGY CONTROL OVER OUR ENVIRONMENTAL IMPACT ECO-DESIGN OF OUR COLLECTIONS REDUCTION IN GHG AND RENEWABLE ENERGIES
WORKING CONDITIONS HEALTH AND SAFETY OF EMPLOYEES EMPLOYABILITY OF OUR EMPLOYEES	FAIR PRACTICE PRIORITY GIVEN TO ENGAGED SUPPLIERS	GOVERNANCE OPEN AND PARTICIPATORY GOVERNANCE

Materiality matrix index / ISO 26000 international standard